

Jackson-Madison County School Board Special Called Meeting

July 30, 2020 5:30 PM

LIBERTY TECH HIGH SCHOOL

Attendance Taken at 5:30 PM.

Mr. Kevin Alexander: Present

Mr. Wayne Arnold: Present

Ms. Doris Black: Present

Jim Campbell: Present

Carol Carter Estes McCright: Present

Mrs. Janice Hampton: Present

Mr. James Johnson: Present

Mr. A. J. Massey: Present

Mrs. Shannon Stewart: Present

Shannon Stewart virtual due to out of town

1. CALL TO ORDER

Discussion: Meeting called to order by James Johnson at 5:35 pm

2. ACTION ITEMS

A. POLICIES RELATED TO COVID-19 AND RESOLUTION

Discussion:

- 1.101 - Role of the Board of Education
 - To the extent the plan conflicts with the district calendar, safety plans, and curriculum adoption.
- 1.400 - School Board Meetings
 - To the extent the plan conflicts with the location and time of school board meetings.
- 1.800 - School Calendar
 - To the extent the plan alters the school calendar to address changes implemented due to COVID-19.
- 1.801 - School Day
 - To the extent that the plan alters the school day so long as students receive 6.5 hours of instruction.
- 1.8011 - Emergency Closings
 - To the extent the Director needs to close schools to address issues resulting from COVID-19.
- 3.206 - Community Use of School Facilities
 - To the extent this policy conflicts with the Continuous Learning Plan.

- 4.200 - Curriculum Development
 - To the extent this policy conflicts with the Continuous Learning Plan.

- 4.209 - Alternative Credit Options
 - To the extent this policy conflicts with the Continuous Learning Plan.
- 6.200 - Attendance
 - To the extent this policy conflicts with the Continuous Learning Plan.

- 4.600 - Grading System
 - To the extent this policy conflicts with the Continuous Learning Plan.

Action(s):

Motion Passed: A motion was made to approval of the Resolution- Emergency Suspension of Board Policies During the 2020-2021 School Year due Covid-19 and the Revision of Policies. Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander:	Yes
Mr. Wayne Arnold:	Yes
Ms. Doris Black:	Yes
Jim Campbell:	Yes
Carol Carter Estes McCright:	Yes
Mrs. Janice Hampton:	Yes
Mr. James Johnson:	Yes
Mr. A. J. Massey:	Yes
Mrs. Shannon Stewart:	Yes

B. POLICIES REVISIONS

Discussion: The Board approved the revised policies under 2 A.

C. FY21 BUDGET REVISED

Action(s):

Motion Passed: The Budget Committee is making a motion for the Board to approve the FY21 Budget with a caveat that will not approve any reduction in Maintenance of Effort (MOE) funding for FY20 including a reduction of Fund Balance without Board approval." Passed with a motion by Jim Campbell and a second by Ms. Doris Black.

Voting Detail:

Mr. Kevin Alexander:	Yes
Mr. Wayne Arnold:	Yes
Ms. Doris Black:	Yes
Jim Campbell:	Yes
Carol Carter Estes	Yes

McCright:
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

D. CONTINUOUS LEARNING PLAN/SCHOOL NEW NORMAL INITIATIVE (CLP)

Discussion: The Continuous Learning Plan is being used due to COVID-19

Action(s):

Motion Passed: A motion was made for the approval of the Continuous Learning Plan Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Nay
Carol Carter Estes: Yes
McCright:
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mr. A. J. Massey: Yes
Mrs. Shannon Stewart: Yes

E. SCHOOL CALENDAR - START DATE AND STOCKPILE DATES

Discussion: AJ Massey had stepped out of the room while the motion was made.

Action(s):

Motion Passed: A motion was made to approve the revised 2020-2021 School Calendar due to COVID 19 with the start date for Teachers and Students by the State. There will be another Calendar with 180 days to be approved by the Board at a later date. Passed with a motion by Mrs. Janice Hampton and a second by Mr. Kevin Alexander.

Voting Detail:

Mr. Kevin Alexander: Yes
Mr. Wayne Arnold: Yes
Ms. Doris Black: Yes
Jim Campbell: Yes
Carol Carter Estes: Yes
McCright:
Mrs. Janice Hampton: Yes
Mr. James Johnson: Yes
Mrs. Shannon Stewart: Yes

Stewart:

3. **ADJOURNMENT**

Action(s):

Motion Passed: A motion was made to adjourn at 6:53 Passed with a motion by Mr. Wayne Arnold and a second by Mrs. Shannon Stewart.

Voting Detail:

Mr. Kevin Alexander:	Yes
Mr. Wayne Arnold:	Yes
Ms. Doris Black:	Yes
Jim Campbell:	Yes
Carol Carter Estes McCright:	Yes
Mrs. Janice Hampton:	Yes
Mr. James Johnson:	Yes
Mr. A. J. Massey:	Yes
Mrs. Shannon Stewart:	Yes

Chairperson

Superintendent

Resolution – Emergency Suspension of Board Policies During the 2020-2021 School Year

WHEREAS TCA 49-2-203 authorizes local boards of education to govern their respective districts, including adopting, revising, and suspending local board policies;

WHEREAS, on June 29, 2020, Governor Bill Lee signed Executive Order 50 which extended the state of emergency in Tennessee through the beginning of the 2020-2021 school year;

WHEREAS Boards are required to submit Continuous Learning Plans to the Department of Education by July 24th that outline how districts will reopen for the 2020-2021 school year;

NOW, THEREFORE BE IT RESOLVED, that the Jackson-Madison County Board of Education hereby approves the Continuous Learning Plan.

BE IT FURTHER RESOLVED that the Jackson-Madison County Board of Education hereby suspends the following policies or provisions of its policies for the 2020-2021 school year, including but not limited to those identified below, to the extent that they conflict with the board approved Continuous Learning Plan:

- 1.101 – Role of the Board of Education
 - To the extent the plan conflicts with the district calendar, safety plans, and curriculum adoption.
- 1.400 – School Board Meetings
 - To the extent the plan conflicts with the location and time of school board meetings.
- 1.800 – School Calendar
 - To the extent the plan alters the school calendar to address changes implemented due to COVID-19.
- 1.801 – School Day
 - To the extent that the plan alters the school day so long as students receive 6.5 hours of instruction.
- 1.8011 – Emergency Closings
 - To the extent the Director needs to close schools to address issues resulting from COVID-19.
- 3.206 – Community Use of School Facilities
 - To the extent this policy conflicts with the Continuous Learning Plan.
- 4.200 – Curriculum Development
 - To the extent this policy conflicts with the Continuous Learning Plan.

- 4.209 – Alternative Credit Options
 - To the extent this policy conflicts with the Continuous Learning Plan.
- 6.200 – Attendance
 - To the extent this policy conflicts with the Continuous Learning Plan.
- 4.600 – Grading System
 - To the extent this policy conflicts with the Continuous Learning Plan.

BE IT FURTHER RESOLVED this resolution shall only become effective in the event the district must implement all, or a portion, of the Continuous Learning Plan.

BE IT FURTHER RESOLVED that the Director of Schools shall consult with the Board as feasible and appropriate and shall timely report to the Board regarding implementation of board policies in alignment with the Continuous Learning Plan.

BE IT FURTHER RESOLVED that the Director of Schools will consult with the Board if he/she determines that additional policies or provisions of policies not contained in this resolution are found to conflict with the Continuous Learning Plan.

BE IT FURTHER RESOLVED that the Director of Schools may apply for any waiver or extension that ensures consistency with this resolution, board policies, and state law.

BE IT FURTHER RESOLVED that the Director of Schools shall inform the Board of any waiver or extension request made pursuant to this resolution.

BE IT FURTHER RESOLVED that execution of this Resolution is conclusive evidence of the Board’s approval of this action and of the authority granted herein.

Adopted and approved this _____ day of July 2020.

By: _____
Board Chair

Attest: _____
Director of Schools

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Appeals to and Appearances Before the Board	Descriptor Code: 1.404	Issued Date: 09/05/19
		Rescinds: 1.404	Issued: 06/20/19

1 APPEALS TO THE BOARD

2 The Board desires that all matters relating to the operation of the school system be settled at the lowest
3 level of responsibility and will not hear complaints or concerns which have not advanced through the
4 proper administrative procedure from the point of origin.

5 Any matter relating to the operation of the school system may be appealed to the Board. However, the
6 parties shall attempt to settle all matters at the lowest level of responsibility, and the Board shall not hear
7 complaints or concerns which have not advanced through the proper administrative procedure. If all
8 steps of the administrative procedure have been pursued and there is still a desire to appeal to the Board,
9 the matter shall be referred in writing to the office of the director of schools and the Board shall determine
10 whether to hear the appeal.

11 APPEARING BEFORE A BOARD COMMITTEE

12 To appear before a Board committee, a member of the public must submit a written request with
13 descriptive materials to the director of schools or the committee chairperson at least two (2) working
14 days before the committee meeting. If the request is approved by the director of schools and the
15 committee chairperson, the item will be placed on the agenda for the committee meeting. Speakers will
16 comply with the same guidelines applicable to persons appearing before the Board at a regular board
17 meeting.

18 APPEARING BEFORE THE BOARD AT A REGULAR BOARD MEETING

19 To appear before the Board at a regular School Board meeting, a member of the public must submit a
20 written request with descriptive materials to the office of the director of schools ten (10) working days
21 before the meeting. If the request is approved by the Executive Committee, the item will be placed on
22 the agenda. Individuals placed on the agenda will be recognized at the beginning of the meeting and
23 given time to speak when their topic of interest is addressed on the agenda. All requests submitted will
24 be included in the board packet. Speakers will comply with the following guidelines.

- 25 • Individuals speaking to the Board shall address remarks to the chair and may direct questions to
26 individual board members or staff members only upon approval of the chair.
- 27 • Each person speaking shall state his/her name, address, and subject of presentation.

- 1 • Delegations must select only one individual to speak on their behalf unless otherwise determined
- 2 by the Board.
- 3 • The chair shall have the authority to terminate the remarks of any individual who is disruptive or
- 4 does not adhere to Board rules.¹
- 5 • Members of the Board and the director of schools may have the privilege of asking questions of
- 6 any person who addresses the Board.

7 **PUBLIC COMMENTS AT A BOARD WORK SESSION**

8 To make public comments before the Board, a member of the public may speak during the public
9 comments portion of the work session agenda. Public comments shall be the first item of the work
10 session agenda and shall be limited to a maximum of thirty minutes. Speakers will comply with the
11 following guidelines:

- 12 • Remarks will be limited to three (3) minutes unless time is extended by the Board.
- 13 • Each person speaking shall state his/her name, address, and subject of presentation.
- 14 • Delegations must select only one individual to speak on their behalf unless otherwise determined
- 15 by the Board.
- 16 • Remarks must pertain to school business.
- 17 • No interrogation of Board Members.
- 18 • No public derogatory statement about individuals (Superintendent, Board Members, teachers,
- 19 staff, etc.)
- 20 • No personal attacks.
- 21 • The chair shall have the authority to terminate the remarks of any individual who is disruptive or
- 22 does not adhere to Board rules.¹
- 23 • Members of the Board and the director of schools may have the privilege of asking questions of
- 24 any person who addresses the Board.

25 If an individual wishes to address the Board during the public comments portion of a regular board
26 agenda regarding an item on the agenda, he/she may sign up on the form provided before the beginning
27 of the board meeting to request time to speak. Delegations must select only one individual to speak on
28 their behalf unless otherwise determined by the Board. The public comments portion of the agenda shall
29 be limited to a maximum of thirty (3) minutes unless time is extended by the Board.

30 Individuals speaking to the Board during public comments shall address remarks to the Chair and may
31 direct questions to individual board members or staff members only upon approval of the Chair. Each
32 person speaking shall state his/her name, address, and subject of presentation. Remarks will be limited
33 to three (3) minutes unless time is extended by the Board. The Chair shall have the authority to terminate
34 the remarks of any individual who is disruptive or does not adhere to board rules.¹

- 1 The Chair may recognize individuals not on the agenda for remarks to the Board if it is determined that
- 2 such is in the public interest. A majority vote of members present can overrule the decision of the Chair.
- 3 Individuals desiring additional information about any item on the agenda shall direct such inquiries to
- 4 the office of the Director of Schools.

Legal References

1. TCA 39-17-306

Cross References

School Board Meetings 1.400

JACKSON-MADISON COUNTY SCHOOL SYSTEM

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation</h2>	Descriptor Code: <h3 style="text-align: center;">6.304</h3>	Issued Date:
		Rescinds:	Issued:

1 In order to maintain a safe, civil, and supportive environment in school for students to learn and achieve
 2 high academic standards, acts of bullying, cyber-bullying, discrimination, harassment, intimidation,
 3 hazing, or any other victimization of students, based on any actual or perceived traits or characteristics,
 4 are prohibited.¹

5 This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).² This
 6 policy shall cover employees, employees' behaviors, students, and students' behaviors while on school
 7 property, at any school-sponsored activity, on school-provided equipment or transportation, or at any
 8 official school bus stop. If the act takes place off of school property or outside of a school-sponsored
 9 activity, this policy is in effect if the conduct is directed specifically at a student and has the effect of
 10 creating a hostile educational environment or otherwise creating a substantial disruption to the education
 11 environment or learning process.

12 The principal/designee is responsible for educating and training respective staff and students as to the
 13 definition and recognition of discrimination/harassment.³

14 The Director of Schools shall develop forms and procedures to ensure compliance with the
 15 requirements of this policy and state law.

16 **DEFINITIONS⁴**

17 “Bullying/Intimidation/Harassment” is an act that substantially interferes with a student’s educational
 18 benefits, opportunities, or performance, and the act has the effect of:

- 19 1. Physically harming a student or damaging a student’s property;
- 20
- 21 2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to
- 22 the student’s property;
- 23
- 24 3. Causing emotional distress to a student; or
- 25
- 26 4. Creating a hostile educational environment.

27 Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class
 28 (race, nationality, origin, color, sex, age, disability, religion) that is severe, pervasive, or persistent and
 29 creates a hostile environment.

1 “Cyber-bullying” is a form of bullying undertaken through the use of electronic devices. Electronic
2 devices include, but are not limited to, telephones, cellular phones or other wireless telecommunication
3 devices, text messaging, emails, social networking sites, instant messaging, videos, web sites, or fake
4 profiles.

5 “Hazing” is an intentional or reckless act by a student or group of students that is directed against any
6 other student(s) that endangers the mental or physical health or safety of the student(s) or that induces
7 or coerces a student to endanger his/her mental or physical health or safety. Coaches and other employees
8 of the school district shall not encourage, permit, condone, or tolerate hazing activities.⁵

9 Hazing does not include customary athletic events or similar contests or competitions and is limited to
10 those actions taken and situations created in connection with initiation into or affiliation with any
11 organization.

12 **COMPLAINTS AND INVESTIGATIONS**

13 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
14 promptly report such information to the principal/designee.⁶

15 While reports may be made anonymously, an individual's need for confidentiality shall be balanced with
16 obligations to cooperate with police investigations or legal proceedings, to provide due process to the
17 accused, to conduct a thorough investigation, or to take necessary actions to resolve a complaint. The
18 identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a
19 need to know.

