

Special Called Meeting
July 6, 2020 7:00 PM
Central Services Board Room

1. Call to Order-Mrs. Teresa Boston
2. Moment of Silence / Pledge of Allegiance-Mrs. Teresa Boston
3. 20-21 BOE Budget
4. 2020-2021 General Purpose Pay Scale
5. CCSNP 20-21 Budget
6. 2020-2021 CCSNP Pay Scale
7. Other Discussion
8. Adjournment

Cumberland County Schools Budget										
General Purpose School Fund										
Budget										
For Fiscal Year Ending June 30, 2021										
Account	Description									Account
No.		Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21	No.
40000	LOCAL TAXES									40000
40100	County Property Taxes									40100
40110	Current Property Taxes	8,640,495	8,834,417	8,991,458	9,111,000	8,117,272		(8,117,272)		40110
40120	Trustee's Collection Prior Year	188,472	201,587	162,551	200,000	200,000		(200,000)		40120
40130	Circuit/Clerk & Master	116,000	92,896	120,432	120,000	120,000		(120,000)		40130
40140	Interest & Penalty	87,713	82,046	107,105	107,000	107,000		(107,000)		40140
40150	Pickup Taxes							-		40150
40162	Payments in Lieu of Taxes - Utilities	-						-		40162
40200	COUNTY LOCAL OPTION TAXES							-		40200
40210	Local Option Sales Tax	8,705,416	8,118,602	9,160,510	9,640,392	10,122,412		(10,122,412)		40210
40270	Business Tax	4,691	4,699	4,708	4,700	4,700		(4,700)		40270
40275	Mixed Drink Tax	132,085	132,577	46,217	46,000	46,000		(46,000)		40275
40280	Mineral Severance Tax							-		40280
40290	Other County Local Option Taxes							-		40290
40300	STATUTORY LOCAL TAXES							-		40300
40340	Coal Severance Tax							-		40340
40350	Interstate Communications Taxes	4,842	5,071	5,100	-			-		40350
								-		
								-		
								-	April BEP Local \$18,432,000	
								-	May BEP Local \$18,455,000	
	TOTAL LOCAL TAXES	17,879,714	18,162,000	18,598,081	19,229,092	18,717,384	18,717,384	18,296,000	(421,384)	June BEP Local is \$18,296,000
									-	July BEP Local is \$

										-	
										Difference of Budget 19-20 to 20-21	
										-	
										-	
43000	CHARGES FOR CURRENT SERVICES	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021			43000
	Employee Benefit Contributions									-	
43500	Education - Charges									-	43500
43512	Tuition - Other									-	43512
43517	Tuition - Other	140,542	155,256	128,276	136,000	155,000	117,000	130,000	(25,000)	CCQCP	43517
43570	Receipts from Individual Schools	83,966	36,797	60,027	62,000	65,000	48,000	65,000	-		43570
43990	Other Charges for Services	29,205	30,195	25,740	23,195	26,000	16,121	26,000	-	Dual Credit	43990
	Criminal Background Fees									-	
	TOTAL CHARGES FOR CURRENT SERVICES	253,713	222,248	214,044	221,195	246,000	181,121	221,000	(25,000)		
										-	
44100	OTHER LOCAL REVENUES									-	44100
	RECURRING ITEMS									-	
										-	
44120	Lease/Rentals			14,242	9,577	12,000	6,200	2,000	(10,000)		44120
44130	Sale of Materials/Supplies									-	44130
44145	Sale of Surplus Materials	3,565	1,759	5,863	7,281	2,500	2,000	2,500	-	Scrap Metal Recycling	44145
44146	E-Rate Funding	72,964	356,611	31,725	15,581	-	-	-	-	Phone phased out in 18-19	44146
44160	Retires' Insurance Payments	315	234	-	-					-	44160
44170	Miscellaneous Refunds	163,631	178,899	120,199	145,000	163,267	200,000	230,000	66,733	\$5,097 Reimbursement from CCSNP for Skyward recurring costs-Federal and CTE reimbursement-etc. 20-21 80K bus grant	44170
										-	
44500	NONRECURRING ITEMS									-	44500
44520	Line no longer active see 49700 for insurance									-	44520
44530	Sale of Equipment		6,041	4,225						-	44530
44540	Sale of Property	21,650	21,650	1,136						-	44540
44550	Resale of Materials - T&I House	-								-	44550
44560	Damages Recovered From Individuals	148	281	1,163	575	776	800	500	(276)	Books/bus seats etc.	44560
44570	Contributions & Gifts	14,750	17,872	38,493	10,012	20,000	12,000	15,000	(5,000)	Shoe Fund donations	44570
44990	Other Local Revenues	12,155	9,284	14,583	15,251	16,000	13,000	16,000	-	District Solution bus advertising	44990
	TOTAL OTHER LOCAL REVENUES	289,178	592,630	231,630	203,276	214,543	234,000	266,000	51,457		
										-	
										-	

	Maxwell								-		
71150	ALTERNATIVE SCHOOLS	Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		71150
	INSTRUCTION AND SUPPORT	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		
									-		
116	Teachers	151,576	153,610	160,079	101,301	151,120	130,000	155,900	4,780	Averitt, Rimmer, Jones (Put Harelson and Smith back on 71100-116 in 18-19)	116
117	Career Ladder			1,000	1,000	1,000	1,500	1,000	-		117
127	Extended Contract								-		127
163	Teachers Assistants					15,000	6,600	14,525	(475)	1 K-5 Alt Assistant	163
201	Social Security	11,427	11,751	12,161	7,210	12,785	10,565	13,114	329		201
204	State Retirement	13,703	13,885	14,626	10,701	16,995	14,341	16,913	(83)	10.27%, 5.5%	204
206	Life Insurance	353	375	203	135	269	232	269	-		206
207	Medical Insurance	39,878	42,237	30,835	25,830	42,252	35,865	42,632	380	average premiumX 1% rate increase	207
208	Dental Insurance	1,414	1,420	1,121	281	1,308	550	1,320	12	4	208
399	Other Contracted Services	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	BEP	399
									-		
429	Instructional Supplies	1,000	1,000	1,000	4,996	5,000	5,000	5,000	-	25 annual licenses for curriculum seat software, 1000 BEP	429
499	Other Supplies and Materials	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	BEP	499
524	Staff Development								-		524
535	Fee Waiver F& R Lunch Students								-		535
790	Other Equipment	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	BEP	790
									-		
	TOTAL ALTERNATIVE SCHOOL	222,351	227,278	224,025	154,454	248,729	207,653	253,672	4,943		
									-		

