

Special Called
June 1, 2020 6:00 PM
Central Services Board Room

1. Call to Order - Mrs. Teresa Boston
2. Moment of Silence and Pledge - Mrs. Teresa Boston
3. *Cumberland County Strategic Compensation/Differential Pay Plan 2020-2021
4. *CCSNP Budget Resolutions
5. *Resolution 19-20 Year End Clean-up Budget Amendment
6. *19-20 GPS Year End Clean-up Budget Amendment
7. Other Discussion
8. Adjournment

Cumberland County Strategic Compensation/Differentiated Pay Plan
Descriptive Summary
2020-2021

1. **Experience/Educational Degree:** Cumberland County will continue to differentiate pay according to years of experience and educational degree obtained.
2. **Hard to Staff (Total 3):** A total of \$3,000 will be reserved to fulfill the previous commitments to the two teachers who were designated “hard to staff” in the 2019-2020 school year. This initiative is discontinued, but Cumberland County Schools will continue to fulfill the commitments for the three individuals remaining from the 2018-2019 strategic compensation plan.

If the teacher remains in that position for year 3 and maintains a Level of Effectiveness of at least a 3 for Year 3 then that teacher will receive an additional \$1,000 for year 3.

a. Procedure:

- The Human Resource Supervisor, in a coordinated effort with the department supervisor and the principal of the school housing the hard to staff position, will authorize the initial stipend prior to the position posting. The steps to identify a “hard to staff position” will be:
 1. The HR Supervisor will review district historical data on positions and our ability to fill them with qualified
 2. Stipends for Year 3 will be paid in December. If the teacher leaves the “hard to staff position” during the school year, the stipend for that year will be prorated accordingly based on actual time worked, and final pay will be adjusted.
3. **Additional Roles:** A total of \$96,800 is set aside to differentiate pay according to assigned roles. Cumberland County will pay:
 - a. **Lead Teachers (157):** In an ongoing capacity, these effective teachers (Level 3, 4, or 5) are selected by individual school principals to serve as leaders who may be assigned to:
 - participate and redeliver state training regarding standards, best practices and assessments, both formative and summative
 - lead PLC sessions among colleagues in the same grade and/or content area
 - serve in leadership roles regarding curriculum, pacing, assessment, instructional strategies and resources, and behavior management
 - Schools are allotted the following slots based on enrollment:
 1. Brown 12
 2. Crab Orchard 10
 3. Homestead 16
 4. Martin 16

5. North	14
6. Pine View	4
7. Pleasant Hill	13
8. South	13
9. Stone	16
10. CCHS	20
11. SMHS	20
12. Phoenix	3

- Lead teachers will be paid \$400 for their additional roles, for a districtwide total of \$62,800.
- b. **Reading Textbook Leaders (32):** These school-level leaders will serve to train their school colleagues in the reading textbook adoption process which will include standards alignment, resource appropriation, and effective instruction. A stipend of \$400 will be allocated for this role, for a total of \$12,800.
 - c. **School Improvement Plan Chairman (12):** These individuals are charged with the data input and narrative responses in ePlan for their school's annual improvement plan. A stipend of \$400 will be allocated for these roles, for a total of \$4,800 districtwide.
 - d. **School wide Positive Behavior Support (SWPBS) Chairman (12):** This person serves as the coordinator of the positive behavior support program and is charged with the design, implementation, communication, and record keeping of this essential system. A stipend of \$400 will be allocated for these roles, for a total of \$4,800 districtwide.
 - e. **District Professional Development Presenters (17):** These presenters are selected based on the needs of the attending teachers, the proposals submitted by potential presenters, and the knowledge, expertise and effectiveness demonstrated by the potential presenters. These single session presenters will be paid \$400, for a total of \$6,800.
 - f. **School-level IT Lead (12):** These individuals are tasked to provide technological support to the instructional programs at their home school. A stipend of \$400 will be allocated for these roles for a total of \$4,800.
 - g. **Portfolium Peer Reviewers (6):** Portfolium Peer Reviewers are those teachers designated in PreK and kindergarten who are assigned to participate in the Portfolium scoring process on behalf of Cumberland County. The teachers selected must have the following qualifications:
 - Three years teaching experience in the grade level or subject area
 - Rich understanding of standards
 - Familiarity with scoring student work
 - Comfort with using technology
 - Participation in virtual training and a satisfactory score on the online certification test

These single session presenters will be paid \$500. However, this money is reimbursed from the state, and is therefore, not included in the additional strategic compensation package.