20 The principal/designee at each school shall be responsible for investigating and resolving complaints.
21 Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48)
22 hours of receipt of the report. If an investigation is not initiated within forty-eight (48) hours, the
23 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
24 reasons why the investigation was not initiated within the required timeframe.⁷ The principal/designee
25 shall immediately notify the parent(s)/guardian(s) when a student is involved in an act of discrimination,
26 harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information
27 on district counseling and support services. Students involved in an act of discrimination, harassment,
28 intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the
29 principal/designee when deemed necessary.⁸

30 The principal/designee is responsible for determining whether an alleged act constitutes a violation of
31 this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

- 32 1. It places the student in reasonable fear or harm for the student’s person or property;
33
- 34 2. It has a substantially detrimental effect on the student’s physical or mental health;
35
- 36 3. It has the effect of substantially interfering with the student’s academic performance; or
37
- 38 4. It has the effect of substantially interfering with the student’s ability to participate in or benefit
39 from the services, activities, or privileges provided by a school.

1 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and
2 complete investigation of each alleged incident. All investigations shall be completed and appropriate
3 intervention taken within twenty (20) calendar days from the receipt of the initial report.⁷ If the
4 investigation is not complete or intervention has not taken place within twenty (20) calendar days, the
5 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
6 reasons why the investigation has not been completed or the appropriate intervention has not taken
7 place.⁷ Within the parameters of the federal Family Educational Rights and Privacy Act,⁹ a written report
8 on the investigation will be delivered to all involved parties and the Director of Schools.

9 **RESPONSE AND PREVENTION**¹⁰

10 The principal/designee shall consider the nature and circumstances of the incident, the age of the
11 individual, the degree of harm, previous incidences or patterns of behavior, or any other factors, as
12 appropriate, to properly respond to each situation.

13 A substantiated charge against an employee shall result in disciplinary action up to and including
14 termination. The employee may appeal this decision by contacting the Federal Rights Coordinator or the
15 **Director of Schools/Designee**.

16 A substantiated charge against a student may result in corrective or disciplinary action up to and
17 including suspension. The student may appeal this decision in accordance with disciplinary policies and
18 procedures.

19 **REPORTS**

20 When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of
21 physical harm to a student or a student's property, the principal/designee of each middle school, junior
22 high school, or high school shall report the findings and any disciplinary actions taken to the Director of
23 Schools and the Chair of the Board.¹¹

24 By July 1st of each year, the Director of Schools/designee shall prepare a report of all of the bullying
25 cases brought to the attention of school officials during the prior academic year. The report shall also
26 indicate how the cases were resolved and/or the reasons they are still pending. This report shall be
27 presented to the Board at its regular July meeting, and it shall be submitted to the state department of
28 education by August 1st.¹²

29 **RETALIATION AND FALSE ACCUSATIONS**

30 Retaliation against any person who reports or assists in any investigation of an act alleged in this policy
31 is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation
32 shall be determined by the principal/designee after consideration of the nature, severity, and
33 circumstances of the act.¹³

34 False accusations accusing another person of having committed an act prohibited under this policy are
35 prohibited. The consequences and appropriate remedial action for a person found to have falsely
36 accused another may range from positive behavioral interventions up to and including expulsion.¹⁴

Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686
2. TCA 49-6-4503(b)(11)
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. TCA 49-2-120
6. TCA 49-6-4503(b)(5)
7. TCA 49-6-4503(b)(6)
8. TCA 49-6-4503(b)(14)
9. 20 USCA § 1232g
10. TCA 49-6-4503(b)(4), (7)-(8)
11. TCA 49-6-4503(d)(3)
12. TCA 49-6-4503(c)(2)(B)
13. TCA 49-6-4503(b)(9)
14. TCA 49-6-4503(b)(10)

Cross References

Appeals to and Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802
Staff-Student Relations 5.610
Student Goals 6.100
Title IX & Sexual Harassment 6.3041
Code of Conduct 6.300
Student Concerns 6.305
Reporting Child Abuse 6.409
Student Suicide Prevention 6.415

JACKSON-MADISON COUNTY SCHOOL SYSTEM [Click here to choose a school board.](#)

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Student Concerns</h2>	Descriptor Code: 6.305	Issued Date:
		Rescinds:	Issued:

- 1 Decisions made by school personnel, such as aides, teachers, or assistant principals, which students
- 2 believe are unfair or in violation of pertinent policies of the Board or individual school rules may be
- 3 appealed to the school principal/designee. To appeal, students shall contact the principal's office in their
- 4 school and provide their name, the issue, and the reason for their appeal on a printed form available at
- 5 the school office within two (2) days. The appeal shall be decided confidentially and promptly, preferably
- 6 within **5** school days.

- 7 However, if the principal does not make a decision within **5** school days, students or
- 8 parent(s)/guardian(s) may appeal at that time by contacting the Director of Schools/designee at the
- 9 central office. The information provided should include the student's name, the school, and a description
- 10 of the problem.

- 11 An investigation and decision shall be made within **two (2) ten 10** school days and communicated to the
- 12 school principal and student by telephone. A written copy of the decision also shall be sent to the student
- 13 and the principal.

Cross References

Appeals To & Appearances Before the Board 1.404
 Instructional Program 4.100
 Student Discrimination, Harassment, Bullying, Cyber-
 bullying, and Intimidation 6.304
 Title IX & Sexual Harassment 6.3041

Jackson-Madison County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="margin: 0;">Zero Tolerance Offenses</h2>	Descriptor Code: 6.309	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 In order to ensure a safe and secure learning environment, the following offenses shall not be
 2 tolerated:¹

- 3 1. Bringing to school or being in unauthorized possession of a **deadly weapon, destructive device,**
 4 or firearm on school property;²
- 5
- 6 2. Unlawful possession of any drug, including any controlled substance, controlled substance
 7 analogue, or legend drug on school grounds or at a school-sponsored event;³
- 8
- 9 3. Aggravated assault;⁴ or
- 10
- 11 4. Assault that results in bodily injury⁵ upon any teacher, principal, administrator, any other
 12 employee of the school, or school resource officer.

13 Committing any of these offenses shall result in a student being expelled from the regular school
 14 program for at least one (1) calendar year unless modified by the Director of Schools. Modification of
 15 the length of time shall be granted on a case-by-case basis. Students that commit zero tolerance
 16 offenses may be assigned to an alternative school or program at the discretion of the Director of
 17 Schools.⁶

18 When it is determined that a student has violated this policy, the principal shall notify the student's
 19 parent(s)/guardian(s) and the criminal justice or juvenile delinquency system as required by law.⁷

Legal References

1. TCA 49-6-3401(g)
2. 18 USCA § 921(a)(3); 20 USCA § 7961; **TCA § 39-11-106 (a)(6), (10)**
3. TCA 39-17-454; TCA 53-10-101
4. TCA 39-13-102
5. TCA 39-13-101(a)(1)
6. TCA 49-6-3401(g)(2); TCA 49-6-3402; Public Acts of 2020, Chapter No. 603
7. TCA 49-6-4209; TCA 39-17-1312; 20 USCA § 7961(h)(1)

Cross References

- Code of Conduct 6.300
- Drug-Free Schools 6.307
- Suspension 6.316
- Student Disciplinary Hearing Authority 6.317
- Alternative Education 6.319

JACKSON-MADISON COUNTY SCHOOL SYSTEM

Monitoring: Review: Annually, in March	Descriptor Term: Alternative Education	Descriptor Code: 6.319	Issued Date:
		Rescinds:	Issued:

1 *General*¹

2 The Board shall operate an alternative school and/or program for students in grades seven through
3 twelve (7-12) who have been suspended or expelled from the regular school program.

4 **[If the district maintains both an alternative school and program, adopt both definitions. If your**
5 **district only has one option, choose the appropriate definition.] ***THIS JMCS WILL WOULD**
6 **LIKE BOTH OF THE DEFINITIONS ADDED TO THE POLICY*****

7 An alternative school is a short-term intervention program designed to provide educational services
8 outside the regular school program for students who have been suspended or expelled. The alternative
9 school is located in a separate facility from the regular school program.

10 An alternative program is a short-term intervention program designed to provide educational services
11 outside the regular school program for students who have been suspended or expelled. Alternative
12 programs may be located within the regular school or be a self-contained program within a school.
13 Alternative programs shall include, but are not limited to, the following: [e.g. night
14 school or in-school suspension]. (e.g. Best Academy and Bridge)

15 The alternative school and/or program shall be operated in accordance with state laws and the rules of
16 the State Board of Education, and instruction shall proceed as nearly as practicable in accordance with
17 the instructional program at the student's regular school. The Director of Schools shall develop
18 procedures that provide appropriate educational opportunities for all students assigned to the
19 alternative school or program. These educational opportunities shall adhere to Tennessee's academic
20 standards.²

21 **ASSIGNMENT**

22 Students who have been suspended for more than ten (10) days or expelled shall be assigned to the
23 alternative school or program if there is staff and space available.³ Availability of staff and space shall
24 be determined at the time the disciplinary decision is rendered. The Director of Schools/designee shall
25 make this determination by evaluating factors including, but not limited to, the following:

- 26 1. Level of supervision available;
- 27
- 28 2. Safety considerations; and
- 29
- 30 3. Type of infraction.

1 Students who have committed zero tolerance offenses are not required to be assigned to alternative
2 schools or programs.⁴

3 Prior to the assignment of the student to the alternative school or program, the Director of
4 Schools/designee shall provide written notice to the student's parent/guardian stating the reason for the
5 student's placement.⁵

6 Placement in an alternative education setting shall be reserved for students who significantly disrupt
7 the educational process. If a student has an active Individualized Education Plan, a 504 plan, or is
8 suspected of having a disability, all state and federal laws and rules and regulations related to special
9 education shall be followed. The Director of Schools/designee shall develop procedures regarding
10 placement of students in the program, taking into consideration the impact of exclusionary discipline
11 practices.⁶

12 The Director of Schools/designee shall monitor and regularly evaluate the academic progress of each
13 student enrolled in the alternative school.

14 **REMOVAL**⁷

15 A student may be removed from the alternative school or program if:

- 16 1. He/she violates the rules of the alternative school or program; or
- 17 2. He/she is not benefitting from the assignment and all interventions have been exhausted
- 18 unsuccessfully.
- 19

20 **ADDITIONAL OFFENSES**⁸

21 Any new disciplinary offense committed during a student's original suspension or expulsion period
22 shall be treated as a new and separate offense. These offenses shall not constitute an extension of the
23 original suspension or expulsion.

24 **TRANSITION PLAN**⁹

25 The Director of Schools/designee shall develop procedures regarding the implementation of transition
26 plans for the integration of students assigned to the alternative school.

Legal References

1. TCA 49-6-3402(a); Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09
2. TRR/MS 0520-01-02-.09(9)(a)
3. Public Acts of 2020, Chapter No. 603
4. Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09(6)(a)
5. TRR/MS 0520-01-02-.09(9)(i)
6. TRR/MS 0520-01-02-.09(9)(h)
7. Public Acts of 2020, Chapter No. 603
8. TRR/MS 0520-01-02-.09(9)(g)(2)

Cross References

- Special Education 4.202
Suspension 6.316
Student Disciplinary Hearing Authority 6.317
Special Education Students 6.500

9. TRR/MS 0520-01-02-.09(m)

ADOPT TSBA for JACKSON-MADISON COUNTY SCHOOL SYSTEM

Monitoring: Review: Annually, in April	Descriptor Term: Reporting Child Abuse	Descriptor Code: 6.409	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Director of Schools shall:¹

- 3 1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional
4 employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;
5
6 2. Require that the Coordinator and the Alternate receive appropriate training;
7
8 3. Supply the Coordinator with all necessary resources;
9
10 4. Ensure that all school personnel annually complete the child abuse training program required
11 by state law.²

12 The Coordinator shall assist any employee with appropriately reporting and responding to instances of
13 child abuse or child sexual abuse.

14 **REPORTING**

15 All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.³ If personnel
16 know or have reasonable cause to suspect child abuse, sexual abuse, or neglect, a report shall be filed
17 immediately with the Coordinator, the Department of Children's Services (DCS), and law
18 enforcement.⁴

19 The report shall include, to the extent known by the reporter:⁵

- 20 1. The name, address, telephone number, and age of the child;
21
22 2. The name, telephone number, and address of the parents or persons having custody of the child;
23
24 3. The nature and extent of the abuse or neglect; and
25
26 4. Any evidence to the cause or any other information that may relate to the cause or extent of the
27 abuse or neglect.

28 The Director of Schools/designee shall develop reporting procedures, including sample indicators of
29 abuse and neglect, and shall disseminate the procedures to all school personnel.

1 **CONFIDENTIALITY**

2 District employees shall keep all information regarding any child abuse confidential in accordance
3 with state law.

4 **INVESTIGATIONS**

5 School administrators and employees have a duty to cooperate, provide assistance, and information in
6 child abuse investigations⁶ including permitting DCS teams to conduct interviews while the child is at
7 school. The principal may control the time, place, and circumstances of the interview but may not
8 insist that a school employee be present even if the suspected abuser is a school employee or another
9 student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the
10 child is to be interviewed even if the suspected abuser is not a member of the child's household.⁷

Legal References

1. H.B. 2461, 111th Tenn. Gen. Assembly (2020)
2. TCA 37-1-408
3. TCA 37-1-403(a)(1); TCA 37-1-412; TCA 37-1-602; TCA 37-1-605(a)(4)
4. TCA 37-1-403(a)(2); H.B. 2461, 111th Tenn. Gen. Assembly (2020)
5. TCA 37-1-403(b)
6. TCA 37-1-611(b)
7. Tenn. Op. Atty. Gen. No. 87-101 (June 9, 1987)

Cross References

Recommendations and File Transfers 5.203
Staff-Student Relations 5.610
Interrogations and Searches 6.303
Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation 6.304
Title IX & Sexual Harassment 6.3041

**Jackson-Madison County School System
General Purpose Schools Fund 141**

**Madison County, Tennessee
Statement of Proposed Operations
For the Fiscal Year Ending June 30, 2021**

		Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
ESTIMATED REVENUE						
40100 County Property Taxes						
40110	Current Property Tax	\$7,232,226	\$7,242,736	\$7,242,736	\$6,888,409	Current Property Tax
40120	Trustee's Collection's - Prior Year	67,681	279,533	279,533	279,533	Trustee's Collection's-Prior Year
40125	Trustee's Collection's - Bankruptcy	9,900	15,984	15,984	15,984	Trustee's Collection's-Bankruptcy
40130	Clerk & Master Collections - Prior Years	75,544	200,350	84,417	125,053	Clerk & Master-Prior Years
40140	Interest and Penalty	26,188	46,285	32,958	46,786	Interest and penalty
40161	In Lieu of Tax Payment/TVA	1,539	1,549	1,549	1,549	In lieu of tax payment-TVA
40162	In Lieu of Tax Payment/Utility	137,895	154,656	154,656	154,656	In lieu of tax payment-Utility
40163	In Lieu of Tax Payment/Other	84,439	81,467	132,597	132,597	In lieu of tax payment-Other
40163 5200	In Lieu of Tax Payment/Bodine	225,800	225,800	225,800	225,800	In lieu of tax payment-Bodine
40200 County Local Option Taxes						
40210	Local Option Sales Tax	36,607,151	38,545,325	38,545,325	38,545,325	Local option sales tax
40275	Mixed Drink Tax	239,486	199,934	232,021	232,021	Mixed drink tax
40300 Statutory Local Taxes						
40320	Bank Excise Tax	15,772	26,152	15,772	15,772	Bank excise tax
40350	Interstate Telecommunications Tax	0	9,804	0	0	
Total Local Taxes		\$44,723,621	\$47,029,575	\$46,963,348	\$46,663,485	
41100 Licenses						
41110	Marriage Licenses	\$7,942	\$7,068	\$4,683	\$7,068	Marriage licenses
41500 Permits						
41590	Other Permits	3,755	2,450	1,603	2,450	Helping Schools License Plates
Total Licenses and Permits		\$11,697	\$9,518	\$6,286	\$9,518	
43300 Fees						
43380 5100	Vending Machine Collections	\$2,186	\$1,575	\$1,575	\$1,575	Vending machine collections
Total Fees		\$2,186	\$1,575	\$1,575	\$1,575	
43500 Education Charges						
43517 6400	Tuition - Other	\$443,946	\$410,000	\$384,500	\$400,000	School-Age Childcare Program
43990	Other Charges for Services	0	0	0	0	
Total Education Charges		\$443,946	\$410,000	\$384,500	\$400,000	