	Presson	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		
71200	SPECIAL EDUCATION INSTRUCTION										71200
116	Teachers	1,563,803	1,556,277	1,632,562	1,693,597	1,719,599	1,690,000	1,791,726	72,127	38.5 Proposing 1 new @ Phx; 1/2 new @ CO	116
117	Career Ladder Program	13,000	13,000	13,000	10,780	11,000	9,500	9,500	(1,500)		117
127	Career Ladder Extended Contracts								-		127
128	Homebound Teachers	49,505	49,504	51,484	52,513	53,832	53,832	55,172	1,340	1 Tanner	128
163	Educational Assistants	134,076	124,321	175,286	159,541	211,834	208,228	246,670	34,836	13.5, Proposing 1 new (1 on 1) @ HES, TSD Assistant	163
171	Speech pathologists	109,623	95,056	35,036	53,255	110,169	62,000	107,415	(2,754)	FTE 1 Ramsey 210 @ 63,183, TBA SLP (position open for 2 years)	171
189	Other Salaries & Wages	40,705	11,326	8,629	7,645	47,930	35,375	17,512	(30,418)	FTE 1 McCluskey (Davenport moved to Asst. line)	189
195	Certified Substitute Teachers	1,085	1,995	1,085	1,450	2,000	700	2,000	-		195
198	Non-Certified Substitutes	13,913	21,300	14,760	14,870	18,000	14,500	18,000	-		198
201	Social Security	143,632	139,522	151,840	151,203	166,339	158,671	171,972	5,633	7.65 %	201
204	State Retirement	172,572	161,478	174,404	185,565	215,683	206,368	216,214	531	10.27% cert, 5.5% support	204
206	Life Insurance	3,389	3,577	3,148	3,300	3,600	3,533	3,680	80	41*75=3075 and 14*43.20=605	206
207	Medical Insurance	487,723	524,276	564,507	547,028	560,900	525,000	585,800	24,900	41*11576=474,616 + 14*7524=105,336 = 580,000 X 1% rate increase	207
208	Dental Insurance	15,161	16,095	16,311	15,502	17,490	15,440	18,480	990	56*330	208
217	Retirement - Hybrid Stabilization				7,251		10,000		-		
312	Contracts With Private Agencies								-		312
336	Maintenance & Repair Services-	200	200	-	200	200	200	200	-	Copier repair and re-calibration of audiometers	336
399	Other contracted services								-		399
429	Instructional Supplies & Materials	8,156	8,541	8,997	9,560	9,800	9,800	10,000	200	BEP money for teachers	429
									-		
499	Other Supplies & Materials	300	457	496	377	500	500	500	-	Non-instr. supplies (protocols (testing materials), cleaning supplies, diaper wipes, etc.)	499
599	Other Charges	910	550	100	490	500	500	500	-	License renewal fees, misc. student needs, etc.	599
725	Special Education Equipment	2,000	2,000	1,511	1,406	1,500	1,500	1,500	-	Specialized Equip., wheelchairs, hearing systems, etc.	725
									-		
	TOTAL SPECIAL EDUCATION	2,759,753	2,729,475	2,853,157	2,915,532	3,150,875	3,005,647	3,256,840	105,965		
	INSTRUCTION								-		

Maddox		Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
71300	CAREER AND TECHNICAL EDUCATION CTE INSTRUCTION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21	71300	
116	Teachers	1,888,407	1,911,792	2,036,101	1,954,170	2,061,250	1,956,000	2,011,553	(49,697)	42 teachers X 2% step = 2,011,553	116
117	Career Ladder Program	7,000	7,000	6,000	6,500	6,000	6,000	6,000	-		117
163	Educational Clerk	16,800	19,026	19,454	-	-			-		163
195	Certified Substitute Teachers	2,730	4,130	5,844	4,435	6,400	3,255	6,400	-	\$70 per day	195
198	Non-certified Substitutes	22,500	27,617	26,100	29,120	27,500	23,865	29,000	1,500	\$60 per day	198
201	Social Security	144,567	146,766	155,504	146,923	160,738	152,168	157,051	(3,687)	7.65%	201
204	State Retirement	173,237	172,089	184,107	189,794	219,749	196,000	207,203	(12,546)	10.27% cert 5.5% support	204
206	Life Insurance	3,217	3,296	3,108	3,240	3,780	3,780	3,780	-	(90*42)	206
207	Medical Insurance	403,820	442,249	515,252	524,009	533,092	503,000	520,000	(13,092)	20 cost X 1% rate increase plus cushion	207
208	Dental Insurance	13,550	13,635	14,345	13,501	13,734	13,400	13,734	-	327*42	208
217	Retirement - Hybrid Stabilization				7,873		10,000		-		
336	Maintenance & Repair Services	7,860	8,938	8,325	16,818	22,000	22,000	22,000	-	Greenhouse equipment updates, greenhouse updates and maint. OCR updates	336
355	Travel	34,748	7,481	9,301	10,430	24,000	15,000	18,000	(6,000)	In County Travel(including middle CTE)	355
399	Other Contracted Services	36,382	26,084	42,460	39,916	56,053	39,000	62,350	6,297	TCAT student fees, registration fees increasing and buses for state and national competitions, Naviance platform, insurance refund for greenhouse repair	399
429	Instructional Supplies & Materials	35,121	36,262	41,619	39,806	40,000	27,000	40,000	-	BEP \$8400, CTE program consumables	429
448	T & I Construction Materials		11,220						-		448
449	Textbooks - Not incl. in 71100	2,829	5,848	6,922	11,622	18,000	18,000	15,000	(3,000)	Supplemental texts, iCEV for 18 teachers, Business iCEV textbooks	449
499	Other Suppl. & Materials	2,042	2,264	3,652	3,975	4,000	4,000	4,000	-	Teacher supplies	499
599	Other Charges	780	3,428	3,560	4,700	5,000	5,000	5,000	-	Advisory meetings, student trips, competitions	599
706	Building Construction	39,230	32,993	16,201	25,273	28,000	5,500	28,000	-	Materials for T & I construction	706
730	CTE Instruction Equipment	26,736	28,071	150,856	20,221	47,276	47,276	20,000	(27,276)	Teacher Computers, saws, sewing machines, etc.	730
	TOTAL CTE								-		
	EDUCATION INSTRUCTION	2,861,556	2,910,190	3,248,712	3,052,327	3,276,572	3,050,244	3,169,071	(107,501)		

	Patton/Harris	Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget	
71400	Student Body Education Program	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21	
188	Bonus Payments								-	
189	Other Salaries and Wages	329,275	357,900	357,936	360,873	360,000	358,000	395,300	35,300	County Wide AD, all supplements (approximately 248) for sports and extra curricular clubs(Revised 2020)
201	Social Security	22,768	24,176	24,707	24,530	27,540	27,387	30,240	2,700	7.65%
204	State Retirement	26,421	25,694	25,445	26,894	38,268	38,055	40,597	2,329	10.27% cert 5.5% support
206	Life Insurance								-	
207	Medical Insurance								-	
208	Dental Insurance								-	
217	Retirement - Hybrid Stabilization				1,594		2,000		-	
399	Other Contracted Services								-	
429	Instructional Supplies & Materials								-	
499	Other Supplies & Materials	25,500	33,211	29,688	26,340	26,500	25,500	25,500	(1,000)	BEP\ADA money Extra Curricular \$500 per elem and \$10,000 for CCHS and SMHS, \$1,000 phoenix
599	Other Charges	6,000	10,498	5,566	7,500	7,500	3,000	7,500	-	National Competitions \$7,500, 5 teams @\$1500
790	Other Equipment								-	
	TOTAL STUDENT BODY EDUCATION PROGRAM	409,964	451,479	443,342	447,731	459,808	453,942	499,138	39,330	
									-	
									-	
									-	

	Magnusson								-		
72000	SUPPORT SERVICES								-		72000
		Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72110	ATTENDANCE	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		72110
									-		
105	Director	65,226	47,580	62,437	46,796	48,761	63,042	59,220	10,459	Herring 220	105
161	Secretary							31,170	31,170	Abston, Moved here 20-21	161
201	Social Security	4,875	3,634	4,737	3,520	3,730	4,823	6,915	3,185	7.65%	201
204	State Retirement	5,897	4,301	5,669	4,895	5,183	6,701	7,796	2,613	10.27% cert/5.5% non cert	204
206	Life Insurance	102	75	60	75	75	75	118	43		206
207	Medical Insurance	11,516	6,670	8,909	12,258	12,400	12,420	20,265	7,865	X 1% rate increase	207
208	Dental Insurance	432	314	294	327	327	327	660	333		208
355	Travel								-		355
471	Software					50,200	53,400	69,300	19,100	Dokmee, Skyward, end of state subsidy of about 12K	471
499	Other Supplies & Materials		527	500	1,928	2,000	2,000	2,000	-	Attendance awards, transfer forms, cumulative records etc. (\$1000 folders, \$1000 printing and stickers)	499
524	Staff Development Training		4,717	4,782	3,392	5,000	2,500	5,000	-	Attendance Conference \$1,160, Skyward Conf \$2,500, Additional Skyward Training \$1,470	524
599	Other Charges								-		599
704	Attendance Equipment								-		704
	TOTAL ATTENDANCE	88,048	67,818	87,388	73,191	127,677	145,288	202,444	74,768		
									-		