RESOLUTION # _____

Cumberland County, Tennessee
CENTRAL CAFETERIA FUND



WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved to receive additional USDA Foods/Commodities.

WHEREAS, the Departments of Agriculture operates the USDA Foods in Schools program which supports domestic nutrition programs and American agricultural producers through purchases of 100% American grown and produced foods for use by schools and institutions participating in the National School Lunch Program (NSLP). The CCSNP has received additional /bonus USDA Foods / Commodities which is in addition to the amount that had been originally budgeted.

THEREFORE, be it resolved that the following budget amendment be approved by the Cumberland County Board of Education meeting this _____ day of _____, 2020 and adopted by the Cumberland County Commission meeting this _____ day of _____, 2020.

INCREASE REVENUES:

143.47112 USDA - Commodities \$10,000.00

TOTAL INCREASE: \$10,000.00

INCREASE EXPENDITURES:

143.73100.469 USDA - Commodities \$10,000.00

TOTAL INCREASE: \$10,000.00

SPONSORED BY: _____
BOE Member

SPONSORED BY: _____
County Commissioner

APPROVED BY: _____
Chairman of the Board

APPROVED BY: _____
County Mayor

ATTEST: _____
Director of Schools

ATTEST: _____
County Clerk

Ayes: _____ Nays: _____ Abstain: _____

Ayes: _____ Nays: _____ Abstain: _____

RESOLUTION # _____

Cumberland County, Tennessee
CENTRAL CAFETERIA FUND



WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget resolution be approved to receive private funding from the Dairy Alliance.

WHEREAS, these funds are provided to increase the CCSNP Central Cafeteria Fund budget to support the meal delivery program. Whereas the funds have been designated to be spent on meal delivery equipment such as coolers and hot bags.

THEREFORE, be it resolved that the following budget amendment be approved by the Cumberland County Board of Education meeting this _____ day of _____, 2020 and adopted by the Cumberland County Commission meeting this _____ day of _____, 2020.

INCREASE REVENUES:

143.48610 Donations \$2,000.00

TOTAL INCREASE: \$2,000.00

INCREASE EXPENDITURES:

143.73100.499 Other Supplies and Materials \$2,000.00

TOTAL INCREASE: \$2,000.00

SPONSORED BY: _____
BOE Member

SPONSORED BY: _____
County Commissioner

APPROVED BY: _____
Chairman of the Board

APPROVED BY: _____
County Mayor

ATTEST: _____
Director of Schools

ATTEST: _____
County Clerk

Ayes: _____ Nays: _____ Abstain: _____

Ayes: _____ Nays: _____ Abstain: _____

RESOLUTION # _____

Cumberland County, Tennessee

CENTRAL CAFETERIA FUND

H. Hamby

WHEREAS, the Cumberland County Board of Education/School Nutrition Program requests the following budget line item resolutions be approved for reallocation to balance specific lines of the budget.

WHEREAS, reallocation of funds is required to balance line 143.73100.186 Longevity Pay due to the actual amount being greater than what was originally projected.

WHEREAS, reallocation of funds is required to balance line 143.73100.210 Unemployment Compensation to due several part time employees filling for unemployment during the COVID 19 pandemic.

THEREFORE, be it resolved that the following budget line item amendment be approved by the Cumberland County Board of Education meeting this _____ day of _____, 2020 and adopted by the Cumberland County Commission meeting this _____ day of _____, 2020.