**Jackson-Madison County School System
General Purpose Schools Fund 141**

**Madison County, Tennessee
Statement of Proposed Operations
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		Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
44100 Recurring Items						
44110	Investment Income	\$13,890	\$0	\$0	\$0	
44120	Lease/Rentals	99,834	66,000	48,918	0	
44145	Sale of Recycled Materials	240	0	120	0	
44146	E-Rate Funding	7,926	0	6,233	0	
44170	Miscellaneous Refunds	23,578	0	6,030	0	
44180	Expenditure Credits	0	0	0	0	
44500 Non-Recurring Items						
44512	Gain on Retirement of Debts	13,960	0	0	0	
44530	Sale of Equipment	40,582	0	3,774	0	
44560	Damages Recovered From Individuals	1,292	1,000	610	500	Damages recovered from individuals
44570	Contributions and Gifts	176,000	176,000	186,000	10,000	Leaders Credit Union
44570 6510	Contributions and Gifts-Homework Diner	0	4,258	1,580	4,265	Homework Diner program
44570 6520	Contributions and Gifts-Toyota Grant	0	10,000	30,000	0	Toyota Grant
Total Recurring and Non-Recurring Items		\$377,302	\$257,258	\$283,265	\$14,765	
46100 General Government Grants						
46175	On-Behalf Contributions for OPEB	\$505,292	\$0	\$0	\$0	Audit adjustment only
Total General Government Grants		\$505,292	\$0	\$0	\$0	
46500 State Education Funds						
46511	Basic Education Program	\$49,895,747	\$51,677,000	\$51,536,000	\$52,221,000	BEP May Estimate
46515 6450	Early Childhood Education	1,377,621	1,489,510	1,489,510	1,489,510	State Pre-K Grant
46590	Other State Education Funds	46,333	0	575	0	
46590 6100	Other State Education Funds-CSH Grant	135,000	135,000	135,000	135,000	Coordinated School Health Grant
46590 6130	Other State Education Funds-SSMS	0	0	18,715	0	
46590 6160	Other State Education Funds-FAST Grant	10,000	10,000	10,000	0	
46590 6750	Other State Education Funds-Priority Schools	298,893	185,294	85,590	99,704	State Priority Schools Grant (carryover)
46590 6760	Other State Education Funds-Principal Leadersh	0	35,381	42,581	0	
46610	Career Ladder Program (Reg Admin)	289,936	242,000	130,000	205,000	Career Ladder Program
46640	Vocational Equipment	1,202	0	0	0	
Total State Education Funds		\$52,054,732	\$53,774,185	\$53,447,971	\$54,150,214	
46800 Other State Revenues						
46851	State Revenue Sharing - TVA	\$1,275,651	\$1,214,961	\$1,301,502	\$1,301,502	State Revenue Sharing - TVA
46980	Other State Grants	100,003	0	128	0	
46980 6350	Other State Grants-TSW Grant	95,950	102,310	80,700	124,750	Transition School to Work/Voc Rehab Grant
46980 6250	Other State Grants-Safe Schools Act Grant	69,325	265,288	245,045	20,243	Safe Schools Act Grant
46980 6260	Other State Grants-School Safety Grant	228,171	25,159	25,159	0	

**Jackson-Madison County School System
General Purpose Schools Fund 141**

**Madison County, Tennessee
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	Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
46980 6610 Other State Grants	7,825	0	0	0	
46990 Other State Revenues	0	2,000	3,523	0	
46990 6120 Other State Revenues	3,083	0	0	0	
Total Other State Revenues	\$1,780,008	\$1,609,718	\$1,656,057	\$1,446,495	
47100 Federal Through State					
47640 ROTC Reimbursement	\$164,185	\$150,000	\$158,000	\$160,000	50% of minimum instructor's pay
Total Federal Through State	\$164,185	\$150,000	\$158,000	\$160,000	
48100 Other Governments					
48130 Contributions	\$2,300,000	\$0	\$0	\$0	
48990 Other	36,826	31,000	15,000	15,000	Wastewater treatment-Sheriff's Dept Training Center
48990 6470 Other-Northwest TN Headstart	0	23,980	14,770	24,000	Northwest TN Headstart
48990 6800 Other-Project Lead the Way	100,000	0	0	0	
Total Other Governments	\$2,436,826	\$54,980	\$29,770	\$39,000	
49000 Other Sources					
49700 Insurance Recovery	\$121,182	\$13,095	\$64,700	\$0	
49800 Transfers From Other Funds	0	0	0	31,500	Indirect Costs-Cares Act Grant
49800 6370 Transfers From Other Funds-CCEIS	0	122,612	75,850	171,742	Comprehensive Coordinated Early Intervening Services-IDEA
Total Other Sources	\$121,182	\$135,707	\$140,550	\$203,242	
TOTAL ESTIMATED REVENUE	\$102,620,977	\$103,432,516	\$103,071,322	\$103,088,294	

ESTIMATED EXPENDITURES

71100 Elementary/Secondary					
116 Teachers	\$32,397,388	\$33,272,000	\$32,549,000	\$33,708,000	683 FTE positions
116 6750 Teachers	71,221	0	0	0	
117 Career Ladder Program	118,305	124,000	95,600	100,000	State career ladder payments
128 Homebound Teachers	124,143	128,000	128,500	150,000	2.6 FTE positions
140 Salary Supplements	594,046	610,000	615,000	610,000	Coaching and fine arts supplements
163 Educational Assistants	1,094,236	1,190,000	1,143,200	1,152,000	67.5 FTE positions
163 6750 Educational Assistants	31,777	0	0	0	
188 Bonus Payments	503,957	407,500	408,300	545,000	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
188 6750 Bonus Payments	1,250	0	0	0	
195 Certified Substitute Teachers	153,402	150,000	105,000	140,000	Certified substitute teachers @ \$85/day
198 Non-Certified Substitute Teachers	423,482	415,000	310,000	405,000	Non-certified substitute teachers @ \$67/day and \$75/day
201 Social Security	2,498,903	2,616,000	2,500,000	2,640,000	6.2% Social security tax; 1.45% Medicare tax
201 6750 Social Security	6,944	0	0	0	

**Jackson-Madison County School System
General Purpose Schools Fund 141**

**Madison County, Tennessee
Statement of Proposed Operations
For the Fiscal Year Ending June 30, 2021**

		Actual	Amended	Estimated	Budget	
		2018-2019	Budget 2019-2020	2019-2020	Budget 2020-2021	
204	Pensions	3,397,482	3,557,000	3,410,000	3,431,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204 6750	Pensions	3,530	0	0	0	
206	Life Insurance	69,111	75,000	70,000	73,000	Employer-provided life insurance
206 6750	Life Insurance	155	0	0	0	
207	Medical Insurance	3,602,429	3,575,000	3,608,000	3,651,000	BCBS & CIGNA state plan
207 6750	Medical Insurance	2,856	0	0	0	
208	Dental Insurance	125,163	125,000	127,000	132,000	BCBS
208 6750	Dental Insurance	413	0	0	0	
211	Local Retirement	25,001	28,000	24,000	27,000	Voya: Max 7% for non-cert employees hired after 6/30/12
211 6750	Local Retirement	538	0	0	0	
217	Retirement-Hybrid Stabilization	0	202,000	222,000	235,000	TCRS: Stabilization reserve contribution 1.98%
299	Other Fringe Benefits	416,694	325,000	275,000	325,000	Retirement severance
356	Tuition	136,981	160,000	86,804	110,000	JCM ECH student tuition expenses
399	Other Contracted Services	139,608	903,000	880,000	1,245,900	Residential services, Ombudsman Program, computer and copier leases
429	Instructional Supplies and Materials	244,613	361,000	310,000	360,000	Teacher instructional allocations, intervention material, copy charges
429 5150	Instructional Supplies and Materials-Fine Arts	56,803	60,000	56,500	50,000	Fine arts supplies for schools
429 5300	Instructional Supplies and Materials-Montessori	3,644	15,000	15,000	5,000	Montessori classroom instructional supplies
429 6610	Instructional Supplies and Materials	7,825	0	0	0	
429 6650	Instructional Supplies and Materials	5,906	0	0	0	
429 6750	Instructional Supplies and Materials-Priority Sch	0	7,812	3,830	3,982	Classroom instructional supplies for Priority schools
449	Textbooks	794,928	1,231,000	1,233,000	435,000	Eureka Math, Dual Enrollment, replacement
471	Software	144,034	164,000	119,300	101,000	Digital curriculum; instructional software
499	Other Supplies and Materials	18,392	31,200	16,000	62,500	Textbook tracking, EPSO allocations, other supplies
722	Regular Instruction Equipment	108,664	194,339	189,000	150,000	Technology repair, replacement, other equipment
722 5150	Regular Instruction Equipment - Fine Arts	53,633	57,000	53,200	58,500	Fine arts equipment for schools
722 6750	Regular Instruction Equipment-Priority Schools	89,600	24,900	45,670	0	
Total Elementary/Secondary		\$47,467,057	\$50,008,751	\$48,598,904	\$49,905,882	
71200 Special Education Program						
116	Teachers	\$5,723,251	\$5,778,000	\$5,790,000	\$6,048,000	117 FTE positions
117	Career Ladder Program	23,729	27,000	22,600	25,000	State career ladder payments
128	Homebound Teachers	58,993	87,000	58,000	87,000	1.5 FTE positions
163	Educational Assistants	694,367	900,000	773,000	936,000	51.6 FTE positions
163 6350	Educational Assistants-TSW Grant	35,750	36,500	32,400	34,500	2 FTE positions
171	Speech Pathologists	583,238	634,000	605,300	665,000	11.10 FTE positions
188	Bonus Payments	81,254	71,500	54,800	103,000	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
195	Certified Substitute Teachers	9,360	12,000	11,000	15,000	Certified substitute teachers @ \$85/day
198	Non-Certified Substitute Teachers	52,624	58,000	57,000	60,000	Non-certified substitute teachers @ \$67/day and \$75/day
201	Social Security	492,577	545,000	518,000	550,000	6.2% Social security tax; 1.45% Medicare tax
201 6350	Social Security-TSW Grant	2,498	2,800	2,500	2,600	6.2% Social security tax; 1.45% Medicare tax

Jackson-Madison County School System
General Purpose Schools Fund 141

Madison County, Tennessee
Statement of Proposed Operations
For the Fiscal Year Ending June 30, 2021

		Actual	Amended	Estimated	Budget	
		2018-2019	Budget 2019-2020	2019-2020	Budget 2020-2021	
204	Pensions	609,716	646,000	614,000	640,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6350 Pensions-TSW Grant	0	0	0	0	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	12,513	14,500	12,000	15,000	Employer-provided life insurance
206	6350 Life Insurance-TSW Grant	61	70	60	70	Employer-provided life insurance
207	Medical Insurance	607,312	635,000	578,200	608,000	BCBS & CIGNA state plan
207	6350 Medical Insurance-TSW Grant	4,856	6,000	1,630	5,000	BCBS & CIGNA state plan
208	Dental Insurance	25,194	26,500	26,700	28,500	BCBS
208	6350 Dental Insurance-TSW Grant	440	500	260	500	BCBS
211	Local Retirement	15,041	20,000	16,400	20,000	Voya: Max 7% for non-cert employees hired after 6/30/12
211	6350 Local Retirement-TSW Grant	2,026	2,100	1,000	1,400	Voya: Max 7% for non-cert employees hired after 6/30/12
217	Retirement-Hybrid Stabilization	0	34,000	34,000	38,000	TCRS: Stabilization reserve contribution 1.98%
310	Contracts with Public Agencies	0	546,500	536,000	536,000	WTH Therapy and Learning Center, Pathways day treatment
312	Contracts with Private Agencies	453,930	118,000	44,000	114,000	Star Center, legal services, copiers, autism and behavior services
399	Other Contracted Services	156,642	45,000	45,000	35,000	Audiology and counseling services
429	Instructional Supplies and Materials	19,852	25,000	15,000	25,000	Supplies and materials for classroom instruction
499	Other Supplies and Materials	15,263	30,000	20,000	25,000	YES and CBL classroom supplies
725	Special Education Equipment	37,074	33,000	5,100	30,000	Laptops, iPads, hearing devices, assistive technology
Total Special Education Program		\$9,717,561	\$10,333,970	\$9,873,950	\$10,647,570	
71300 Vocational Education Program						
116	Teachers	\$1,918,522	\$1,981,000	\$1,980,000	\$2,064,000	40 FTE positions
117	Career Ladder Program	4,000	6,000	3,000	5,000	State career ladder payments
188	Bonus Payments	24,630	31,900	25,500	30,000	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
189	Other Salaries and Wages	30,375	31,500	27,000	30,000	1 FTE position
195	Certified Substitute Teachers	6,920	9,000	4,100	7,000	Certified substitute teachers @ \$85/day
198	Non-Certified Substitute Teachers	27,592	22,000	22,500	22,000	Non-certified substitute teachers @ \$67/day and \$75/day
201	Social Security	142,042	150,000	150,000	154,000	6.2% social security tax, 1.45% Medicare tax
204	Pensions	193,563	206,000	192,000	191,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	3,544	4,200	3,200	4,000	Employer-provided life insurance
207	Medical Insurance	174,746	185,000	174,500	185,000	BCBS & CIGNA state plan
208	Dental Insurance	7,923	9,000	8,600	9,500	BCBS
217	Retirement-Hybrid Stabilization	0	9,000	12,500	14,000	TCRS: Stabilization reserve contribution 1.98%
399	Other Contracted Services	161	6,500	1,000	2,000	CTE equipment maintenance and repairs, lease
429	Instructional Supplies and Materials	54,829	85,000	60,000	47,500	CTE classroom supplies and materials, industry certifications
429	6520 Instructional Supplies and Materials-Toyota Grai	0	9,000	3,549	20,451	STEM supplies and materials-Toyota Grant
429	6800 Instructional Supplies and Materials-PLTW Gran	22,574	32,096	17,550	14,546	CTE classroom supplies and materials
430	Textbooks - Electronic	20,958	35,000	20,000	20,000	CTE textbooks
449	Textbooks - Bound	18,659	35,000	14,200	20,000	CTE textbooks
471	Software	7,750	15,000	6,100	7,500	CTE coding software
730	Vocational Instruction Equipment	52,613	60,500	24,000	50,000	CTE equipment
730	6670 Vocational Instruction Equipment-New Skills for	99,200	0	0	0	