Polson Health Services/CSH		Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72120	HEALTH SERVICES/CSH	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		72120
105	Director of CSH	83,100	47,174	49,619	53,248	55,655	55,655	56,190	535	Polson 2%	105
131	Medical Personnel	263,534	239,761	265,775	278,260	298,640	299,025	310,000	11,360	12 positions 184 (180 student days plus 3 for staff development 1 for CPR), step raise 3% plus longevity	131
169	Part time personnel	8,294	18,275	14,050	19,580	15,000	13,815	20,000	5,000	Substitute nurse pay (Summer School pay for nursing services)	169
189	Other Salaries and Wages	2,340							-		189
201	Social Security	23,896	22,394	23,772	25,271	28,251	28,190	29,544	1,292	7.65%	201
204	Retirement	30,099	17,147	17,710	20,876	23,166	23,122	23,921	754	10.27%/5.5% support	204
206	Life Insurance	543	458	441	492	600	615	615	15		206
207	Medical Insurance	93,175	85,624	96,226	101,478	101,864	102,800	103,830	1,966	X 1% rate increase	207
208	Dental Insurance	3,795	3,454	3,792	3,920	4,316	4,250	4,290	(26)		208
355	Travel	2,442	212	196	-	250	250	250	-	For required CSH events (in county)	355
399	Other Contracted Services	13,481	11,921	12,975	13,801	14,000	10,000	14,880	880	Medical waste disposal, hep. shots, random drug screen for bus drivers, student drug screening. Workers comp drug screen	399
413	Medical Supplies	3,444	4,076	5,487	5,149	6,000	6,000	6,000	-	Consumable supplies Band Aids, thermometers, probe covers, Lysol, Feminine products, General Medical supplies etc./\$200 per school for purchase of meds and supplies,	413
499	Other Suppl. & Materials - Office	-			1,013	1,000	1,000	1,000	-	CPR supplies for teaching (consumable), Manikin accessories for teaching CPR Compression Rate detector (required)	499
524	Staff Development	3,210	3,109	2,998	3,679	4,800	4,800	4,800	-	Nursing trainings, TAPHERD conference, SPARK conference, Required CSH trainings.	524
599	Other Charges	7,591	-	1,307	10,686	9,164	9,000	5,000	(4,164)	CSH mini grants, incentives, student involvement promotion, staff wellness	599
735	Health Equip.	1,070	1,953	1,590	3,500	3,500	3,500	3,500	-	Wheelchairs, cots, scales for BMI screenings	735
									-		
	TOTAL HEALTH SERVICES	540,014	455,556	495,938	540,954	566,206	562,022	583,819	17,613	\$100,000 School Health Grant	
									-		

	Maxwell	Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72130	OTHER STUDENT SUPPORT	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		72130
									-		
117	Career Ladder Program	4,800	4,400	6,100	5,500	5,500	4,100	4,100	(1,400)		117
123	Guidance Personnel	728,674	729,584	758,254	766,413	795,495	733,000	754,335	(41,160)	14 positions(1 80 day)	123
124	Psychological Personnel	40,204	41,410	44,359	125,345	145,725	151,450	153,841	8,116	Hull/grant plus 2 Mental Health Counselors (Vanwinkle,Cantrell)	124
170	Security Coordinator	63,440	63,698	69,982	71,706	75,094	75,084	75,665	571	Magnusson	170
201	Social Security	58,062	58,785	61,962	68,522	78,169	73,718	75,577	(2,591)	7.65%	201
204	State Retirement	69,969	68,653	72,535	86,564	101,143	86,000	101,462	318	10.27% cert, 5.5% support	204
206	Life Insurance	1,169	1,161	990	1,194	1,553	1,600	1,350	(203)		206
207	Medical Insurance	169,750	167,178	169,596	196,319	202,935	189,125	196,850	(6,085)	20 expenditures with change of plan cushion X 1% increase	207
208	Dental Insurance	5,025	5,051	5,098	5,962	5,636	5,785	5,636	(0)	17*331.54	208
217	Retirement - Hybrid Stabilization				2,396		3,950		-		
309	Contracts With Other Govt. Agencies								-		309
322	Evaluation & Testing	13,865	20,277	22,775	22,728	11,912	11,912	32,000	20,088	ACT \$25,000, Pre ACT \$7,000 (Minus 18,088 Audit Adjustment from 18-19)	322
355	Travel	190			298	500	500	500	-	In-county travel	355
471	Software					6,500	6,480	7,508	1,008	Raptor	471
499	Other Supplies & Materials	4,441	1,659	3,722	1,723	2,500	2,500	2,500	-	200 supply for mental health professionals, WeatherTap pro, meeting supplies, subscriptions	499
524	In-Service/Staff Development	3,768	2,768	3,355	3,370	4,000	3,300	4,000	-	\$2000 for mental health counselors, \$2000 for security conferences	524
599	Other Charges	228							-		599
									-		
	TOTAL OTHER STUDENT								-		
	SUPPORT	1,163,585	1,164,622	1,218,728	1,358,039	1,436,662	1,348,504	1,415,324	(21,338)		
									-		
									-		

	Maxwell	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		
72210	REGULAR INSTRUCTIONAL SUPPORT										72210
105	Supervisor/Director	178,863	174,960	181,574	186,771	195,215	196,450	197,228	2,013	TBA, Farley, 5% of SPED Director for 504	105
116	Teachers								-		116
117	Career Ladder Program	12,300	10,800	14,000	9,000	10,000	11,000	11,000	1,000		117
127	Career Ladder Extended Contracts								-		127
129	Librarians	490,783	491,059	462,140	454,503	481,291	477,916	487,208	5,917	10 full, 1 at 80	129
138	Instr. Computer Personnel	211,610							-		138
161	Secretary								-		161
201	Social Security	64,963	48,096	47,029	46,524	52,518	52,430	53,201	683		201
204	State Retirement	78,336	58,386	57,520	65,891	71,809	71,689	71,421	(387)	10.27%	204
206	Life Insurance	1,141	909	734	825	900	920	920	20		206
207	Medical Insurance	174,091	140,758	145,914	142,987	142,380	141,726	142,380	-	12* 11,865*1% rate increase	207
208	Dental Insurance	5,941	4,056	3,628	3,620	3,979	3,743	3,743	(236)		208
308	Consultants - Speakers			5,500	4,560	5,500	4,150	5,500	-	Convocation Speaker	308
336	Maintenance & Repair Services								-		336
355	Travel	9,002	6,980	7,776	7,494	7,500	5,000	7,500	-	In county travel - ESL, Homebound, Gifted	355
399	Other Contracted Services				32,815	-			-	1 time School Safety money for Raptor Visitor Management, Interquest Canines	
432	Library Books/Media - All Schools	115,809	119,600	117,776	117,280	120,000	116,816	120,000	-	\$16 per child X 7500 kids	432
471	Software					31,000	29,371	34,000	3,000	School Messenger, Follett Library	471
499	Other Supplies & Materials - Office	882	423	3,617	1,953	2,000	2,000	2,000	-	supplies, toner for printers	499
524	Staff Development	9,843	78,517	121,059	70,575	82,000	75,000	82,000	-	includes 1000 for gifted and Alt	524
599	Other Charges								-		599
	TOTAL REGULAR INSTRUCTIONAL SUPPORT	1,353,564	1,134,544	1,168,267	1,144,798	1,206,091	1,188,211	1,218,101	12,010		
									-		