INCREASE EXPENDITURES:

143.73100.186 Longevity Pay	\$ 202.00
143.73100.210 Unemployment Compensation	\$8,500.00

TOTAL INCREASE: **\$8,702.00**

DECREASE EXPENDITURES:

143.73100.710 Food Service Equipment \$ 8,702.00

TOTAL DECREASE: **\$ 8,702.00**

SPONSORED BY: _____
BOE Member

SPONSORED BY: _____
County Commissioner

APPROVED BY: _____
Chairman of the Board

APPROVED BY: _____
County Mayor

ATTEST: _____
Director of Schools

ATTEST: _____
County Clerk

Ayes: _____ Nays: _____ Abstain: _____

Ayes: _____ Nays: _____ Abstain: _____

CENTRAL CAFETERIA FUND
Line Item Budget Amendments

A. Hamby

WHEREAS, yearend reallocations are required to balance specific lines of the budget where certain lines were under projected.

WHEREAS, all lines of the budget are required to end the year with positive balance.

THEREFORE, be it resolved that the following budget line item amendments be approved by the Cumberland County Board of Education meeting this _____ day of _____, 2020.

INCREASE EXPENDITURES:

143.73100.307 Communication	\$ 150.00
143.73100.337 Maintenance & Repair Services – Office Equipment	\$ 100.00
143.73100.355 Travel (In-County)	\$ 550.00
143.73100.435 Office Supplies	\$ 350.00
143.73100.499 Other Supplies and Materials	\$20,000.00

TOTAL INCREASE: \$21,150.00

DECREASE EXPENDITURES:

143.73100.354 Transportation – Commodity Delivery	\$14,000.00
143.73100.710 Food Service Equipment	\$ 7,150.00

TOTAL DECREASE: \$21,150.00

SPONSORED BY: _____
BOE Member

APPROVED BY: _____
Chairman, Board of Education

ATTEST: _____
Director of Schools, Cumberland County

BOE Vote:

Ayes: ____ Nays: ____ Abstain: ____

GENERAL PURPOSE SCHOOL FUND
BUDGET AMENDMENT

Whereas, year-end reallocations are required to balance specific lines of the budget,

Whereas, all lines of the budget are requested to end the year with positive balances,

THEREFORE, be it resolved, that the following budget amendment be adopted by the Cumberland County Board of Education meeting on this ____ day of _____, 2020, and by the Cumberland County Commission meeting on this ____ day of _____, 2020, that:

Retirement

Decrease Expenditures

141.71100.204	Regular Instruction - State Retirement	\$ 90,000.00
141.71200.204	SPED Instruction - State Retirement	\$ 9,000.00
141.71200.207	SPED Instruction - Medical Insurance	\$ 1,000.00
141.71300.204	CTE Instruction - State Retirement	\$ 12,000.00
141.72130.204	Student Support - State Retirement	\$ 3,950.00
141.72310.207	BOE - Medical Insurance	\$ 510.00
141.72410.204	Principals - State Retirement	\$ 3,000.00
141.72510.524	Fiscal Services - Professional Development	\$ 10.00
141.73400.204	Preschool - State Retirement	\$ 1,000.00
		\$ 120,470.00

Increase Expenditures

141.71100.217	Regular Instruction - Hybrid Retirement	\$ 90,000.00
141.71200.217	SPED Instruction - Hybrid Retirement	\$ 10,000.00
141.71300.217	CTE Instruction - Hybrid Retirement	\$ 10,000.00
141.71400.217	Education Program - Hybrid Retirement	\$ 2,000.00
141.72130.217	Student Support - Hybrid Retirement	\$ 3,950.00
141.72310.204	BOE - State Retirement	\$ 510.00
141.72410.217	Principal - Hybrid Retirement	\$ 3,000.00
141.72510.204	Fiscal Services - State Retirement	\$ 10.00
141.73400.217	Preschool - Hybrid Retirement	\$ 1,000.00
		\$ 120,470.00

Career Ladder

Decrease Expenditures

141.71100.117	Regular Instruction - Career Ladder	\$ 1,500.00
		\$ 1,500.00

Increase Expenditures

141.71150.117	Alternative Instruction - Career Ladder	\$ 500.00
141.72210.117	Regular Support - Career Ladder	\$ 1,000.00
		\$ 1,500.00