Jackson-Madison County School System
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		Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
730	6800 Vocational Instruction Equipment-PLTW Grant	20,718	10,000	0	10,000	CTE equipment
Total Vocational Education Program		\$2,831,319	\$2,932,696	\$2,749,299	\$2,907,497	
72110 Attendance						
105	Supervisor/Director(s)	\$61,071	\$62,600	\$62,300	\$63,000	1 FTE position
188	Bonus Payments	900	0	0	600	Employee bonuses \$250 Certified, \$200 Non-certified
189	Other Salaries and Wages	92,170	96,500	99,000	102,000	2 FTE positions
201	Social Security	11,416	11,500	12,200	12,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	15,349	13,000	13,000	13,200	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	292	330	300	300	Employer-provided life insurance
207	Medical Insurance	9,642	10,000	9,700	10,200	BCBS & CIGNA state plan
208	Dental Insurance	122	200	130	200	BCBS
211	Local Retirement	2,333	2,600	2,500	2,800	Voya: Max 7% for non-cert employees hired after 6/30/12
355	Travel	2,625	6,500	1,700	3,500	Mileage reimbursement
471	Software	107,263	114,000	112,100	128,000	PowerSchool software, registration & open enrollment software
499	Other Supplies and Materials	1,830	1,800	1,000	1,800	Supplies for truancy department
524	In-Service/Staff Development	0	15,000	8,800	6,500	Professional development
704	Attendance Equipment	8,248	0	0	0	
Total Attendance		\$313,261	\$334,030	\$322,730	\$344,100	
72120 Health Services						
131	Medical Personnel	\$492,661	\$541,000	\$544,300	\$558,500	17 FTE positions
131	6100 Medical Personnel	47,400	48,500	46,300	48,000	2 FTE positions
188	Bonus Payments	4,920	0	0	3,400	Employee bonuses \$250 Certified, \$200 Non-certified
188	6100 Bonus Payments	900	0	0	700	Employee bonuses \$250 Certified, \$200 Non-certified
189	6100 Other Salaries and Wages	45,900	46,800	41,500	46,600	1.5 FTE positions
201	Social Security	32,737	39,000	37,000	39,000	6.2% Social security tax; 1.45% Medicare tax
201	6100 Social Security	6,000	6,000	5,900	6,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	33,757	36,000	33,300	34,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6100 Pensions	6,700	6,700	8,000	8,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	852	1,000	900	1,000	Employer-provided life insurance
206	6100 Life Insurance	200	230	130	150	Employer-provided life insurance
207	Medical Insurance	82,700	87,000	80,600	84,000	BCBS & CIGNA state plan
207	6100 Medical Insurance	9,800	9,000	9,800	10,500	BCBS & CIGNA state plan
208	Dental Insurance	3,314	4,000	3,600	3,800	BCBS
208	6100 Dental Insurance	570	300	500	550	BCBS
211	Local Retirement	8,832	11,000	7,300	8,100	Voya: Max 7% for non-cert employees hired after 6/30/12
217	Retirement-Hybrid Stabilization	0	5,000	5,500	6,000	TCRS: Stabilization reserve contribution 1.98%
217	6100 Retirement-Hybrid Stabilization	0	1,100	500	600	TCRS: Stabilization reserve contribution 1.98%
355	Travel	2,632	3,500	2,400	2,500	Mileage reimbursement

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			Actual	Amended	Estimated	Budget	
			2018-2019	Budget 2019-2020	2019-2020	2020-2021	
355	6100	Travel	2,000	3,000	1,000	3,000	Mileage reimbursement
399		Other Contracted Services	4,700	0	0	0	
471		Software	0	0	0	12,500	Medical records software renewal
499		Other Supplies and Materials	18,019	14,500	12,400	12,000	Supplies and materials for school health services
499	6100	Other Supplies and Materials	12,030	10,870	19,670	9,000	Supplies and materials for school health services
524		In-Service/Staff Development	2,692	2,700	2,700	1,000	Nurses' professional development
524	6100	In-Service/Staff Development	2,500	2,500	1,700	1,900	CSH program professional development
Total Health Services			\$821,816	\$879,700	\$865,000	\$900,800	
72130 Other Student Support							
117		Career Ladder Program	\$4,923	\$6,000	\$2,000	\$3,000	State career ladder payments
123		Guidance Personnel	2,044,006	2,036,000	2,033,000	2,008,000	34 FTE positions
123	6250	Guidance Personnel-SSA Grant	8,225	9,000	0	9,000	Stipend for behavior intervention
124		Psychological Personnel	438,304	454,000	438,000	397,000	6.5 FTE positions
130		Social Workers	92,126	110,000	112,000	117,500	2.4 FTE position
135		Assessment Personnel	22,494	23,700	0	0	
162		Clerical Personnel	73,450	94,500	93,600	94,000	5 FTE positions
188		Bonus Payments	31,932	26,500	24,900	34,600	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
189		Other Salaries and Wages	31,117	125,000	109,500	130,000	3.5 FTE positions, stipends for safety coaches, translation services
189	6160	Other Salaries and Wages-FAST Grant	1,665	2,875	1,675	1,200	Stipends for teachers
189	6370	Other Salaries and Wages-CCEIS	0	56,000	41,000	128,000	2 FTE positions
196	6370	In-Service Training-CCEIS	0	0	0	3,500	Stipends for training
201		Social Security	191,628	207,840	192,000	195,000	6.2% Social security tax; 1.45% Medicare tax
201	6160	Social Security-FAST Grant	127	220	123	92	6.2% Social security tax; 1.45% Medicare tax
201	6250	Social Security-SSA Grant	629	689	0	689	6.2% Social security tax; 1.45% Medicare tax
201	6370	Social Security-CCEIS	0	4,282	2,900	10,063	6.2% Social security tax; 1.45% Medicare tax
204		Pensions	271,417	289,770	265,000	253,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6160	Pensions-FAST Grant	139	306	127	123	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6250	Pensions-SSA Grant	0	957	0	957	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6370	Pensions-CCEIS	0	5,953	0	7,400	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206		Life Insurance	5,095	5,500	4,800	5,200	Employer-provided life insurance
206	6370	Life Insurance-CCEIS	0	110	75	225	Employer-provided life insurance
207		Medical Insurance	243,265	257,000	245,000	258,000	BCBS & CIGNA state plan
207	6370	Medical Insurance-CCEIS	0	5,000	4,745	10,000	BCBS & CIGNA state plan
208		Dental Insurance	8,845	9,500	9,800	10,600	BCBS
208	6370	Dental Insurance-CCEIS	0	150	90	250	BCBS
211		Local Retirement	2,274	3,000	1,100	1,500	Voya: Max 7% for non-cert employees hired after 6/30/12
211	6160	Local Retirement-FAST Grant	5	0	7	0	
211	6370	Local Retirement-CCEIS	0	0	0	2,243	Voya: Max 7% for non-cert employees hired after 6/30/12
217		Retirement-Hybrid Stabilization	0	7,220	9,200	9,500	TCRS: Stabilization reserve contribution 1.98%

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			2018-2019	2019-2020	2019-2020	2020-2021	
217	6160	Retirement-Hybrid Stabilization-FAST Grant	0	0	14	0	
309		Contracts with Government Agencies	250,000	250,000	250,000	250,000	School resource officers
355		Travel	22,698	21,930	13,000	15,800	CTE student travel, mileage reimbursement for psychologists
355	6370	Travel-CCEIS	0	1,750	135	1,750	Mileage reimbursement
355	6520	Travel-Toyota Grant	0	1,000	0	1,000	Mileage reimbursement
399		Other Contracted Services	63,556	164,670	48,000	97,500	Case management services, translation services, security contract
471		Software	73,493	130,000	120,300	143,500	Universal screener software, common assessment program
499		Other Supplies and Materials	42,670	51,000	3,500	81,100	ACT, Pre-ACT, other supplies
499	6160	Other Supplies and Materials-FAST Grant	4,178	7,260	3,113	4,187	Supplies and materials for family engagement
499	6370	Other Supplies and Materials-CCEIS	0	22,867	15,100	5,811	Supplies and materials for early intervening services
524		In-Service/Staff Development	1,773	3,170	2,300	1,500	Professional development
524	6370	In-Service/Staff Development-CCEIS	0	25,000	10,550	1,000	Professional development for early intervening services
599		Other Charges	12,488	30,500	24,300	8,000	Do The Write Thing, Other student support
790		Other Equipment	30,975	0	0	0	
790	6160	Other Equipment-FAST Grant	3,226	0	0	0	
790	6370	Other Equipment-CCEIS	0	1,500	1,255	1,500	Technology for EIS behavioral interventionist
Total Other Student Support			\$3,976,723	\$4,451,719	\$4,082,209	\$4,303,290	
72210 Regular Instruction Program							
105		Supervisor/Director(s)	\$571,495	\$585,000	\$593,000	\$625,000	6 FTE positions
117		Career Ladder Program	20,479	23,000	19,000	23,000	State career ladder payments
129		Librarian(s)	1,072,573	1,122,000	1,110,000	1,138,000	20 FTE positions
162		Clerical Personnel	99,339	102,200	102,300	108,500	3 FTE positions
188		Bonus Payments	22,640	19,500	18,700	24,000	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
189		Other Salaries and Wages	710,394	963,000	913,000	905,000	14 FTE positions
189	6510	Other Salaries and Wages-Homework Diner	0	3,600	1,350	3,600	Stipends for Homework Diner teachers
189	6750	Other Salaries and Wages-Priority Schools	43,114	41,580	26,420	15,160	Stipends for after-school tutoring and mentoring
195		Certified Substitute Teachers	3,640	4,000	7,000	6,000	Certified substitute teachers @ \$85/day
195	6750	Certified Substitute Teachers-Priority Schools	0	7,650	0	4,000	Certified substitute teachers @ \$85/day
196		In-Service Training	34,595	28,000	2,700	18,500	Extended school year and peer review stipends
196	6750	In-Service Training-Priority Schools	14,025	52,290	800	46,970	Stipends for after-school and Saturday PD for teachers & assistants
198		Non-Certified Substitute Teachers	6,570	10,000	6,000	8,000	Non-certified substitute teachers @ \$67/day and \$75/day
201		Social Security	182,399	207,000	195,000	205,000	6.2% Social security tax; 1.45% Medicare tax
201	6510	Social Security-Homework Diner	0	275	100	275	6.2% Social security tax; 1.45% Medicare tax
201	6750	Social Security-Priority Schools	4,326	8,000	2,060	5,940	6.2% Social security tax; 1.45% Medicare tax
204		Pensions	242,953	277,000	258,000	261,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6510	Pensions-Homework Diner	0	383	120	370	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6750	Pensions-Priority Schools	5,274	9,662	2,320	6,372	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206		Life Insurance	4,600	5,300	4,600	5,300	Employer-provided life insurance
207		Medical Insurance	197,172	215,000	235,000	238,000	BCBS & CIGNA state plan

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208	Dental Insurance	6,329	8,000	8,500	9,000	BCBS
211	Local Retirement	6,746	9,000	7,500	8,000	Voya: Max 7% for non-cert employees hired after 6/30/12
211 6750	Local Retirement-Priority Schools	188	600	120	480	Voya: Max 7% for non-cert employees hired after 6/30/12
217	Retirement-Hybrid Stabilization	0	5,000	4,000	4,300	TCRS: Stabilization reserve contribution 1.98%
217 6510	Retirement-Hybrid Stabilization-Homework Dine	0	0	10	20	TCRS: Stabilization reserve contribution 1.98%
217 6750	Retirement-Hybrid Stabilization-Priority Schools	0	0	170	800	TCRS: Stabilization reserve contribution 1.98%
355	Travel	20,354	26,500	16,500	18,500	Mileage reimbursement
355 5150	Travel-Fine Arts	19,943	22,000	19,600	11,000	School fine arts program travel
355 6250	Travel-Safe Schools Act	2,883	1,000	1,000	0	
399	Other Contracted Services	4,101	8,825	8,000	10,000	Copier and printer contracts
432	Library Books	64,970	65,000	64,100	60,000	School library books
435	Office Supplies	4,809	12,100	3,000	11,600	Instructional support, ESL and pupil services office supplies
471	Software	60,509	43,000	24,000	25,000	Library management software
499	Other Supplies and Materials	19,615	29,675	12,000	20,000	Community engagement, parent advisory, registration, etc.
499 6250	Other Supplies and Materials-Safe Schools Act	592	6,000	1,775	4,225	Safe Schools supplies and materials
524	In-Service/Staff Development	80,528	128,500	85,000	58,800	Systemwide PD, Math/English Intervention PD, Instructional Tech PD
524 5300	In-Service/Staff Development-Montessori	31,078	30,000	30,000	10,000	Montessori training
524 6250	In-Service/Staff Development-Safe Schools Act	1,840	7,500	2,128	5,372	Professional development-SSA Grant
524 6750	In-Service/Staff Development-Priority Schools	5,899	16,000	0	10,000	Professional development-Priority Schools Grant
599	Other Charges	3,394	3,500	300	3,500	TOY luncheon and supplies
599 5300	Other Charges - Montessori	5,034	5,000	3,400	5,000	Montessori Dues
790	Other Instruction Equipment	13,921	5,500	0	0	
Total Regular Instruction Program		\$3,588,321	\$4,117,140	\$3,788,573	\$3,923,584	
72220 Special Education Program						
105	Supervisor/Director(s)	\$163,189	\$166,500	\$166,500	\$166,500	2 FTE positions
162	Clerical Personnel	40,022	0	0	0	
188	Bonus Payments	4,204	2,000	1,200	6,400	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
188 6350	Bonus Payments-TSW Grant	600	0	0	0	
189	Other Salaries and Wages	299,208	532,200	490,200	498,000	10 FTE positions
189 6350	Other Salaries and Wages-TSW Grant	62,282	65,000	55,000	64,500	2 FTE positions
201	Social Security	35,068	51,000	45,800	48,000	6.2% Social security tax; 1.45% Medicare tax
201 6350	Social Security-TSW Grant	4,585	4,900	4,100	4,900	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	43,508	67,000	59,800	58,500	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204 6350	Pensions-TSW Grant	5,595	4,600	4,700	4,600	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	935	1,300	1,200	1,300	Employer-provided life insurance
206 6350	Life Insurance-TSW Grant	110	130	90	180	Employer-provided life insurance
207	Medical Insurance	58,192	75,000	72,400	71,000	BCBS & CIGNA state plan
207 6350	Medical Insurance-TSW Grant	4,796	6,000	400	5,000	BCBS & CIGNA state plan
208	Dental Insurance	1,631	2,300	2,300	2,300	BCBS