	Maddox	Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72230	CAREER AND TECHNICAL EDUCATION	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		72230
	CTE PROGRAM								-		
105	Vocational Director	81,661	81,676	84,389	82,669	89,113	89,500	95,464	6,351	Maddox - 95% general, 5% Perkins	105
117	Career Ladder	1,000	1,000	1,000	-	1,000	1,000	1,000	-		117
162	Clerical Personnel	29,537	30,430	32,594	38,522	41,927	40,687	41,080	(847)	1-Garren	162
189	Other Salaries and Wages				109,000	110,768	97,880	112,860	2,092	Counselor TBA, Casteel; moved to this page 18-19	
201	Social Security	8,562	8,631	8,985	17,610	18,575	17,524	19,156	581	7.65%	201
204	State Retirement	10,406	9,148	9,546	22,167	23,660	22,263	23,757	97	10.27% cert 5.5% support	204
206	Life Insurance	111	111	100	254	445	280	445	-		206
207	Medical Insurance	13,218	13,341	14,196	39,314	43,000	42,191	46,560	3,560	plus 1% increase	207
208	Dental Insurance	629	628	641	1,198	1,308	1,308	1,308	-	1.5%	208
355	Travel	3,233	4,445	2,049	180	2,000	500	2,000	-	Supervisor, Counselor, Casteel in county travel	355
499	Other Supplies & Materials	298	490	690	433	650	650	650	-	Administrative office, postage, paper, etc.	499
		-							-		
524	In-Service/Staff Development	1,466	44,986	55,225	43,425	40,000	8,800	40,000	-	CTE teacher and staff professional development (15,000), Students and staff travel to competitions	524
599	Other Charges	106	2,452	2,642	2,795	2,800	1,000	2,800	-	Meetings, Audit team expenses	599
	TOTAL VOCATIONAL PROGRAM	150,227	197,337	212,057	357,567	375,245	323,582	387,080	11,834		
									-		
									-		
									-		

Account No.	EXPENDITURES	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21	Account N
72250	TECHNOLOGY									72250
105	Director	-	55,159	58,796	62,400	65,245	65,245	66,542	1,297	E. Farley
138	Computer Technical Personnel	-	220,820	242,150	253,742	270,345	268,000	305,142	34,797	7 -12 month Techs (\$275,010). 1 -10 month Tech (new position, estimated Year 10 \$30,132)
161	Secretary	-	25,480	27,290	28,663	29,960	30,266	-	(29,960)	Position moved to attendance
201	Social Security	-	22,701	24,952	26,378	27,965	27,809	28,434	469	7.65%
204	State Retirement	-	15,480	17,940	18,964	20,105	19,993	20,443	337	5.5% non cert
206	Life Insurance	-	317	292	325	395	395	504	109	
207	Medical Insurance	-	53,265	55,305	59,276	65,000	60,800	61,408	(3,592)	20 expenditures X 1% increase
208	Dental Insurance	-	2,538	2,857	2,940	3,335	2,940	3,335	-	
320	Due and Memberships	-	240	270	270	270	270	420	150	TETA Dues 30/per employee
336	Maintenance & Repair Services	-	59,400	64,136	53,108	55,000	50,000	55,000	-	Technology, Computer parts, wiring repairs/Non e-rate projects
350	Internet Connectivity	-	278,915	81,808	88,862	97,335	95,000	104,500	7,165	Internet services annual with 10% estimated increase, (This is our 20% after e-rate)
399	Other Contracted Services	-	9,960	8,400	5,000	9,950	8,600	9,950	-	contracted services e-rate consultant \$9,500
470	Cabling	-	47,847	18,477		25,000	20,000	25,000	-	Allen& Allen E-rate
471	Software	-	180,440	280,289	241,784	31,500	31,500	43,575	12,075	wiring projects for the whole system
524	Staff Development	-	5,426	3,851	4,454	5,000	1,500	5,000	-	School Insites, PCS Wireless Network (per state instructions software was moved out to budget pages in 19-20)
722	Regular Instruction Equipment	-	184,545	412,932	420,789	442,051	442,490	449,690	7,639	TETC, Summer Institute
										1 to 1 initiative for Chromebooks for all 5th and 9th graders/Teacher Laptops at Brown and South, nurses on rotation schedule, Google License increase from 25 to 31 on new chromebooks (around \$7,200)
	TOTAL TECHNOLOGY	-	1,162,533	1,299,745	1,266,954	1,148,456	1,124,808	1,178,942	30,487	

	Harris/Franklin	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		72310
72310	BOARD OF EDUCATION										
191	Board Fees - 9 Board Members	28,800	28,800	28,800	28,800	28,800	28,800	28,800	-		191
201	Social Security	2,089	2,226	2,203	2,203	2,203	3,300	3,300	1,097	7.65%	201
204	State Retirement	1,192	707	610	847	1,000	1,500	1,500	500	10.27%/5.5% support	204
206	Life Insurance								-		206
207	Medical Insurance	303,378	338,755	332,527	302,959	350,000	290,000	310,000	(40,000)	Cert or Non Cert Retirees after 30 years of service until they reach 65 (with 1% increase in January)	207
208	Dental Insurance	1,466	2,172	2,242	2,042	3,000	2,500	3,000	-		208
210	Unemployment Compensation	18,184	16,187	7,985	12,612	16,000	22,000	21,000	5,000		210
305	Audit Services - CPA	10,500	10,500	11,000	11,000	11,000	11,000	11,500	500	School Fund Audit	305
320	Dues & Memberships - TSBA	15,632	16,812	16,940	18,012	18,000	19,000	20,000	2,000	TSBA \$7,462, Online Policy, TSSA, TSSE \$4,500	320
331	Legal Services - Attorney	36,159	55,793	50,000	48,596	50,000	45,000	50,000	-		331
355	Travel	12,515	12,322	15,013	16,537	18,500	15,000	18,500	-		355
399	Other Contracted Services	6,505	4,328	5,816	4,456	7,000	7,000	8,000	1,000	Recorder \$4,500, Emeeting \$2,000, Appraisal \$1,000	399
499	Other Supplies & Materials	496	307	346	500	500	500	500	-	Board Recognition 500, Required annual notices	499
508	Premium on Corporate Surety Bonds	225	201	-	-	350	-	350	-		508
510	Trustee's Commission	324,721	323,749	343,684	351,531	350,000	358,000	360,000	10,000		510
513	Workman's Compensation	282,602	278,240	273,389	267,428	270,000	260,658	270,000	-	Workers Comp Insurance	513
599	Other Charges	3,164	2,935	2,655	24,349	3,000	3,000	3,000	-	Supplies for Board meetings \$750\meeting meals \$2250 (Lincoln Financial reimbursement 18-19)	599
									-		
	TOTAL BOARD OF EDUCATION	1,047,628	1,094,034	1,093,211	1,091,872	1,129,353	1,067,258	1,109,450	(19,903)		
									-		

	Maxwell/Franklin										
72320	OFFICE OF THE SUPERINTENDENT	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		72320
101	Director	115,000	105,000	105,000	107,100	109,778	109,778	107,000	(2,778)	Maxwell 12 month	101
117	Career Ladder				1,000				-		117
161	Secretary(s)	51894	55,099	67,170	67,538	70,592	71,303	73,470	2,878	Franklin, Patton	161
187	Overtime Pay			-	-				-		
189	Other Salaries and Wages								-		189
201	Social Security	12004	11,736	12,846	13,436	13,798	13,853	13,806	8	7.65%	201
204	State Retirement	14430	12,089	12,197	15,022	15,552	15,591	15,030	(522)	10.27% cert/5.5% non cert	204
206	Life Insurance	110	139	132	150	163	163	163	-		206
207	Medical Insurance	22,613	15,722	16,744	18,565	19,030	19,247	19,500	470	20 expenditures X 1% increase	207
208	Dental Insurance	884	602	641	953	982	982	982	-		208
320	Dues & Memberships	15,042	13,391	16,434	14,372	16,500	12,000	16,500	-	AdvancEd, TOSS, TSBA, TSSA, Chamber \$150, AASA \$441, AdvancEd accreditation reimbursement to schools \$7,500, AdvancEd e-prove software \$250	320
348	Postal Charges - Central Office	1,713	2,026	2,000	1,169	2,500	2,500	2,500	-		348
355	Travel	1,734	5,711	6,767	5,527	7,000	5,000	7,000	-		355
399	Other Contracted Services -	7,954	7,276	8,283	8,803	10,500	10,000	10,500	-	Copier maintenance	399
435	Office Supplies	1,552	1,734	1,767	1,852	1,920	1,500	1,920	-		435
499	Other Supplies and Materials	2,802	4,017	7,439	7,510	7,500	6,000	7,500	-	Student appreciation \$250, bereavement \$250, Community Advisory luncheon \$1500, Student and employee advisory events \$500, (moved Retirement Banquet \$500 and Teacher of the Year Banquet \$2500 from HR 599 and Service Awards \$2000 from HR 499)	499
701	Administration Equipment	974	1,847	554	738	1,500	900	900	(600)		701
	TOTAL OFFICE OF SUPERINTENDENT	248,706	236,390	257,974	263,735	277,315	268,817	276,771	(545)		