Attendance

Decrease Expenditures

141.71300.207	CTE Instruction - Medical Insurance	\$ 16,935.00
		\$ 16,935.00

Increase Expenditures

141.72110.105	Attendance - Director	\$ 14,300.00
141.72110.201	Attendance - Social Security	\$ 1,095.00
141.72110.204	Attendance - Retirement	\$ 1,520.00
141.72110.207	Attendance - Medical Insurance	\$ 20.00
		\$ 16,935.00

Medical Insurance

Decrease Expenditures

141.71300.207	CTE Instruction - Medical Insurance	\$ 950.00
141.72310.207	BOE - Medical Insurance	\$ 21,500.00
141.72510.524	Fiscal Services - Professional Development	\$ 140.00
		\$ 22,590.00

Increase Expenditures

141.72120.207	Health Services - Medical Insurance	\$ 950.00
141.72410.207	Principals - Medical Insurance	\$ 21,500.00
141.72510.207	Fiscal Services - Medical Insurance	\$ 140.00
		\$ 22,590.00

Regular Instruction

Decrease Expenditures

141.71100.207	Regular Instruction - Medical Insurance	\$ 89,000.00
141.71100.499	Regular Instruction - Other Supplies	\$ 976.00
		\$ 89,976.00

Increase Expenditures

141.71100.449	Regular Instruction - Textbooks	\$ 89,000.00
141.71100.471	Regular Instruction - Software	\$ 976.00
		\$ 89,976.00

Health Services

Decrease Expenditures

141.72120.169	Health Services - Part-time Personnel	\$ 600.00
141.71300.207	CTE Instruction - Health Insurance	\$ 15.00
		\$ 615.00

Increase Expenditures

141.72120.131	Health Services - Medical Personnel	\$ 600.00
141.72120.206	Health Services - Life Insurance	\$ 15.00
		\$ 615.00

Other Student Support

Decrease Expenditures

141.72130.123	Other Student Support - Guidance Personnel	\$ 5,725.00
141.72130.207	Other Student Support - Medical Insurance	\$ 196.00
		\$ 5,921.00

Increase Expenditures

141.72130.124	Other Student Support - Psychological Personnel	\$	5,725.00
141.72130.206	Other Student Support - Life Insurance	\$	47.00
141.72130.208	Other Student Support - Dental Insurance	\$	149.00
		\$	5,921.00

Instructional Support**Decrease Expenditures**

141.72210.308	Instructional Support - Consultants	\$	1,350.00
141.72210.207	Instructional Support - Medical Insurance	\$	25.00
		\$	1,375.00

Increase Expenditures

141.72210.105	Instructional Support - Supervisors	\$	1,350.00
141.72210.206	Instructional Support - Life Insurance	\$	25.00
		\$	1,375.00

Personnel**Decrease Expenditures**

141.72220.189	SPED Support - Other Salaries and Wages	\$	205.00
141.72230.189	CTE Program - Other Salaries and Wages	\$	400.00
141.72250.138	Technology - Computer Tech Personnel	\$	310.00
141.72410.117	Principals - Career Ladder	\$	4,000.00
141.72710.188	Transportation - Bonus Payments	\$	15,000.00
141.73400.207	Preschool - Health Insurance	\$	9,400.00
		\$	29,315.00

Increase Expenditures

141.72220.161	SPED Support - Secretary	\$	205.00
141.72230.105	CTE Program - Director	\$	400.00
141.72250.161	Technology - Secretary	\$	310.00
141.72410.162	Principals - Clerical Personnel	\$	4,000.00
141.72710.142	Transportation - Mechanics	\$	15,000.00
141.73400.163	Preschool - Educational Assistants	\$	9,400.00
		\$	29,315.00

Technology**Decrease Expenditures**

141.72250.524	Technology - Professional Development	\$	440.00
		\$	440.00

Increase Expenditures

141.72250.722	Technology - Regular Instruction Equipment	\$	440.00
		\$	440.00

Board of Education

Decrease Expenditures

141.72310.207	BOE - Medical Insurance	\$ 17,200.00
		\$ 17,200.00

Increase Expenditures

141.72310.201	BOE - Social Security	\$ 1,200.00
141.72310.210	BOE - Unemployment Compensation	\$ 7,000.00
141.72310.320	BOE - Dues and Memberships	\$ 1,000.00
141.72310.510	BOE - Trustee's Commission	\$ 8,000.00
		\$ 17,200.00