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			2018-2019	Budget 2019-2020	2019-2020	Budget 2020-2021	
208	6350	Dental Insurance-TSW Grant	439	500	330	500	BCBS
211		Local Retirement	6,136	6,500	5,000	5,500	Voya: Max 7% for non-cert employees hired after 6/30/12
211	6350	Local Retirement-TSW Grant	948	900	80	1,000	Voya: Max 7% for non-cert employees hired after 6/30/12
217		Retirement-Hybrid Stabilization	0	1,000	0	500	TCRS: Stabilization reserve contribution 1.98%
312		Contracts with Private Agencies	0	7,500	7,500	12,500	Desktop printers and copier contracts
336		Maintenance and Repair - Equip	1,800	5,000	2,000	5,000	Maintenance and repair of special education equipment
355		Travel	28,724	40,000	18,000	30,000	Mileage reimbursement
399		Other Contracted Services	16,808	5,000	5,000	0	
499		Other Supplies and Materials	28,657	35,000	34,000	25,000	Assessment materials and protocols
524		In-Service/Staff Development	18,489	20,000	14,000	10,000	Professional development
Total Special Education Program			\$825,926	\$1,099,330	\$989,600	\$1,021,180	
72230 Vocational Education							
105		Supervisor/Director(s)	\$72,675	\$75,500	\$31,400	\$75,500	1 FTE Position
188		Bonus Payments	350	0	0	250	Employee bonuses \$250 Certified, \$200 Non-certified
201		Social Security	5,358	5,600	2,400	5,600	6.2% Social security tax; 1.45% Medicare tax
204		Pensions	7,638	8,100	3,200	7,800	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206		Life Insurance	140	200	30	200	Employer-provided life insurance
207		Medical Insurance	0	0	0	10,000	BCBS & CIGNA state plan
208		Dental Insurance	188	300	80	300	BCBS
336		Maintenance and Repair - Equip	160	12,000	6,800	10,000	CTE equipment repair and maintenance
355		Travel	1,385	1,600	800	1,000	Mileage reimbursement
399		Other Contracted Services	10,000	0	0	0	
499		Other Supplies and Materials	662	1,000	160	1,000	CTE supplies and materials
524	6520	In-Service/Staff Development-Toyota Grant	0	0	0	5,000	Professional Development-Toyota Grant
524	6800	In-Service/Staff Development-PLTW Grant	12,147	2,465	2,465	0	
599		Other Charges	5,244	2,000	1,000	2,000	Fees, Academy programs
Total Vocational Education			\$115,947	\$108,765	\$48,335	\$118,650	
72250 Technology							
105		Supervisor/Director(s)	\$156,881	\$153,000	\$152,700	\$153,000	2 FTE positions
188		Bonus Payments	2,700	0	0	1,800	Employee bonuses \$250 Certified, \$200 Non-certified
189		Other Salaries and Wages	298,814	344,000	334,000	324,000	7 FTE positions
201		Social Security	32,620	36,000	34,600	34,000	6.2% Social security tax; 1.45% Medicare tax
204		Pensions	20,292	17,000	17,400	16,500	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206		Life Insurance	829	1,000	800	1,000	Employer-provided life insurance
207		Medical Insurance	44,826	50,000	47,200	50,000	BCBS & CIGNA state plan
208		Dental Insurance	1,410	1,600	1,600	2,000	BCBS
211		Local Retirement	17,514	20,000	17,600	18,500	Voya: Max 7% for non-cert employees hired after 6/30/12

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	Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
217 Retirement-Hybrid Stabilization	0	0	100	0	TCRS: Stabilization reserve contribution 1.98%
336 Maintenance and Repair - Equip	165,001	167,000	166,400	77,000	Network and switch maintenance, vehicle repair
350 Internet Connectivity	100,780	170,000	132,500	150,000	Districtwide internet connectivity charges; server at JEA hub
355 Travel	825	1,000	100	1,000	Mileage reimbursement
399 Other Contracted Services	408,528	457,210	450,000	223,000	Erate consultant, website, Cisco SmartNet, All-call system
470 Cabling	9,981	10,000	5,400	10,000	Technology cabling
471 Software	289,200	361,060	350,000	429,200	Microsoft, network security, content filtering, malware software
499 Other Supplies and Materials	31,493	30,000	26,000	20,000	Projectors bulbs, batteries
524 In-Service/Staff Development	11,873	13,000	7,800	1,000	Professional development
790 Other Equipment	98,352	100,000	100,000	85,000	Technology hardware
Total Technology	\$1,691,919	\$1,931,870	\$1,844,200	\$1,597,000	
72290 Grants and Other OPEB					
215 OPEB	\$505,292	\$0	\$0	\$0	Audit adjustment only
Total OPEB	\$505,292	\$0	\$0	\$0	
72310 Board of Education Services					
118 Secretary to Board	\$55,076	\$45,000	\$48,800	\$49,000	1 FTE position
188 Bonus Payments	300	0	0	200	Employee bonuses \$250 Certified, \$200 Non-certified
191 Board and Committee Member Fees	28,800	28,800	28,500	28,200	8 positions
201 Social Security	6,440	6,000	5,800	5,800	6.2% Social security tax; 1.45% Medicare tax
204 Pensions	7,908	5,300	5,600	5,700	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206 Life Insurance	71	100	80	100	Employer-provided life insurance
210 Unemployment Compensation	25,367	75,000	50,000	125,000	Unemployment compensation
305 Audit Services	97,970	30,150	21,000	21,000	Audit contract for schools
316 Contributions	1,220	28,000	38,500	18,000	GASB 45 Trust, license plate contributions to schools, scholarships
320 Dues and Memberships	12,328	14,850	14,850	15,000	Board dues
331 Legal Services	180,279	230,000	250,000	250,000	District legal services
399 Other Contracted Services	0	5,000	5,000	0	
471 Software	1,500	2,000	2,000	2,000	BOEconnect
499 Other Supplies and Materials	3,232	5,500	4,000	6,700	Supplies and materials for BOE
510 Trustee's Commission	683,885	725,000	675,000	700,000	Commission on school revenue received by Trustee
513 Workmen's Compensation Insurance	837,304	898,000	897,600	900,000	Workers compensation insurance
524 In-Service/Staff Development	25,582	37,000	18,000	27,000	TSBA meetings, PD for Board members and secretary
599 Other Charges	1,104	7,500	2,600	2,500	Drug screens for employees
Total Board of Education Services	\$1,968,366	\$2,143,200	\$2,067,330	\$2,156,200	

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		Actual	Amended	Estimated	Budget	
		2018-2019	Budget 2019-2020	2019-2020	2020-2021	
72320 Office of the Superintendent						
101	County Official	\$193,846	\$175,000	\$130,000	\$185,000	1 FTE position
103	Assistant(s)	112,273	114,500	10,000	114,500	1 FTE position
117	Career Ladder Program	1,000	1,000	500	1,000	CEO payment
161	Secretary(s)	81,415	122,000	88,500	122,000	3 FTE positions
188	Bonus Payments	1,550	0	0	1,300	Employee bonuses \$250 Certified, \$200 Non-certified
189	Other Salaries and Wages	57,240	65,000	25,000	70,000	1 FTE position
201	Social Security	32,302	35,000	20,700	35,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	19,010	22,000	12,000	28,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	780	1,000	400	1,000	Employer-provided life insurance
207	Medical Insurance	23,346	29,000	17,200	35,000	BCBS & CIGNA state plan
208	Dental Insurance	876	1,100	600	1,100	BCBS
211	Local Retirement	11,025	12,000	1,700	12,000	Voya: Max 7% for non-cert employees hired after 6/30/12
217	Retirement-Hybrid Stabilization	0	3,000	2,600	2,000	TCRS: Stabilization reserve contribution 1.98%
299	Other Fringe Benefits	37,184	46,400	37,000	31,400	Car allowance, disability ins., cell phone reimb., moving expenses
302	Advertising	14,659	17,000	12,000	12,000	District advertising
307	Communication	88,750	105,000	90,000	110,000	District phone and MiFi services
320	Dues and Memberships	6,756	8,900	6,900	9,000	TOSS, Chamber, Rotary, other
330	Operating Lease Payments	53,928	55,000	55,000	55,000	Oman Arena, Lambuth fields
348	Postal Charges	8,599	11,000	5,000	8,000	District postage
355	Travel	1,340	6,400	120	5,500	Mileage reimbursement
399	Other Contracted Services	16,540	12,700	32,000	12,700	Copier and postage machine leases
435	Office Supplies	2,004	3,500	2,000	3,500	Office supplies
499	Other Supplies and Materials	6,726	19,500	8,300	16,000	Publications, advertisements, video and media production
524	In-Service/Staff Development	1,980	8,500	5,000	6,500	Professional development
599	Other Charges	1,838	4,000	1,800	2,000	Other miscellaneous expenses
701	Administration Equipment	205	4,000	500	4,000	Office equipment
888	P-Card Default Expense	0	0	0	0	
Total Office of the Superintendent		\$775,172	\$882,500	\$564,820	\$883,500	
72410 Office of the Principal						
104	Principal(s)	\$2,048,147	\$2,016,000	\$1,989,000	\$2,000,000	22 FTE positions
117	Career Ladder Program	15,500	18,000	15,000	18,000	State career ladder payments
139	Assistant Principal(s)	1,693,264	1,747,000	1,749,000	1,830,000	26 FTE positions
161	Secretary(s)	1,269,749	1,312,000	1,315,000	1,365,000	53 FTE positions
162	Clerical Personnel	0	17,500	17,600	17,700	1 FTE position
188	Bonus Payments	46,296	23,500	24,600	40,000	Differentiated Pay; Employee bonuses \$250 Certified, \$200 Non-certified
188 6760	Bonus Payments-Priority Schools	0	36,000	36,000	0	
189	Other Salaries and Wages	295,758	334,000	325,800	340,000	19 FTE positions
198	Non-Certified Substitute Teachers	194	0	0	0	

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201	Social Security	377,973	394,000	388,500	403,000	6.2% Social security tax; 1.45% Medicare tax
201 6760	Social Security-Priority Schools	0	2,754	2,740	0	
204	Pensions	502,508	509,000	494,000	497,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204 6760	Pensions-Priority Schools	0	3,827	3,830	0	
206	Life Insurance	9,696	10,500	9,800	11,000	Employer-provided life insurance
207	Medical Insurance	535,502	540,000	535,000	548,000	BCBS & CIGNA state plan
208	Dental Insurance	19,381	20,000	20,000	21,500	BCBS
211	Local Retirement	31,614	35,000	34,600	35,000	Voya: Max 7% for non-cert employees hired after 6/30/12
217	Retirement-Hybrid Stabilization	0	2,000	1,200	1,500	TCRS: Stabilization reserve contribution 1.98%
355	Travel	9,521	16,000	6,500	14,000	Mileage reimbursement
471	Software	0	15,000	12,100	0	
499	Other Supplies and Materials	95,538	85,000	87,500	100,000	School operational allocation
599 6500	Other Charges	0	0	0	0	
701	Administration Equipment	0	0	0	25,000	Administration equipment-JCM
Total Office of the Principal		<u>\$6,950,641</u>	<u>\$7,137,081</u>	<u>\$7,067,770</u>	<u>\$7,266,700</u>	
72510 Fiscal Services						
105	Supervisor/Director	\$94,562	\$97,500	\$97,900	\$96,500	1 FTE position
119	Accountants/Bookkeepers	201,480	218,500	216,500	214,500	4 FTE positions
188	Bonus Payments	1,500	0	0	1,000	Employee bonuses \$250 Certified, \$200 Non-certified
201	Social Security	20,969	22,700	21,200	21,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	25,918	22,300	21,300	21,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	561	600	600	600	Employer-provided life insurance
207	Medical Insurance	14,562	15,000	14,700	15,300	BCBS & CIGNA state plan
208	Dental Insurance	1,231	1,300	1,500	1,600	BCBS
211	Local Retirement	7,534	8,800	8,000	8,000	Voya: Max 7% for non-cert employees hired after 6/30/12
320	Dues and Memberships	650	870	640	2,100	Membership dues and fees
355	Travel	381	1,000	400	1,000	Mileage reimbursement
399	Other Contracted Services	448,795	453,000	449,800	280,000	Copier lease, Madison Co Finance, scanner service, etc.
435	Office Supplies	1,826	3,000	2,500	1,500	Office supplies
471	Software	0	14,600	12,400	25,000	School accounting software
524	In-Service/Staff Development	8,054	15,930	11,500	1,000	Professional development
701	Administration Equipment	3,166	109,400	16,000	2,000	Office equipment
Total Fiscal Services		<u>\$831,189</u>	<u>\$984,500</u>	<u>\$874,940</u>	<u>\$692,100</u>	
72520 Personnel						
105	Supervisor/Director	\$250,923	\$257,500	\$257,300	\$257,500	3 FTE positions
162	Clerical Personnel	40,560	42,600	40,400	42,000	1 FTE position
188	Bonus Payments	1,850	0	0	1,250	Differentiated Pay; Employee bonuses \$250 Certified, \$200 Non-certified

**Jackson-Madison County School System
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**Madison County, Tennessee
Statement of Proposed Operations
For the Fiscal Year Ending June 30, 2021**

		Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
189	Other Salaries and Wages	85,393	102,700	101,700	102,000	2 FTE positions
201	Social Security	26,647	29,000	28,000	29,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	26,054	25,600	23,500	24,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	698	800	760	800	Employer-provided life insurance
207	Medical Insurance	29,311	30,000	30,800	32,000	BCBS & CIGNA state plan
208	Dental Insurance	1,338	1,500	1,500	1,600	BCBS
211	Local Retirement	8,049	7,000	13,100	13,200	Voya: Max 7% for non-cert employees hired after 6/30/12
302	Advertising	0	2,532	0	1,500	Advertising
320	Dues and Memberships	677	1,000	600	800	Membership dues and fees
355	Travel	988	1,000	700	800	Mileage reimbursement
399	Other Contracted Services	6,974	7,600	5,800	7,250	Copier lease, shedder services, 1095 mailings
435	Office Supplies	5,335	5,400	4,600	3,500	Office supplies
471	Software	0	23,468	23,470	25,400	MySmartHire, Smartfind
499	Other Supplies and Materials	27,082	4,100	3,000	5,000	Recruitment packets and promotional items
524	In-Service/Staff Development	729	8,900	7,600	3,500	Professional development
599	Other Charges	325	4,800	600	4,000	Career fairs, other recruitment expenses
701	Administration Equipment	19,341	2,000	2,000	2,600	Office equipment
Total Personnel		<u>\$532,274</u>	<u>\$557,500</u>	<u>\$545,430</u>	<u>\$557,700</u>	
72610 Operation of Plant						
399	Other Contracted Services	\$1,833,965	\$2,132,000	\$2,075,000	\$2,306,000	Custodial services, trash pick-up, shredding, moving services
415	Electricity/Utilities	2,268,663	2,450,000	2,175,000	2,450,000	Electricity
434	Natural Gas	440,692	475,000	375,000	475,000	Natural Gas
454	Water and Sewer	249,375	320,000	235,000	300,000	Water and Sewer
499	Other Supplies and Materials	0	0	0	30,000	Supplies and materials-school reopening
502	Building and Contents Insurance	964,630	983,000	959,000	1,030,000	Property and Liability insurance, Cyber insurance, claims deductibles
Total Operation of Plant		<u>\$5,757,325</u>	<u>\$6,360,000</u>	<u>\$5,819,000</u>	<u>\$6,591,000</u>	
72620 Maintenance of Plant						
105	Supervisor/Director	\$91,802	\$94,400	\$93,700	\$94,400	1 FTE position
161	Secretary(s)	73,745	76,000	77,200	77,000	2 FTE positions
188	Bonus Payments	11,550	0	0	8,000	Employee bonuses \$250 Certified, \$200 Non-certified
189	Other Salaries and Wages	1,396,881	1,419,000	1,360,000	1,422,000	35.5 FTE positions
201	Social Security	112,059	115,000	109,000	115,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	141,218	120,000	100,500	108,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	2,756	3,000	2,700	2,700	Employer-provided life insurance
207	Medical Insurance	156,116	165,000	146,000	150,000	BCBS & CIGNA state plan
208	Dental Insurance	5,530	6,000	5,500	6,000	BCBS
211	Local Retirement	26,669	31,000	31,900	37,000	Voya: Max 7% for non-cert employees hired after 6/30/12