	Maxwell	Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72410	OFFICE OF THE PRINCIPAL	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		72410
104	Principals	860,785	861,275	900,973	898,240	961,004	940,000	963,325	2,321	12 Positions (HS 12 month, Elem 11 month)	104
117	Career Ladder Program	2,000	2,000	15,500	12,000	13,000	9,000	9,000	(4,000)		117
139	Assistant Principals	786,836	773,245	821,078	876,560	883,075	871,000	888,420	5,345	10 month 14 FTE (2 half time included) (projected to end this year X 2% step)	139
161	Secretaries	521,794	525,180	536,161	593,243	619,407	609,000	627,300	7,893	28 Secretaries and Attd. Clerks	161
162	Clerical Personnel	210,457	227,173	233,608	239,527	246,800	250,550	260,000	13,200	12 positions - Bookkeepers	162
201	Social Security	177,658	176,892	185,776	194,487	208,331	204,986	210,225	1,894	7.65%	201
204	State Retirement	220,183	188,412	198,973	226,801	245,049	234,560	239,900	(5,149)	10.27% cert, 5.5% support	204
206	Life Insurance	3,199	3,143	2,870	3,255	3,300	3,623	3,623	323		206
207	Medical Insurance	520,472	531,552	551,094	593,795	595,720	617,000	624,000	28,280	20 expenditures X 1% increase	207
208	Dental Insurance	19,798	19,601	19,396	19,998	19,762	19,501	22,000	2,238		208
217	Retirement - Hybrid Stabilization				2,466		3,000		-		
355	Travel	-							-		355
499	Other supplies and materials	7,699	6,732	5,883	7,039	7,155	6,100	7,200	45	Postage \$3655(.50 per student X 7309), BK accounting supplies \$3,500	499
524	Staff Development	9,896	7,507	6,040	7,566	12,000	8,000	12,000	-		524
599	Other Charges								-		599
									-		
									-		
	TOTAL OFFICE OF THE								-		
	PRINCIPAL	3,340,777	3,322,712	3,477,352	3,674,978	3,814,603	3,776,320	3,866,993	52,390		
									-		

	Harris	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		
72510	Fiscal Service										72510
105	Director	49,415	58,162	64,333	65,854	68,979	68,979	71,588	2,609	Harris (year 12/4)	105
127	Career Ladder Extended Contracts								-		127
139	Assistants								-		139
161	Secretaries								-		161
162	Clerical Personnel		17,078	25,438	35,501	37,471	37,471	37,860	389	Noel- Control Specialist/Receiving Coordinator/Textbook Coordinator Employee/Column N/260 day - 17 with longevity	162
201	Social Security	3,502	5,142	6,817	7,754	8,143	8,143	8,373	229	7.65%	201
204	State Retirement	4,907	4,061	7,235	8,841	9,393	9,400	9,434	41	10.27% cert/5.5% non cert	204
206	Life Insurance	44	43	75	111	120	120	120	-		206
207	Medical Insurance	5,392	6,856	15,544	19,692	19,800	19,932	20,135	335	1%	207
208	Dental Insurance	315	602	615	655	664	664	664	-		208
320	Dues and Memberships	355	220	165	211	220	220	240	20	AMEX \$60 X 4 each	320
355	Travel								-		355
435	Office Supplies	542	303	265	323	480	480	480	-	\$100 for 1099 forms and \$100 for 1099 postage	435
471	Software					21,000	21,000	24,255	3,255	Inventory software, Paperless Pay, bookkeeper EEPS	471
499	Other supplies and materials	300	120	41	173	300	300	300	-	Copier	499
524	Staff Development	998	1,844	1,137	1,931	2,400	1,800	4,400	2,000	TASBO, Spring Fiscal Training, Bookkeeper training, inventory training for 141-142	524
599	Other Charges								-		599
									-		
	TOTAL								-		
	FISCAL SERVICES	65,770	94,432	121,664	141,046	168,971	168,509	177,849	8,878		
									-		

	Bray	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		
72520	Human Resources\Personnel										72520
105	Directors	72,883	31,047	67,818	58,559	52,560	52,260	53,827	1,267	Bray, 3% step raise	105
117	Career Ladder	-	-						-		117
161	Secretaries	32,802	34,442	37,484	30,940	32,670	32,635	33,613	943	Alford, 3% step raise	161
162	Clerical Personnel			-	-				-		162
201	Social Security	7,342	4,702	7,645	6,571	6,520	6,494	6,689	169		201
204	State Retirement	9,846	2,589	8,067	3,337	4,688	4,670	4,809	122	10.27/5.50 non cert	204
206	Life Insurance	104	66	92	84	88	88	88	0		206
207	Medical Insurance	13,053	6,205	7,098	12,420	15,424	14,234	14,800	(624)	1%	207
208	Dental Insurance	602	314	320	544	670	670	670	-		208
217	Retirement - Hybrid Stabilization				218				-		
320	Dues and Memberships	-	-	225	50	250	250	250	-		320
355	Travel	60							-		355
399	Contracted Services - Other				7,171	8,000	8,000	10,000	2,000	fingerprinting	
435	Office Supplies	793	1,834	1,333	946	1,400	500	1,400	-		435
471	Software					52,500	20,000	55,125	2,625	Safe Schools, Time and Attd, HR Software	471
499	Other supplies and materials	1,980	4,396	587	48	1,000	1,000	1,000	-		499
524	Staff Development	2,637	2,457	3,014	1,741	3,500	852	2,500	(1,000)		524
599	Other Charges	4,613	3,568	1,011	175	1,920	250	920	(1,000)		599
	TOTAL								-		
	Human Resources	146,715	91,620	134,694	122,804	181,189	141,904	185,692	4,502		
									-		

Kington		Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72610	OPERATION OF PLANT	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		72610
166	Custodial Personnel	1,211,912	1,222,479	1,303,526	1,269,868	1,393,590	1,368,000	1,409,050	15,460	57.5	166
189	Other Salaries and Wages	12,656	3,780	11,988	3,495	25,000	5,000	25,000	-	Summer cleaning/painting	189
201	Social Security	92,406	92,576	98,796	96,113	108,522	105,035	109,705	1,183	7.65%	201
204	State Retirement	112,970	63,060	66,852	66,846	78,022	73,000	78,873	850	5.50%	204
206	Life Insurance	1,979	1,961	1,750	1,834	2,530	2,073	2,530	-		206
207	Medical Insurance	378,127	385,609	402,270	386,542	428,868	399,000	433,160	4,292	7524*57*1% increase	207
208	Dental Insurance	18,131	17,769	18,025	17,121	18,639	17,300	18,639	-	330*57	208
307	Communication - Phone - All Schools	95,869	96,761	95,849	100,240	110,000	110,000	110,000	-	New phones Frontier county wide and Verizon, iPad Service and 6 hot spots (Lost erate to 20% in 17-18, to 0 in 18-19)	307
328	Janitorial Services	18,859	22,533	24,115	37,793	30,000	19,000	30,000	-	dust mops and rugs/mats twice a month	328
347	Pest Control	9,817	9,816	10,861	18,851	25,000	12,000	20,000	(5,000)	rotate schools for termite and insect control	347
359	Disposal	30,795	38,680	41,390	42,295	42,000	40,174	44,000	2,000		359
363	Landfill								-		363
399	Other Contracted Services	84,735	114,285	45,460	79,932	80,000	80,000	80,000	-	20,000 Trane Intercom and Security Systems	399
410	Custodial Supplies	141,043	147,211	149,680	149,350	150,000	140,000	165,000	15,000	Increase in usage disinfectants and sanitizers. Cleaners , wax and stripper, trash bags, toilet paper, soap.	410
415	Electricity	1,407,650	1,520,420	1,533,764	1,441,079	1,600,000	1,481,900	1,700,000	100,000		415
434	Natural Gas	175,954	139,783	182,485	176,235	265,000	171,000	265,000	-		434
451	Uniforms	1,194	2,474	1,553	2,435	2,000	2,000	2,000	-	PPE and uniforms	451
454	Water & Sewer	213,253	247,979	244,898	286,776	275,000	278,000	286,000	11,000	Study and watch trends.....trending high	454
502	Building & Contents Insurance	396,446	410,170	420,273	428,776	450,000	432,801	441,458	(8,542)	set insurance amount (projected increase)	502
524	In-Service/Staff Development	-	248	2,682	305	4,000	-	4,000	-	Electrician classes/licensing/HVAC license,safety	524
699	Other Debt Service	364,320	364,320						-	moved to 82130 and 82230 in August 2017,Energy Efficient loan payments	699
720	Plant Operation Equipment	13,094	21,632	21,874	16,247	20,000	19,000	20,000	-	New Floor rider for CCHS Buffers, scrubbers, vacuum cleaners, small school equipment	720
	TOTAL OPERATION OF PLANT	4,781,210	4,923,547	4,678,091	4,622,133	5,108,172	4,755,283	5,244,415	136,243		