Office of the Superintendent

Decrease Expenditures

141.72320.355	Office of Superintendent - Travel	\$ 1,060.00
		\$ 1,060.00

Increase Expenditures

141.72320.161	Office of Superintendent - Secretary	\$ 725.00
141.72320.201	Office of Superintendent - Social Security	\$ 60.00
141.72320.204	Office of Superintendent - State Retirement	\$ 50.00
141.72320.207	Office of Superintendent - Medical Insurance	\$ 225.00
		\$ 1,060.00

Office of the Principal

Decrease Expenditures

141.72410.204	Principals - State Retirement	\$ 340.00
		\$ 340.00

Increase Expenditures

141.72410.206	Principals - Life Insurance	\$ 340.00
		\$ 340.00

Operation of Plant

Decrease Expenditures

141.72610.434	Operation of Plant - Natural Gas	\$ 5,000.00
		\$ 5,000.00

Increase Expenditures

141.72610.454	Operation of Plant - Water and Sewer	\$ 5,000.00
		\$ 5,000.00

Community Services

Decrease Expenditures

141.73300.204	Community Services - Retirement	\$ 30.00
141.73300.499	Community Services - Other Supplies	\$ 500.00
		\$ 530.00

Increase Expenditures

141.73300.207	Community Services - Medical Insurance	\$ 5.00
141.73300.208	Community Services - Dental Insurance	\$ 25.00
141.73300.535	Community Services - Fee Waiver	\$ 500.00
		\$ 530.00

Regular Capital Outlay

Decrease Expenditures

141.76100.707 Regular Capital Outlay - Building Improvements \$ 16,000.00
\$ 16,000.00

Increase Expenditures

141.76100.321 Regular Capital Outlay - Engineering Services \$ 16,000.00
\$ 16,000.00

Software

Decrease Expenditures

141.72310.513 BOE - Workman's Compensation \$ 3,200.00
\$ 3,200.00

Increase Expenditures

141.72110.471 Attendance - Software \$ 3,200.00
\$ 3,200.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools Ayes:___Nays:___Abstain:_____

Sponsor: _____
County Commissioner

Approval: _____
County Mayor

Attest: _____
County Clerk

Budget Committee Vote: Ayes:___ Nays:___ Abstain:_____

GENERAL PURPOSE SCHOOL FUND
BUDGET AMENDMENT

Whereas, year-end reallocations are required to balance specific lines of the budget,

Whereas, all lines of the budget are requested to end the year with positive balances,

THEREFORE, be it resolved, that the following budget amendment be adopted by the Cumberland County Board of Education meeting on this ___ day of _____, 2020, and by the Cumberland County Commission meeting on this ___ day of _____, 2020, that:

Additional Year End Clean-up

Regular Instruction

Decrease Expenditures:

141.71100.399	Regular Instruction – Contracted Services	\$ 173.00
	Total Decrease	\$ 173.00

Increase Expenditures:

141.71100.471	Regular Instruction – Software	\$ 1.00
141.71100.499	Regular Instruction – Other Supplies	\$ 172.00
	Total Increase	\$ 173.00

Life Insurance

Decrease Expenditures:

141.72110.524	Attendance – Professional Development	\$ 1.00
141.72320.355	Office of Superintendent – Travel	\$ 10.00
	Total Decrease	\$ 11.00

Increase Expenditures:

141.72110.206	Attendance – Life Insurance	\$ 1.00
141.72320.206	Office of Superintendent – Life Insurance	\$ 10.00
	Total Increase	\$ 11.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes:___Nays:___Abstain:_____

Sponsor:

County Commissioner

Approval:

County Mayor

Attest:

County Clerk

Budget Committee Vote:

Ayes:___ Nays:___ Abstain:_____