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		Actual	Amended	Estimated	Budget	
		2018-2019	Budget 2019-2020	2019-2020	Budget 2020-2021	
217	Retirement-Hybrid Stabilization	0	0	10	30	TCRS: Stabilization reserve contribution 1.98%
355	Travel	99	1,000	0	0	Mileage reimbursement
399	Other Contracted Services	510,776	490,135	470,000	477,000	Grounds services, copier lease, contract repairs
471	Software	30,420	25,000	16,200	16,200	Work-order software
499	Other Supplies and Materials	795,521	805,000	800,000	700,000	Supplies and materials for buildings
524	In-Service/Staff Development	4,141	3,500	2,500	1,000	Professional development
701	Administration Equipment	16,479	2,000	800	1,500	Office equipment
701 6250	Administration Equipment-SSA Grant	48,469	240,142	240,142	0	
701 6260	Administration Equipment	228,171	25,159	25,159	0	
Total Maintenance of Plant		\$3,652,402	\$3,621,336	\$3,481,311	\$3,215,830	
72710 Transportation						
105	Supervisor/Director(s)	\$96,900	\$99,000	\$98,800	\$99,000	1 FTE position
142	Mechanic(s)	436,164	478,000	380,000	425,000	9 FTE positions
146	Bus Drivers	2,340,659	2,391,000	2,340,000	2,350,000	113 FTE positions
188	Bonus Payments	48,050	0	0	34,000	Employee bonuses \$250 Certified, \$200 Non-certified
189	Other Salaries and Wages	726,539	772,000	735,000	750,000	43 FTE positions
201	Social Security	260,456	271,913	252,000	259,000	6.2% Social security tax; 1.45% Medicare tax
204	Pensions	245,726	214,895	192,000	198,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	Life Insurance	5,103	6,500	5,100	5,500	Employer-provided life insurance
207	Medical Insurance	340,487	355,000	320,000	342,000	BCBS & CIGNA state plan
208	Dental Insurance	18,144	19,000	18,000	20,000	BCBS
211	Local Retirement	68,063	84,000	66,000	72,000	Voya: Max 7% for non-cert employees hired after 6/30/12
313	Contracts with Parents	0	7,500	0	5,000	Parent travel reimbursement
315	Contracts with Vehicle Owners	9,270	0	0	0	
315 6750	Contracts with Vehicle Owners	0	16,800	4,200	6,000	Transportation for after-school tutoring-Priority Schools Grant
338	Maintenance and Repair - Vehicles	17,014	22,761	17,000	15,000	Vehicle repair
355	Travel	0	1,000	60	1,000	Mileage reimbursement
399	Other Contracted Services	55,135	97,700	68,000	72,700	Laundry, bus inspections, copier lease, drug screens
412	Diesel	571,380	600,000	407,000	600,000	Diesel fuel for buses
425	Gasoline	89,530	90,000	67,000	90,000	Gasoline for district vehicles
433	Lubricants	10,413	20,000	13,000	15,000	Oil, grease, stabilizer
435	Office Supplies	6,649	12,000	6,000	6,000	Office supplies
450	Tires and Tubes	117,228	135,000	120,000	135,000	Bus and vehicle tires and tubes
453	Vehicle Parts	387,288	410,000	396,000	410,000	Parts for buses and other vehicles
471	Software	0	70,000	68,400	71,500	GPS & routing software, license and maintenance fees
499	Other Supplies and Materials	34,317	7,000	6,000	95,000	Cleaning supplies for buses, shop supplies and materials
524	In-Service/Staff Development	4,137	13,000	5,100	9,000	Professional development
599	Other Charges	19,911	15,000	2,100	15,000	Bus tags, other miscellaneous charges
701	Administration Equipment	3,000	3,000	3,000	2,500	Office equipment
729	Transportation Equipment	26,382	0	0	0	

Jackson-Madison County School System
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		Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021		
Total Transportation		\$5,937,945	\$6,212,069	\$5,589,760	\$6,103,200		
73300 Community Services							
105	6400	Supervisor/Director(s)	54,116	55,400	55,200	55,700	1 FTE position
188		Bonus Payments	2,400	0	0	2,200	Employee bonuses \$250 Certified, \$200 Non-certified
188	6400	Bonus Payments	300	0	0	600	Employee bonuses \$250 Certified, \$200 Non-certified
189		Other Salaries and Wages	113,640	130,000	100,000	140,000	21 FTE positions
189	6400	Other Salaries and Wages	231,055	240,000	181,000	240,000	60 part-time positions; substitutes for childcare program
201		Social Security	8,746	9,965	7,500	11,000	6.2% Social security tax; 1.45% Medicare tax
201	6400	Social Security	17,703	22,000	15,600	20,000	6.2% Social security tax; 1.45% Medicare tax
204		Pensions	3,851	5,000	3,200	4,500	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
204	6400	Pensions	18,086	24,000	13,330	20,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206		Life Insurance	104	200	100	200	Employer-provided life insurance
206	6400	Life Insurance	355	400	300	400	Employer-provided life insurance
207		Medical Insurance	1,118	2,000	1,400	2,000	BCBS & CIGNA state plan
207	6400	Medical Insurance	26,946	28,000	24,000	28,000	BCBS & CIGNA state plan
208		Dental Insurance	404	600	430	600	BCBS
208	6400	Dental Insurance	1,033	1,200	970	1,200	BCBS
211		Local Retirement	1,523	2,000	1,400	2,000	Voya: Max 7% for non-cert employees hired after 6/30/12
211	6400	Local Retirement	5,174	5,500	5,100	5,700	Voya: Max 7% for non-cert employees hired after 6/30/12
217		Retirement-Hybrid Stabilization	0	0	120	300	TCRS: Stabilization reserve contribution 1.98%
217	6400	Retirement-Hybrid Stabilization-SACC	0	500	150	500	TCRS: Stabilization reserve contribution 1.98%
307	6400	Communication	2,317	4,000	2,000	4,000	Phone service for childcare program
355	6400	Travel	461	1,000	250	1,000	Mileage reimbursement
399	6400	Other Contracted Services	0	2,500	0	3,500	Drug screens, fingerprinting, TB tests
422	6400	Food Supplies	0	0	0	0	
499		Other Supplies and Materials	0	4,000	1,900	2,500	Crossing guard uniforms
499	6400	Other Supplies and Materials	11,044	12,000	7,000	12,000	Childcare program material and supplies
524	6400	In-Service/Staff Development	2,695	4,500	1,300	2,000	Professional development
599	6150	Other Charges	0	0	0	0	
790	6400	Other Equipment	5,035	9,000	1,250	6,000	Childcare program technology and other equipment
Total Community Service		\$508,106	\$563,765	\$423,500	\$565,900		

Jackson-Madison County School System
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Madison County, Tennessee
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			Actual	Amended	Estimated	Budget	
			2018-2019	Budget 2019-2020	2019-2020	2020-2021	
73400	Early Childhood Education						
116	6450	Teachers-VPK Grant	760,000	887,994	847,994	855,000	18 FTE positions
163	6450	Educational Assistants	273,600	333,000	331,000	333,000	18 FTE positions
188	6450	Bonus Payments	15,400	0	0	0	
195	6450	Certified Substitute Teachers	11,040	13,000	2,500	10,000	Certified substitute teachers @ \$85/day
198	6450	Non-Certified Substitute Teachers	10,717	13,000	11,100	13,000	Non-certified substitute teachers @ \$67/day and \$75/day
201	6450	Social Security	76,896	88,000	85,600	86,000	6.2% Social security tax; 1.45% Medicare tax
204	6450	Pensions	97,395	105,000	95,000	95,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	6450	Life Insurance	1,953	2,400	2,250	2,400	Employer-provided life insurance
207	6450	Medical Insurance	70,301	19,616	79,266	59,910	BCBS & CIGNA state plan
208	6450	Dental Insurance	4,462	5,000	5,700	5,700	BCBS
211	6450	Local Retirement	3,600	5,500	7,500	7,500	Voya: Max 7% for non-cert employees hired after 6/30/12
217	6450	Retirement-Hybrid Stabilization	0	1,000	5,600	6,000	TCRS: Stabilization reserve contribution 1.98%
429	6450	Instructional Supplies and Materials	49,126	16,000	16,000	16,000	Classroom supplies and materials
163	6470	Educational Assistants-Headstart	0	17,000	10,300	17,000	1 FTE position
201	6470	Social Security	0	1,300	650	1,300	6.2% Social security tax; 1.45% Medicare tax
206	6470	Life Insurance	0	30	20	30	Employer-provided life insurance
207	6470	Medical Insurance	0	5,000	3,700	5,020	BCBS & CIGNA state plan
208	6470	Dental Insurance	0	300	100	300	BCBS
211	6470	Local Retirement	0	350	0	350	Voya: Max 7% for non-cert employees hired after 6/30/12
116	5350	Teachers-Local	196,876	376,500	376,500	380,000	7 FTE positions
163	5350	Educational Assistants	102,908	177,000	146,500	130,500	7 FTE positions
188	5350	Bonus Payments	11,772	18,000	16,200	32,000	Differentiated pay; Employee bonuses \$250 Certified, \$200 Non-certified
189	5350	Other Salaries and Wages	0	0	0	53,000	1 FTE Position
195	5350	Certified Substitute Teachers	0	5,000	600	3,000	Certified substitute teachers @ \$85/day
198	5350	Non-Certified Substitute Teachers	775	12,000	1,800	3,000	Non-certified substitute teachers @ \$67/day and \$75/day
201	5350	Social Security	20,406	45,000	38,000	41,500	6.2% Social security tax; 1.45% Medicare tax
204	5350	Pensions	24,423	58,000	42,200	46,000	TCRS: Certified Legacy 10.27%, Hybrid 7.02%, Non-cert 11.58%
206	5350	Life Insurance	515	1,400	850	1,000	Employer-provided life insurance
207	5350	Medical Insurance	61,851	126,000	86,000	90,000	BCBS & CIGNA state plan
208	5350	Dental Insurance	816	2,400	1,400	2,000	BCBS
211	5350	Local Retirement	1,688	2,000	2,900	3,500	Voya: Max 7% for non-cert employees hired after 6/30/12
217	5350	Retirement-Hybrid Stabilization	0	2,000	1,100	1,300	TCRS: Stabilization reserve contribution 1.98%
355	5350	Travel	199	300	0	300	Mileage reimbursement
399	5350	Other Contracted Services	378	400	400	600	Contract services
429	5350	Instructional Supplies and Materials	41,293	158,600	125,000	15,000	Classroom supplies and materials, curriculum
471	5350	Software	0	4,900	4,900	0	
524	5350	In-Service/Staff Development	4,475	8,300	8,050	7,500	Professional development
722	5350	Regular Instruction Equipment	7,554	13,200	6,400	5,000	Classroom equipment
Total Early Childhood Education			\$1,850,419	\$2,524,490	\$2,363,080	\$2,328,710	

Jackson-Madison County School System
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Madison County, Tennessee
Statement of Proposed Operations
For the Fiscal Year Ending June 30, 2021

	Actual 2018-2019	Amended Budget 2019-2020	Estimated 2019-2020	Budget 2020-2021	
82330 Education					
620 Debt Service Contribution to Primary Govt.	\$972,344	\$1,001,187	\$843,823	\$420,000	Energy efficiency project (Ameresco) / Final payment in FY25
Total Education	<u>\$972,344</u>	<u>\$1,001,187</u>	<u>\$843,823</u>	<u>\$420,000</u>	
99100 Transfers					
590 Transfers to Other Funds	\$250,000	\$0	\$0	\$0	
Total Transfers	<u>\$250,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	
TOTAL EXPENDITURES	<u>\$101,841,325</u>	<u>\$108,185,599</u>	<u>\$102,803,564</u>	<u>\$106,450,393</u>	
FUND BALANCES					
Excess of Estimated Revenue over (under) Estimated Expenditures:	\$779,652	(\$4,753,083)	\$267,758	(\$3,362,099)	
	\$0				
Estimated Beginning Fund Balance/July 1:	\$13,078,873	\$13,858,525	\$13,858,525	\$14,126,283	
Estimated Ending Fund Balance/June 30:	<u>\$13,858,525</u>	<u>\$9,105,442</u>	<u>\$14,126,283</u>	<u>\$10,764,184</u>	*

* The FY21 BEP July Final allocation includes a reduction of \$584,000.

Continuous Learning Plan
Jackson-Madison County School System
Dr. Marlon King, Superintendent
mdking@jmcss.org
731-664-2500

Section 1: Basic Information

Jackson-Madison County launched a "School New Normal Initiative" in June of 2020 with the goal of developing a comprehensive plan with options and opportunities for families. This new initiative "SOCA" focused on Schools, Operations, Communication and Academics. A team of district staff, school staff and community stakeholders engaged in thoughtful conversations and gathered detailed feedback. Many agencies including local government, county health department, Center for Disease Control, Department of Education provided input and/or resources in preparing the JMCSS Reopening Framework. Additionally, the district garnered feedback from parent and employee surveys (available from June 22, 2020 until July 1, 2020). Information from "School New Normal Initiatives" meetings, survey responses and local health guidance on the community spread of COVID-19 will guide our decision-making for reopening schools for 2020-2021.

The district prioritized needs from data collected during the initial school closure and implementation of distance learning in March of 2020. Included in our CARES Act application were the following:

- Access for students for virtual learning including devices, internet access, a system wide virtual platform, and training for teachers using the platform.
- PPE (Personal Protective Equipment) for schools to be able to allow for in person classes including thermometers, face masks, gloves, etc.
- Mental Health needs – Students and families have been affected by the COVID-19 pandemic. Faculty and staff must be vigilant in identifying possible warning signs of stress, anxiety and trauma in students and families.

The district's Continuous Learning Plan includes three options for families for the 2020-2021 school year. Three options are included: the traditional school model (in-person for 5-days per week), the virtual classroom model (on-line distance learning in 9-week grading periods), and the cyber academy (an online full virtual school). The options provide flexibility for families during the 2020-2021 school year in response to COVID-19, as well as incorporates a new and innovative educational option for families. This plan details when and how decisions will be made relative to academic instruction based on consultation with the local health department and percentages of COVID-19 spread in Jackson-Madison County. We will also consider the presence of the virus in school buildings, district office and its impact on both student and staff attendance.