Kington		Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
72620	MAINTENANCE OF PLANT	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21	72620	
105	Supervisor/Director	36,503	45,724	49,457	51,455	55,410	53,796	54,868	(542)	M. Kington	105
161	Secretary	29,124	29,744	31,866	37,265	39,780	39,501	40,685	905	Hargrove	161
167	Maintenance Personnel	314,705	314,814	368,666	399,348	472,637	431,500	450,000	(22,637)	11 plus longevity	167
169	Part-time Personnel	12,543	11,350	14,768	8,458	25,000	8,100	25,000	-	1 part time grounds	169
201	Social Security	29,332	30,541	35,358	37,984	45,351	40,767	43,647	(1,704)	7.65%	201
204	State Retirement	36,601	21,240	25,068	26,844	31,230	28,864	30,005	(1,225)	5.50%	204
206	Life Insurance	396	418	389	451	572	450	572	-	13*44	206
207	Medical Insurance	72,069	77,820	83,862	92,580	97,900	94,380	98,800	900	13*7524*1% increase	207
208	Dental Insurance	3,403	3,664	3,498	3,702	4,290	4,193	4,290	-	13*330	208
307	Communication (cell phones)	1,586	1,881	2,810	3,819	5,000	2,700	10,000	5,000	Cell service with blue tooth hands free for maintenance department, data and internet mobile devices (summit tracer)(flashing zone light programing)	307
334	Maintenance Agreement (Septic)	9,600	9,990	10,000	9,600	10,000	10,000	10,000	-	State septic inspections	334
335	Maintenance & Repair Services	250,000	201,024	145,863	954,219	2,333,113	2,310,613	1,227,778	(1,105,335)	734,900 facilities based on maint plan schedule, 100,000 for as needed repairs, plus important maintenance needs 392,878. (19-20 Expenditures of 2,125,000 plus 185,613 from 18-19 Audit Adjustments)	335
399	Other Contracted Services	38,229	51,438	44,053	42,470	35,800	35,800	35,000	(800)	Elevator, boiler permits, maintenance and inspections & tests (Plus 800 from 18-19 Audit adjustments)	399
418	Equipment & Machinery Parts	27,793	52,451	46,583	20,457	25,000	20,000	25,000	-	mower , trailer, backhoe, tractor parts and maintenance for all schools	418
420	Lawn Care Supplies	10,703	15,224	14,999	11,615	15,000	10,000	15,000	-	Fertilizer, seed sand, maintain school grounds	420
459	Drainage and Septic materials	23,488	41,988	36,306	43,617	35,000	30,000	35,000	-	All plumbing cost plus replacements boilers, hot water heaters and sewer pumps with maintenance	459
471	Software					5,800	5,800	6,500	700	Maintenance work order system	471
468	Chemicals	2,781	3,162	4,156	2,970	5,000	5,000	5,000	-	weed killer and , court marshall all schools	468
499	Other Supplies & Materials	59,543	83,197	87,566	47,311	50,000	40,000	50,000	-	bulbs, lumber, paint wire all materials used for maintenance at the schools	499
524	In-Service/Staff Development	2,629	4,590	1,544	3,642	5,000	3,000	5,000	-	conferences and training OSHA, ABESTOS, Safety ect	524
599	Other Charges	5,171	40,213	44,149	49,111	45,000	40,000	100,000	55,000	50,000 bleacher parts and items as needed for/ and replacement	599
701	Adminstrative Equipment				115,980	42,934	-	42,934	-	Safe School grant	
712	HVAC Equipment	97,511	124,453	149,207	198,238	200,000	180,000	200,000	-	HVAC units, parts, filters motors supplies etc.	712
717	Maintenance Equipment		35,568	3,797	74,378	45,000	45,000	45,000	-	new mow tractor, for maint. parts, etc	717
	TOTAL MAINTENANCE OF PLANT	1,063,710	1,414,494	1,203,964	2,235,515	3,629,818	3,439,463	2,560,080	(1,069,738)		
									-		

	Reed	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		
72710	TRANSPORTATION										72710
105	Supervisor/Director	35,824	51,998	55,138	57,366	59,980	59,976	61,472	1,492	Reed, longevity	105
142	Mechanics	106,009	113,672	120,873	125,292	137,880	153,550	158,157	20,277	Overage 19-20 due to mechanics having to drive bus routes. (Line H, may move to I with Certified Diesel Mechanic certification)	142
187	Overtime								-		187
146	Bus Drivers	920,655	903,693	934,855	962,340	1,018,212	1,005,017	1,018,212	0	80 if fully staffed	146
162	Clerical Personnel	32,093	25,975	27,969	32,372	42,313	37,232	38,335	(3,978)	Brown, 14 Years "O"	162
164	Bus Attendant	17,743	24,603	24,294	28,497	57,605	41,000	59,333	1,728	SPED 5, afternoon attendants added Fall 19	164
188	Bonus Payments					43,200	12,650	48,000	4,800	Safety/Attendance Bonus	188
189	Other Salaries & Wages	25,853	16,754	11,198	11,412	27,500	13,000	27,500	-	2 part time driver trainer/safety	189
201	Social Security	83,738	86,690	87,809	91,259	103,490	101,165	107,942	4,452	0.0765	201
204	State Retirement	103,039	59,299	59,243	63,661	72,991	72,018	76,093	3,102	0.055	204
206	Life Insurance	2,104	1,996	1,969	2,127	2,203	2,000	2,203	-		206
207	Medical Insurance	435,426	428,968	476,754	480,195	500,426	477,000	505,430	5,004	19 budget with 1% increase	207
208	Dental Insurance	21,957	21,145	22,090	22,276	23,954	21,615	23,954	-		208
307	Communications (cell phones)	509	-	-	-	-	-	-	-		307
338	Maint/Repairs Vehicles	9,809	4,288	9,880	9,992	10,000	10,000	10,000	-		338
355	Travel	339	420	962	1,426	1,500	-	1,500	-		355
399	Other Contracted Services	33,317	35,063	36,770	38,681	47,700	41,000	48,000	300	extended life of buses per state law, requires twice a year inspections on buses over 15 years old, wrecker bills, TDOT Physicals	399
418	Equipment & Machinery Parts	13,844	18,174	15,352	20,000	10,000	10,000	10,000	-	Hard Drive Camera system	418
425	Fuel	207,893	238,451	277,397	299,171	310,000	255,000	310,000	-	journal entries will affect	425
433	Lubricants	12,294	15,165	17,015	17,499	13,000	10,000	13,000	-		433
435	Office Supplies	1,200	1,194	1,196	1,200	1,200	1,150	1,200	-		435
450	Tires & Tubes	30,358	29,555	34,918	35,000	32,000	30,000	32,000	-		450
453	Vehicle Parts	119,716	136,781	120,000	91,986	105,000	76,000	105,000	-		453
471	Software					3,500	3,500	4,725	1,225	Trip Direct Software	471
499	Other Supplies & Materials	10,000	10,070	9,530	7,361	6,500	5,000	6,500	-	Fire ext., cleaning supplies, appreciation, awards, items for in-service, coloring books for K, etc.	499
524	Staff Development/ Training	4,897	8,000	7,128	7,076	8,000	4,000	8,000	-	PD and CDL reimbursement	524
599	Other Charges		899	1,961	1,982	2,000	700	2,000	-	Uniforms	599
729	Transportation Equipment - Buses	257,502	627,750	647,047	278,895	554,295	545,977	375,933	(178,362)	3 Regular and 1 SpEd bus. Figured at a 4% increase from this year's pricing. (19-20 453,782 plus 92,195 from audit adjustments for 18-19)	729
	TOTAL TRANSPORTATION	2,486,119	2,860,601	3,001,348	2,687,067	3,194,449	2,988,551	3,054,489	(139,960)		