Please note that frequent changes could be made to our Continuous Learning Plan throughout the school year based on the impact of COVID-19 spread in our schools and community, as well as guidance from the Governor's Office, the Regional Health Department, and the Tennessee Department of Education. A change from on-campus instruction to remote instruction could occur for one or more schools while not including the entire district.

Traditional	In person
Distance Learning Options	Includes virtual, online, instructional telephone call, feedback from text messages, and all learning that is offered through alternate means rather than on-campus, face to face. More specific subject matter may be provided through content download (e.g. using laptops, tablets, chrome books, smart phones) and communication by phone, conference calls and/or one-on-one calls. Instructional materials may include books, work packets, email, educational television, video recording, live meeting platforms of Microsoft TEAMS and Google Classroom.
A. Virtual Classroom	The virtual classroom option is a 9-week period of virtual instruction facilitated by your child's teacher. This would include daily contact -5 days per week, as students will use their personal or district issued laptop or tablet to observe the lessons during their scheduled class period, view assigned videos and complete and upload assignments.
B. Cyber School	The Cyber School option is a permanent option for the school year. Cyber School will not be six and a half hours in front of the computer. There are scheduled communications and check in points for English Language Arts and mathematics. Much of the learning is video based; however, teachers who have been assigned to our Cyber School will provide the video instruction. Teachers will check in with students virtually to provide assignments, and to provide direct instruction, assignment review and academic feedback.

Sections 2-6: Programmatic Model for the 2020-2021 School Year

- Standards-Based Instruction
- Attendance
- Instructional Technology
- Attendance
- Professional Development

The Jackson-Madison County School System will begin the 2020-2021 school year with three options for K-12 students based on family choice. These options include the **traditional school model (in-person for 5-days per week)**, the **virtual classroom model (on-line distance learning in 9-week grading periods)**, and the **cyber academy (an online full virtual school)**. Families may choose to continue the virtual classroom model after each 9-week grading period or return to traditional school. Students who enroll in the cyber academy will remain for the full school year. Students enrolled in virtual learning will receive teacher-facilitated online instruction. The options provide flexibility for families during the 2020-2021 school year. Please note that all families should be prepared for intermittent closures and have plans that can be activated immediately if there is a school closure or if their child or children are not able to attend school because of a quarantine situation.

Explanation of Approach

All students are in school or online based on parent choice. Teachers, students, and visitors follow a safety protocol that includes daily self-screening and temperature checks. The Coordinated School Health and nursing staff will provide continuous monitoring of reportable illnesses and emphasize frequent handwashing, sanitizing, and extra cleaning of buildings.

Phase #1 Traditional – no restrictions

Phase #2 Academic Considerations: All students in physical buildings

Professional Development:

- Many teachers participated in online PD offered that addressed virtual learning/teaching during the summer
- Provide PD on iReady and Edmentum on how to create and assign learning paths, provide feedback, modifications, etc.
- Determine best platform for virtual learning/teaching based on teacher/staff survey (TEAMS, Zoom, Google Classroom, etc.)
- Provide additional PD on platform selected
- Utilize consulting companies to provide training on current implementation of curriculum (Instruction Partners, TNTP, Amplify, and Great Minds)
- Utilize consulting companies to assist with merging current classroom curriculum with the selected online platform
- Utilize consulting companies to provide PD on identifying connections between current materials and standards that need to be scaffolded
- PD on universal communication platform (TEAMS and Google Classroom)
- PD on how to access curriculum online

- Review all scenarios with staff

Academic Planning:

- Teachers meet with grade levels to identify standards/materials not covered before school begins (vertical planning/discussions)
- Teachers will identify where missing standards align/fit in current school year/curriculum
- Assess students using various measures (CKLA screeners, state formative assessments, district formative assessments, etc.)
- Schools will determine how to set aside time/funds for extended learning (before school tutoring, after school tutoring, Saturday school, etc.)
 - Identify most effective teachers for ELA and Math
 - Identify students
 - Determine best fit for school demographics
- Review assessment results and standards not taught to identify which standards need to be emphasized throughout the current year
- 1st – 3rd grades will teach untaught skills units from previous year (review scope and sequence to determine which units at particular schools need to be taught)
 - Review schedules for 1st – 3rd grades to determine best use of intervention time or double block skills lessons for the first month of school with an emphasis on skills over listening and learning
 - Utilize CKLA Skills “boosters” in grades 1st – 3rd grade
- Review individual student needs to identify who needs to be assigned to intervention to address gaps during first month of school
- Prioritize ELA and Math at the start of the school year in lower grades
- Utilize intervention time as a remediation block during the first month and as intervention block for those students who are already Tier III

Assessments:

- State formative assessments
- District formative assessments
- CKLA screeners
- End of module assessments for Eureka
- AIMS Web/Phonics screeners

Communication and Review of Plan:

- Create and communicate options for learning (All in buildings, Blended learning, and All virtual)
- Review plans with district office
- Review plans with school leaders
- Review plans with teachers
- Communicate plans with parents/community
- Regularly review plan and implementation progress based on current situation to determine areas for improvement
- Adjust plan
- Communicate adjustments

Planning for virtual transition:

- Identify teachers per grade/subject to record lessons that can be shared with students virtually
- Identify lessons in online curriculum that align with current curriculum pacing/sequence
- Teachers assign lessons that align to current pacing/sequence
- Teachers provide feedback to students within a reasonable amount of time (not necessarily a grade...conversations, assessing and advancing questions, etc.)
- Grading expectations for virtual learning are consistent with current board policy
- Communication logistics for pick-up of paper packets, materials, devices, etc.
- Teachers need to reach out to students within 3 days of shutting schools
- Paper packets should already be prepared for those who don't have internet/device access
- Schedule time for teachers and staff to pick up items needed to conduct virtual learning
- Schedule time for parents/students to pick up paper packets and other materials, if needed
 - Keep log
- Schedule time for parents/students to pick up district supplied devices
 - Keep log
- Use of current core curriculum and online platforms (iReady, Edmentum, etc.)

Special Considerations for Special Populations (SPED, ESL, Gifted):

- Special Education, Related Services, and Homebound Services are provided per normal procedures and expectations.
- ESL services are provided per normal procedures and expectations

Phase #3

Academic Considerations: Combination of in physical buildings and virtual

All considerations from Phrase 1 and Phrase 3. See additional guidance/suggestions below.

Possible Options

- Bring back all elementary students to all buildings and have 6-12 do virtual
- Odd day/even day schedule
 - Frontload information in person and assign work to be completed at home
- Week A/week B
 - Frontload information in person and assign work to be completed at home

Teacher Expectations

- One teacher per grade/per subject will video lessons to be uploaded for students to view at home either online or by another means (PBS)
- Teacher of record is responsible for grading work, providing regular feedback, and facilitating lessons for students who opt in to virtual learning

Special Considerations for Special Populations (SPED, ESL, Gifted):

Special Education Services: It is the district's plan to provide services and support to students with disabilities to access academic content to maximize their learning as indicated by the child's IEP.

- When an individual school moves to a remote or hybrid learning model, Phase 1 and Phase 3 protocols and expectations for SPED staff/related services for remote learning supports continue on days when students are not physically present in school buildings.

- Homebound services are provided normally, except will be provided by phone and/or video in a remote or hybrid learning model.
- Speech, PT, and OT services will be conducted in combination of in-person at the building level and by teletherapy services.
- IEP meetings will be conducted at the building level, virtually or conference call by phone with proper parent consent, invitation, and agreement, in writing.
- School psychologists/assessment staff will conduct assessments at the building level. In a remote or hybrid learning configuration, school psychologists will be available to school-based administrators and families during regular workday hours, as needed.

Special Considerations for English Language Learners (ESL):

English as a Second Language (ESL) Teachers: Our ESL teachers are charged with developing communication and increasing language proficiency through embedding language within content areas including Mathematics, English Language Arts, Social Studies, and Science. The ESL teachers will tailor support for the individual or small groups of ELs, as they develop the required basic interpersonal communication skills and academic language to fully engage with the content materials.

- English language learners will be supported with continued English language development through A/B alternate (hybrid) days of in-person instructional services following all required safety protocols and CDC guidelines. The in-person instruction will be a continuation of learning with regularly scheduled general educators in their respective classes and additional English language direct services provided by certified ESL teachers.
- The in-person instruction will support continued academic and language development of ELs while meeting the minimum hours of direct services, as per the ESL guidelines.
- ESL services will be based on the language needs of students and in alignment with supporting growth with the language acquisition domains: listening, speaking, reading and writing.
- During remote learning, support for ELs will continue to be provided.
- A certified ESL teacher will provide direct services.

Interpreters:

Our district interpreters will continue to provide services to support communication to and with students and families through the following:

serving as language conduits as we outreach to families; providing accurate information regarding updates; translating documents to send to families in Spanish and other languages; and providing language support for ongoing meetings as requested by administrators, staff, and teachers in various modalities to include teleconference, video conference, or in-person based on the phases utilized by the district.

Additional Considerations for English Language Learners with Disabilities:

During all phases, both ESL and Special Education and general education teachers will be provided time to consult regarding the support of core instruction.

Phase #4

Academic Considerations: All students virtual

All considerations from Phrase 1: See additional guidance/suggestions below.

Virtual Planning and Professional Development

- Utilize instructional coaches to facilitate online planning sessions focused on curriculum and online platforms
- Identify potential teacher leaders who can support others with virtual learning/teaching

Academic Feedback and Grading:

- Teachers will communicate with students a minimum of 3-times per week to provide feedback pertaining to work completed prior to giving a grade
- K-2 students will receive feedback on oral reading fluency, counting, etc. on a weekly basis
- Students will submit work weekly to be graded and/or to be given feedback on
- Teachers will follow the traditional grading policy that is in place
- Teachers will grade student performance on standards most essential to course content
- Teachers will set daily virtual office hours

Teacher Observations/Support:

- Leaders will meet weekly with PLC's
- Leaders will join virtual lessons weekly to monitor instruction and to provide feedback
- Leaders will join virtual classrooms and conduct informal and formal evaluations

Administrator Support and Expectations:

- Leaders and administrators will participate in PD sessions offered to teachers in order to have an understanding of the online platforms
- Weekly check-ins with district office to review progress and address concerns/questions
- Weekly PLC meetings with teachers
- Regularly check attendance and grades to ensure all students are participating
- Identify teachers who can be available to provide technical support for each grade band

Teacher Expectations for Virtual Teaching:

- Teachers provide daily lessons via recordings, videos, screencasts, etc. for all content areas
 - All teachers in all buildings upload their own
 - Selected teachers from each building provide uploaded content and other teachers use to facilitate lessons
 - District selected teachers provide content and all other teachers use to facilitate lessons
- Teachers set a schedule for classes
- Teachers set a time for virtual office hours to provide support and academic feedback
- Teachers utilize core curriculum and iReady and Edmentum to assign lessons
- What does attendance look like?
 - Mixed assignments log
 - Teacher takes attendance during virtual learning (class login)

Providing for Students without Internet/Device Access:

- Teachers provide packets aligned to the lessons being uploaded and intervention materials for those in RTI
- School communicates a time for packet pick up and drop off for any student without internet access
- Teachers provide feedback after packets have been dropped off during schedule office hours

- Utilize local stations to broadcast prerecorded lessons

Parent/Student Expectations for Virtual Learning:

- Create scheduled time for learning
- Create a learning space at home
- Complete and submit work as assigned
- Actively participate in online learning
- Call in to office hours to receive feedback
- What does attendance look like?
 - Students/Parents keep a log of attended “classes”
 - Students participate in all online instructional lessons
 - Students complete all assignments, including uploading work as requested

Support Staff Expectations:

- Scheduled office hours to assist with assignments and answer other questions
- Attendance clerks provide weekly attendance reports to administration and teachers
- Support staff can reach out to parents of students who are not actively participating
- Attendance clerks and bookkeepers set office hours to answer school phone
- Support staff could provide read aloud of assignments
- Provide intervention via online platform (RTI and remediation)
- Assist with packet preparation and pick up

Special Considerations for Special Populations (SPED, 504)

- Special Education (SPED) Teachers will ensure students have access to grade-level curriculum and provide support in order for students to access curriculum/core instruction.
- Special Education teachers will contact parents/students weekly in order to provide special education supports to students via phone, virtual supports, and/or email, and will be available during regular school hours via phone, email, and video conferencing.
- Special Education teachers will monitor online/paper-based student work to ensure services are provided with the necessary accommodations/modifications, behavior support, counseling services, interpreter services, and visual protocols per student IEPs.
- On-line resources for sped students will be available on the district’s website.
- Homebound services will be provided by phone and/or video conferencing.
- Teletherapy services will be provided for Speech/Language, Physical Therapy (PT), and Occupational Therapy (OT) services. The Related Services Department will share activities and resources with parents for use at home.
- IEP Meetings will be conducted virtually or conference calls by phone with proper parent consent, invitation, and agreement in writing.
- School Psychologists will be available to school-based administrators and families during regular workday hours as needed, and will prioritize students’ evaluations once students and staff physically return to school.

Special Considerations for English Language Learners (ESL):

- Screen potential ELs remotely. The administration of the formal assessments will follow when students return to campus.
- Students are not physically attending school and are supported remotely.
- A certified ESL teacher will provide direct services.

Interpreters:

Our district interpreters will continue to provide services to support communication to and with students and families through the following:

serving as language conduits as we outreach to families; providing accurate information regarding updates; translating documents to send to families in Spanish and other languages; and providing language support for ongoing meetings as requested by administrators, staff, and teachers in various modalities to include teleconference, video conference, or in-person based on the phases utilized by the district

Additional Considerations for English Language Learners with Disabilities:

During all phases, both ESL and Special Education and general education teachers will be provided time to consult regarding the support of core instruction.

Student Assessment

- Use of checkpoint test
- ACT
- Dual Credit challenge exams
- *Utilize the state checkpoint tests*
- *Dual credit – schedule for September, make optional, provide a study guide, offer a virtual review, communicate to parents*
- *Assess additional areas from last year with Performance Matters to plan for missed learning in all end of course content areas*
- *Some in-person testing days*

Technology:

- Phase 1 High Risk
 - Schools closed to in-person learning-virtual learning only
 - Thorough cleaning or gloves required when handling devices. UV carts may be necessary if large amounts of devices need to be serviced.
 - Devices will be distributed at the local school from stock on-hand or from a central location if facility access is limited. If travel is limited, the devices will be sent via a trackable carrier such as FedEx or UPS. Tracking information and delivery confirmation will need to be stored with the forms the parent / guardian signs for the devices themselves.
 - Devices will be checked out to the individual students in Booktracks
 - Parent / guardian will sign form that designates custodianship and acceptable usage of the device if the device is to be taken offsite
 - Offsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be returned to the school and swapped for another device. The old device will be checked in and the new device checked out, and all forms updated.