Account No.		Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	2019-2020	2020-2021	Difference of Budget 19-20 to 20-21	Account N
72810	Central and Other									72810
103	Assistants								-	103
105	Directors	58,460							-	105
117	Career Ladder								-	117
127	Career Ladder-Extended Contract								-	127
138	Instructional Computer Personnel	58,879							-	138
161	Secretary	23,876							-	161
162	Clerical Personnel								-	162
170	SRO								-	170
189	Other Salaries and Wages								-	189
201	Social Security	10,868							-	201
204	State Retirement	13,412							-	204
206	Life Insurance	159							-	206
207	Medical Insurance	22,315							-	207
208	Dental Insurance	890							-	208
307	Communications								-	307
310	Contracts with Private Agencies								-	310
320	Dues and Memberships								-	320
333	Licenses								-	333
355	Travel								-	355
399	Contracted Services								-	399
499	Other Supplies and Materials								-	499
524	Staff Development	9,039							-	524
599	Other Charges - Fee Waivers								-	599
722	Equipment								-	722
	TOTAL CENTRAL AND OTHER	197,898							-	
									-	

Phillips\Harris							Projected	Proposed	-		
73300	COMMUNITY SERVICES	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Projected 2018-2019	Budget 2019-2020	2019-2020	2020-2021	Difference of Budget 19-20 to 20-21		73300
									-		
105	Director-Homeless & FRC	37,896	39,096	42,017	44,143	33,956	32,255	33,223	(733)	Phillips, Family Resource Center/Homeless (partially funded by grant and Federal) Pay July in June	105
189	Other Salaries and Wages	107,100	110,000	92,784	97,175	105,000	75,000	105,000	-	CCQCP, Pay July in June, set wages for workers, supervisors(2) on scale	189
201	Social Security	10,992	11,364	10,167	10,637	7,643	5,899	7,602	(40)	7.65%	201
204	Retirement	7,632	4,606	4,895	5,083	8,617	6,189	8,614	(3)	5.5%	204
206	Life Insurance	72	72	65	72	132	132	132	-	44*3	206
207	Medical Insurance	13,658	13,881	14,196	15,495	22,572	22,575	22,801	229	1% increase	207
208	Dental Insurance	655	628	641	653	990	1,009	1,009	19		208
355	Travel	1,501	1,500	1,500	1,500	1,500	1,500	1,500	-	FRC grant of \$1500	355
399	Other Contracted Services								-		399
422	Food Supplies	2,545	2,083	2,538	2,430	6,557	2,000	6,000	(557)	Snacks for CCQCP, Food Pantry (reallocate donations for 21)	422
499	Other Supplies and Materials	2,667	1,307	1,728	2,687	3,000	2,500	3,000	-	Games, puzzles, crafts for CCQCP	499
535	Fee Waiver (Clothing, Shoes, school supplies)	15,500	16,104	19,228	15,519	14,000	14,400	14,000	-	Donation - Clothing and school supplies for at-risk students (reallocate donations for 21)	535
599	Other Charges	1,000	150	-	362	500	352	500	-	Re-certification for Childcare, supplies for CCQCP	599
	TOTAL COMMUNITY SERVICES	201,218	200,791	189,759	195,756	204,467	163,811	203,381	(1,086)		
									-		
									-		

R. Farley		Actual	Actual	Actual	Projected	Budget	Projected	Proposed	Difference of Budget		
73400	PRESCHOOL	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2019-2020	2020-2021	19-20 to 20-21		73400
105	Director		85,586	3,566					-		105
116	Teachers	561,056	525,970	552,100	542,173	570,825	528,200	538,764	(32,061)	12 Full Time	116
117	Career Ladder Program			3,000	1,000	1,000	1,000	1,000	-		127
163	Educational Assistants	154,310	158,596	169,375	161,034	169,306	178,540	183,900	14,594	12 Full Time	163
189	Other Salaries and Wages	10,231	11,951						-		189
195	Substitute Teachers - Certified	420	-	140	2,240	4,000	210	2,000	(2,000)	\$70 per day	195
198	Substitute Teachers - Non certified	12,330	10,300	15,410	14,700	10,000	8,520	11,000	1,000	\$60 per day	198
201	Social Security	55,661	59,116	55,062	52,752	57,768	54,810	56,355	(1,413)	7.65%	201
204	Retirement	71,999	64,820	59,716	63,754	70,966	66,458	66,256	(4,710)	10.27% cert 5.5% support	204
206	Life Insurance	1,349	1,401	1,221	1,326	1,420	1,420	1,420	-	12*75 + 12*44	206
207	Medical Insurance	197,577	203,389	223,160	230,475	240,000	212,555	220,000	(20,000)	expenditure plus 1% increase and cushion	207
208	Dental Insurance	6,726	6,500	6,546	6,860	7,900	6,600	7,950	50		208
217	Retirement - Hybrid Stabilization				955		1,000				
355	Travel	2,771	1,757	-							355
399	Contracted Services							4,000	4,000	Contracted person to do CLASS observations.	
429	Instructional Supplies and Materials	-	4,000	1,040	12,490	10,000	10,000	10,000	-		429
499	Other Supplies and Materials	5,918	6,539	1,494	1,200	1,200	1,200	1,200	-		499
524	In-service/Staff Development	2,982	4,885	1,962	-				-		524
599	Other Charges	-									599
722	Instructional Equipment								-		722
	TOTAL PRESCHOOL	1,083,330	1,144,811	1,093,792	1,090,959	1,144,384	1,070,513	1,103,845	(40,539)	\$1,059,450.19 Pre-K Grant	
									-		
									-		

Harris											
76000	CAPITAL OUTLAY	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Actual 2018-2019	Budget 2019-2020	Projected 2019-2020	Proposed 2020-2021	Difference of Budget 19-20 to 20-21		76000
76100	REGULAR CAPITAL OUTLAY								-		76100
307	Communications								-		307
321	Engineering Services	40,691	75,000	14,616	13,140	20,000	36,000	75,000	55,000	district engineering	321
331	Legal Services								-		331
706	Building Construction		508,646		15,209	150,000	-	150,000	-	Transition Academy moved from 19-20 to 20-21	706
707	Building Improvements		733,693			540,001	503,001	-	(540,001)	CO furnishings in 18-19, OCR updates in 19-20 @ 113,000 plus 390,001.08 in audit adjustments from 18-19	707
715	Land								-		715
724	Site Development								-		724
799	Other Capital Outlay	133,470	139,141	125,167	75,159	150,000	140,000	150,000	-	School and department needs \$10,000 per school, and \$30,000 for district use	799
	Total Capital Outlay	174,161	1,456,480	139,783	103,508	860,001	679,001	375,000	(485,001)		
82130	DEBT SERVICE								-		82130
620	Principal on Debt			322,806	260,984	267,552	267,552	274,350	6,798	Principal on debt, moved here from 72610.699 in August, 2017	620
82230	DEBT SERVICE								-		82230
620	Interest on Debt			41,514	31,944	25,344	25,344	18,580	(6,764)	Interest on debt, moved here from 72610.699 in August, 2017	620
	Total Debt Service			364,320	292,928	292,896	292,896	292,930	34		
99100	TRANSFERS								-		
590	Transfers Out			200,000	767,331				-	Transfer to County for project overages	
	Total Transfers Out			200,000	767,331				-		
	GRAND TOTAL EXPENDITURES	49,928,638	51,623,991	52,661,541	53,967,593	60,029,811	56,921,460	58,362,059	(1,667,752)		
		Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Actual 2018-2019	Budget 2019-2020	Projected 2019-2020	Budget 2020-2021	Difference of Budget 19-20 to 20-21		
	Difference in Revenues and Expenditures	(311,891)	1,150,571	815,584.18	1,256,024	(4,351,158)	(1,371,164)	(2,930,284)	1,420,874		
	Fund Balance	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Actual 2018-2019	Budget 2019-2020			Difference of Budget 19-20 to 20-21		
	Excess of Revenues and Other Sources								-		
	Over (Under) Expenditures and Other Uses	(311,891)	1,150,571	815,584	1,256,024	(4,351,158)	(1,371,164)	(2,930,284)	1,420,874		
	Beginning Fund Balance	Audited 3,809,039	Audited 3,634,291	Audited 4,921,616	Audited 5,811,770	7,393,966	7,393,966	6,022,802	(1,371,164)	Required To Leave 3% Fund Balance Reserve	1,750,862
	Ending Fund Balance/Reserves	Estimate 3,497,148	Estimate 4,784,862	Audited 5,811,770	7,393,966	3,042,808	6,022,802	3,092,517	49,710	Overage or (Shortfall)	1,341,656