- All devices will have content filtering per CIPA guidelines
- Software will be delivered and updated with automated tools to minimize interaction
- Mandatory training on virtual teaching / learning methods for staff and students
- Phase 2 Moderate Risk
 - Mask mandatory
 - Thorough cleaning or gloves required when handling devices
 - Devices will be distributed at the local school from stock on-hand if requested
 - Devices will be checked out to the individual student in Booktracks if device is to be taken offsite
 - Parent / guardian will sign form that designates custodianship and acceptable usage of the device if the device is to be taken offsite
 - Offsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be returned to the school and swapped for another device. The old device will be checked back in, and the new device checked out; and all forms updated.
 - Onsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be serviced in place or replaced depending on the severity of the issue and access to the facility. If facility access is limited the device will need to be transported to Central Office for repairs.
 - Devices used and stored at the school should be cleaned daily
 - Devices should be assigned to a single student and not shared if possible. If sharing is required, the device should be cleaned after each use.
 - All devices will have content filtering per CIPA guidelines
 - Software will be delivered and updated with automated tools to minimize interaction
 - Mandatory training on virtual teaching / learning methods for staff and students
- Phase 3 Low Risk
 - Mask suggested but not mandatory
 - Light cleaning or gloves suggested when handling devices
 - Cleaning products on-hand for more vigorous device sanitization if desired
 - Devices will be distributed at the local school from stock on-hand if requested
 - Devices will be checked out to the individual student in Booktracks if device is to be taken offsite
 - Parent / guardian will sign form that designates custodianship and acceptable usage of the device if the device is to be taken offsite
 - Offsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be returned to the school and swapped for another device. The old device will be checked in, the new device checked out, and all forms updated.
 - Onsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be serviced in place or replaced depending on the severity of the issue.
 - Devices used and stored at the school should be cleaned daily

- Devices should be assigned to a single student and not shared if possible. If sharing were required, the device would be cleaned after each use.
 - All devices will have content filtering per CIPA guidelines
 - Software will be delivered and updated with automated tools to minimize interaction
 - Optional training on virtual teaching / learning methods for staff and students using the virtual school option
- Phase 4 minimal risk traditional operating procedures
 - Mask suggested but not mandatory
 - Devices will be distributed at the local school from stock on-hand if requested
 - Devices will be checked out to the individual student in Booktracks if device is to be taken offsite
 - Parent / guardian will sign form that designates custodianship and acceptable usage of the device if the device is to be taken offsite
 - Offsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be returned to the school and swapped for another device. The old device will be checked in, the new device checked out, and all forms updated.
 - Onsite devices that cannot be serviced remotely (I.E. unrecoverable software error or hardware) will be serviced in place or replaced depending on the severity of the issue.
 - All devices will have content filtering per CIPA guidelines
 - Optional training on virtual teaching / learning methods for staff and students using the virtual school option
 - Software will be delivered and updated with automated tools to minimize interaction

Communication

- All decisions on the Phase levels of JMCSS schools will be based on collaboration between the Director of Schools, local/state officials, the Madison County Health department, and the JMCSS School Board. After a phase determination is set, JMCSS will notify parents and appropriate stakeholders through all available channels of communication. Due to the fluid nature of this pandemic, phase changes may occur rapidly so please stay tuned to our communications platforms. For a list of all official JMCSS communication platforms, go to www.jmcass.org
- Phase 1 is the most restrictive phase. Based on data from local/state government and the health department, the risk of Covid is substantial in our area. In phase 1 schools are closed to in-person learning and all participation is through the districts virtual platform. Students may continue to access their teachers via phone, online, or other electronic measures during normal school hours.
- Phase 2 indicates a moderate risk of infection is occurring in our area. During this phase:--
- Phase 3 indicates a low risk of infection is occurring in our area. During this phase:--

- Phase 4 indicates a minimum risk of infection is occurring in our area. During this phase, all school operations will proceed as scheduled.

School Reorganization and Social Distancing

Scheduling

Special Considerations at each Phase

Low to minimal risk: Phase 1 – All Students in the Building

Registration

- District registration day for Kindergarten and students new to the school
 - Extra staff on hand to assure social distancing
 - Gloves and masks for those handling documents and interacting with people
 - Access to school computers for those that do not have access at home
 - Disinfecting between users
 - Specify times for certain groups
 - Separate day for returning students that need computer
 - Evening times

Class Size / Scheduling

- Attention to balancing class sizes and not overloading any one class if at all possible
- Strategic placement of larger classes to assure spacing
- Plans for elementary PE
- Utilize TDOE [Procedures Guide](#) and **sample videos**: This document is intended to take the guidance provided in the department’s LEA Guide and reopening toolkits and create sample procedures that schools can follow. Alongside this toolkit, the videos provide visual examples to help district leaders and school administrators think through considerations as they set-up classrooms in preparation for the fall.

- **School Reopening Example Video: Classroom Set Up 1**

- **School Reopening Example Video: Classroom Set Up 2**

- **School Reopening Example Video: Classroom Set Up 3**

Students: Plan for daily schedules that limit and/or monitor student movement, including:

- Hall / Bathroom attendants
- Teachers Rotate – students stay in small groups –
 - Possible in Elementary and Middle – departmentalize
 - Middle School Elective Classes
 - Masks in motion (transitioning between classes)
- Hallway movement in one direction
- Recess or outdoor configurations and rules
- Practice transitioning to virtual learning

Staff:

- Electives in the homeroom classrooms
- Middle School – potential change to the usual elective schedule (more elementary)
- Additional duties needed
 - Early Arrival so student are not all in the gym / cafeteria
 - Additional entrances supervised
 - Temperature Checks
- *If all students wear face masks there would not need to be as much concern for social distancing*
- *Teachers MUST clear our overcrowded classrooms overrun with extra stuff to spread out*
- *Middle schools rotate electives*
- *Mark hallways*
- *Teachers rotate instead of students*
- *Many teachers want to continue to departmentalize because learning the “new normal” and new content and curriculum is too much in one year*
- *Apply for a PE Waiver*
- *Split PE classes between the teacher and an E.A*
- *Teach students to use the virtual platforms while they are all in school*
- *Teach subjects Social Studies/Science online in the virtual setting and ELA and Math in-person while students are at school.*
- *Have more field days (outside learning)*
- *Repurpose the educational assistants as needed*

Lunch and Meal Schedule

- Meals in the Classrooms
- Delivery lunches to classrooms on carts like “Breakfast in the Classroom”
 - Class Pick-up from the cafeteria
 - Use of large areas (cafeteria) in limited manners
- *Provide a rotation if cafeteria can be used in limited capacity for teachers to not have to eat in the classroom every day*
- *Use assistants to provide lunch breaks*
- *Deliver lunches to the classroom on carts in pre-made trays*
- *Provide outdoor seating for nice days*

Attendance

- Suspension / Change of attendance incentives
- Daily attendance tracking
- Implement new attendance tracking codes for Virtual Learning
- Truancy....continue use of district’s Tiered Intervention Plan
- What does attendance look like?

- Missed assignments and online class participation
- Students/Parents keep a log of attended “classes” to be submitted twice a month
- Suspend the attendance incentive policy
- Enforce stricter illness policy
- Add new attendance codes for Virtual and Quarantined

Tiered Truancy Intervention Plan

- The Truancy Coordinators at each school will monitor chronic absenteeism by ensuring seamless implementation of tiered interventions included in the district's truancy plan. Tiered interventions for truancy require specific actions for unexcused absentees at each step to that include: Parent contacts for tardiness and absentees up to 3-days. Referral to school-based Truancy Coordinator after 5-days which includes 3-phones calls and a face-to-face meeting with parents. Referral to district-level Truancy Specialist and Truancy Board after 8-absentees. Creating and documenting implementation of a Truancy Action Plan with parents and students.

Additional Attendance Guidance and Considerations

- **Stricter illness policy** -to ensure we are consistent across the district for students and staff. We also discussed the need for reviewing the attendance policy during the pandemic due to possible quarantines that will require extended absences for students and staff. During this time, students need to be using the virtual platform if they are able to continue their education.
- **Hand hygiene** - Upon entry into the building each am and often during the day, handwashing is vital to prevent the spread of germs. Education on proper handwashing for all ages. Alcohol based hand sanitizer made available and to be used often during the school, but does not take the place of handwashing but an additional measure to prevent the spread of germs.
- **Temperature checks**-all students and staff to have temperature checks each am upon arrival to school. Again stricter illness policy needed to be able to address getting anyone with signs and symptoms of illness out of the building as quickly as possible.
- **Masks and social distancing**- Masks are not mandatory at our campuses during the school day. JMCSS expects and encourages students, teachers, and staff to wear masks when social distancing is difficult. Social distancing measures implemented to try to keep students and staff separated as much as possible. By creating cohorts with our classes, these will decrease the number of interactions during the school day with other students. These cohorts will become the “school social circles” for those students.

Section 7: Monitoring

The district’s CLP is designed for learning opportunities that provide equity and access for all students. Content will be delivered in multiple ways so all students can access learning. The academic plan at each phase provides a system of monitoring student and teacher expectations relative to student engagement, teacher feedback, checks for understanding, administrator informal and formal observations, and daily attendance. A variety of assessments are used to progress monitor instruction and determine next steps for student learning. Teachers will reflect on effectiveness of instruction to adjust instructional delivery, as needed. Engagement with families will continue including the use of the Power School Parent Portal, parent/teacher conferences, phone calls, text messages, and continuous

communication through social media outlets. An embedded process of monitoring is included in each section.

The District Oversight Team (made up of the Director of Schools, Deputy Superintendents, Academic Team, Assessment & Accountability, Pupil Services, Special Education, Federal Programs and Communication) will monitor and evaluate effectiveness of the CLP through monthly through “Senior Leadership Meetings” with principals, data tracking and observations. Based on data results, the team will address the need for revisions to the CLP in the areas of schools, operations, communication and academics.

Section 8: Communication

The Jackson-Madison County School System is using several avenues to communicate our Continuous Learning Plan with families within our district. Our communications team makes contact with local television, newspaper, and radio outlets to share district related news and updates with families. Additionally, our use of mass communication platforms like Blackboard allows us to send written and spoken messages directly to families within the district. Our use of social media platforms, such as Twitter and Facebook allow us to connect and engage students, parents, and community stakeholders at any point of the day – morning, noon, and evening, to share information. Using multiple communication points strengthens our efforts to keep families informed.

2020-2021 Calendar Workbook

This calendar is a template designed to help school districts make decisions on school calendars. The department recognizes some districts may be starting early, starting late, or condensing time (similar to universities) as strategies for addressing the virus. By putting an "R," "H" or, "O" in the bottom half of the cell, the sheet will automatically calculate total days.

Year	S1	S2
164	74	90
0	0	0
4	3	1
0	0	0
3	2	1
5	4	1
10	9	1
0	0	0
5	5	0

R = Regular Instructional Day
 O = Other (Non-Instructional)
 H = Holiday / Break
 V = Virtual Learning Day
 PD = Stockpiled PD
 I = Inservice
 TV=Teacher Vacation
 A= Administrative Days
 SW = Stockpiled Weather

Total Instructional Days 172
 Total Teacher Days 187

 Teachers Return 8/10/2020
 Students Return 8/24/2020

July				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

August				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14 PD
17 SW	18 SW	19 SW	20 SW	21 SW
24	25	26	27	28
31				

September				
M	T	W	Th	F
	1 R	2 R	3 R	4 R
7	8 R	9 R	10 R	11 R
14	15 R	16 R	17 R	18 R
21	22 R	23 R	24 R	25 R
28	29 R	30 R		

October				
M	T	W	Th	F
			1 R	2 R
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

November				
M	T	W	Th	F
2	3 PD	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25 H	26 H	27 H
30				

December				
M	T	W	Th	F
	1 R	2 R	3 R	4 R
7	8 R	9 R	10 R	11 R
14	15 R	16 R	17 R	18 R
21	22 TV	23 TV	24 TV	25 TV
28	29 TV	30 TV	31 TV	

January				
M	T	W	Th	F
				1 TV
4 I	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

February				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12 PD
15	16	17	18	19
22	23	24	25	26

March				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

April				
M	T	W	Th	F
			1 R	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

May				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31 H				

June				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

July				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30



LEA Stockpiled Professional Development Days
2020-21 Application

Pursuant to Tenn. Code Ann. §49-6-3004(e), the use of stockpiled days for professional development must be approved by the commissioner of education prior to including the days on LEA district or school calendars. Please complete the application below and attach an agenda for each requested professional development day. All questions regarding application completion or guidelines for stockpiling professional development days should be directed to Paul Rainwater at Paul.Rainwater@tn.gov or (615) 532-4867.

District: Madison County Director of Schools: Dr. Marlon King

Stockpiled Days Requested for Professional Development (PD):

PD Date: 08/14/2020 PD Topic: Supporting Virtual Learning Agenda Attached: [X]

Participating Schools: [X] All Schools [] All Elementary [] All Middle [] All High Schools

PD Date: 11/3/2020 PD Topic: Teaching JMCSS Curriculum Digitally Agenda Attached: [X]

Participating Schools: [X] All Schools [] All Elementary [] All Middle [] All High Schools

PD Date: 2/12/2021 PD Topic: Using Data to Drive Instruction Agenda Attached: [X]

Participating Schools: [X] All Schools [] All Elementary [] All Middle [] All High Schools

PD Date: PD Topic: Agenda Attached: []

Participating Schools: [] All Schools [] All Elementary [] All Middle [] All High Schools

PD Date: PD Topic: Agenda Attached: []

Participating Schools: [] All Schools [] All Elementary [] All Middle [] All High Schools

Submit the signed application by email to Paul.Rainwater@tn.gov . Deadline for submitting this application is April 15, 2020.

Director of Schools Signature: Date:

Commissioner: Approved: [] Denied: [] Date:

If necessary, please duplicate this form to request additional stockpiled professional development days.

Jackson-Madison County Schools
Stockpiled Professional Development Agendas

08/14/2020: PD Topic – Supporting Virtual Learning

Teachers will attend sessions to continue to drive the implementation of virtual learning using the platforms that the district has chosen.

- Google Classroom – Led by JMCSS Technology Department and Lead Teachers
- I-Ready – Led by Curriculum Associates Staff
 - Reading
 - Math
- Edmentum – Led by Edmentum Staff
- Planning for Virtual Learning – Led by JMCSS Academic Department and Lead Teachers

11/03/2020: PD Topic – Teaching JMCSS Curriculum Digitally

Teachers will attend sessions focused on the continued implementation of the JMCSS adopted curriculum materials, while integrating those materials into online teaching. The training will allow for collaboration across schools by grade band and allow teachers to share successful strategies for successfully teaching our adopted materials no matter what deliver method is required at the time.

- Eureka Math – Led by JMCSS Academic Department and Lead Teachers by grade band
- Core Knowledge – Led by JMCSS Academic Department and Lead Teachers by grade band
- Learn Zillion – Led – Led by JMCSS Academic Department and Lead Teachers by grade band
- Pearson Science - Led – Led by JMCSS Academic Department and Lead Teachers by grade band
- Pearson Social Studies - Led by JMCSS Academic Department and Lead Teachers by grade band

2/12/2021: PD Topic – Using Data to Drive Instruction

Teachers will review the benchmark assessment data for the current school year. Based on results teachers will collaboratively plan to address deficiencies to assure students learn the standards before the end of the school year. Teams will work to recommend any needed adjustments to the 1st and 2nd

benchmarks that have already been given and recommend any standards to be spiraled to the upcoming 3rd assessment.

Teams will work by grade band and subject on the assessments that are related to their subjects they teach.