CUMBERLAND COUNTY BOARD OF EDUCATION
NON-CERTIFIED PAYSCALE

2020-2021

Year	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
0	8.57	8.68	8.86	9.14	10.90	9.72	11.40	12.00	12.74	11.60	9.08	9.19	9.56	10.90	12.19	13.14	45.94	15.59
1	8.83	8.94	9.13	9.42	11.22	10.00	11.75	12.35	13.12	11.94	9.36	9.47	9.85	11.22	12.55	13.54	47.31	16.06
2	9.09	9.22	9.40	9.69	11.57	10.30	12.10	12.73	13.52	12.31	9.64	9.75	10.14	11.57	12.93	13.94	48.73	16.55
3	9.37	9.49	9.68	9.98	11.91	10.61	12.45	13.11	13.93	12.68	9.93	10.05	10.45	11.91	13.32	14.36	50.20	17.04
4	9.65	9.77	9.97	10.28	12.27	10.94	12.83	13.51	14.34	13.05	10.23	10.35	10.76	12.27	13.72	14.79	51.70	17.55
5	9.94	10.07	10.27	10.59	12.64	11.27	13.22	13.91	14.77	13.45	10.53	10.66	11.08	12.64	14.13	15.24	53.26	18.08
6	10.24	10.37	10.58	10.91	13.02	11.60	13.61	14.33	15.22	13.85	10.85	10.98	11.41	13.02	14.55	15.69	54.85	18.62
7	10.55	10.68	10.90	11.23	13.41	11.94	14.02	14.76	15.67	14.26	11.17	11.31	11.76	13.41	14.99	16.16	56.50	19.18
8	10.86	11.00	11.22	11.58	13.81	12.31	14.44	15.21	16.15	14.70	11.50	11.65	12.11	13.81	15.44	16.65	58.19	19.75
9	11.19	11.33	11.57	11.92	14.23	12.68	14.87	15.66	16.62	15.14	11.86	12.00	12.48	14.23	15.90	17.15	59.93	20.35
10	11.52	11.67	11.91	12.28	14.65	13.05	15.33	16.13	17.12	15.59	12.21	12.35	12.84	14.65	16.38	17.67	61.74	20.96
11	11.87	12.02	12.27	12.65	15.09	13.45	15.78	16.61	17.63	16.06	12.58	12.73	13.23	15.09	16.87	18.19	63.58	21.58
12	12.22	12.38	12.63	13.03	15.55	13.85	16.26	17.11	18.17	16.54	12.95	13.11	13.63	15.55	17.38	18.74	65.50	22.24
13	12.59	12.75	13.01	13.42	16.01	14.26	16.75	17.62	18.71	17.04	13.34	13.50	14.04	16.01	17.90	19.30	67.46	22.90
14	12.96	13.13	13.41	13.82	16.49	14.70	17.25	18.16	19.28	17.55	13.74	13.91	14.46	16.49	18.43	19.87	69.48	23.59
15	13.35	13.53	13.81	14.24	16.98	15.14	17.77	18.70	19.85	18.08	14.15	14.33	14.89	16.98	18.99	20.47	71.57	24.30
16	13.75	13.93	14.22	14.66	17.49	15.59	18.30	19.25	20.45	18.62	14.57	14.75	15.34	17.49	19.56	21.09	73.72	25.02
17	14.03	14.22	14.51	14.96	17.84	15.90	18.67	19.64	20.86	18.99	14.87	15.05	15.65	17.84	19.95	21.52	75.19	25.53
18	14.17	14.36	14.65	15.11	18.02	16.06	18.85	19.84	21.07	19.18	15.02	15.21	15.80	18.02	20.15	21.73	75.95	25.79
19	14.32	14.51	14.79	15.26	18.20	16.23	19.04	20.04	21.28	19.38	15.17	15.35	15.96	18.20	20.35	21.95	76.71	26.04
20	14.46	14.65	14.95	15.42	18.39	16.38	19.23	20.24	21.49	19.56	15.32	15.50	16.13	18.39	20.56	22.17	77.48	26.30
21	14.61	14.79	15.09	15.57	18.57	16.55	19.42	20.44	21.70	19.76	15.47	15.66	16.28	18.57	20.76	22.39	78.26	26.56
22	14.75	14.94	15.25	15.73	18.75	16.71	19.62	20.65	21.93	19.96	15.63	15.82	16.45	18.75	20.97	22.61	79.03	26.83
23	14.89	15.09	15.39	15.88	18.94	16.88	19.81	20.85	22.15	20.16	15.78	15.98	16.61	18.94	21.18	22.84	79.82	27.09
24	15.05	15.24	15.55	16.04	19.13	17.05	20.01	21.06	22.37	20.36	15.94	16.14	16.78	19.13	21.39	23.07	80.62	27.37
25	15.19	15.39	15.70	16.20	19.32	17.22	20.21	21.27	22.59	20.56	16.10	16.29	16.95	19.32	21.60	23.30	81.43	27.64

Longevity Pay
Existing pay scale 3% step each year up to 16th year, 1% step plus longevity thereafter. Longevity paid end of first semester.
16-20 years = additional 3% of total salary
21-25 years = 3.5% of total salary
26+ = 4% of total salary

Substitute Pay
Non-certified substitute teachers = \$60.00 per day
Certified substitute teachers = \$70.00 per day
Substitute bus drivers (Q) = \$42.25 per day
Substitute nurses = \$90.00 per day

Definitions:

- A Teachers asst., CCQP, bus attd., non-cert Prek
 - B Sped teacher asst. & alt. sch. asst.
 - C CDC/PreK CDA teacher asst./CCQP Site Directors
 - D Custodian, mower
 - E Maintenance-custodian
 - F Fuel person/mechanic
 - G Interpreter, translator
 - H LPN, mechanic
 - I Technician
 - J Maintenance
 - K School secretary
 - L School bookkeeper/School Attd. Clerk
 - M Admin. clerk (secretarial duties)
 - N Admin. sec. (Recpt., Dept. sec. with some bookkeeping duties)
 - O Admin. asst./Dept. sec. with primary duty as bookkeeper
 - P Executive Assistant
 - Q Bus Driver (daily rate)
 - R Licensed HVAC, plumber, electrician, technician
- M, N, O, P & R are Central Office positions*

**CUMBERLAND COUNTY BOARD OF EDUCATION
NON-CERTIFIED SUPERVISOR AND SAFE SCHOOL COUNSELOR SALARY SCHEDULES**

2020-2021

Years	Safe School Counselor (System-wide)	Non-Certified Supervisor
	200 day work year	260 day work year
0	38,437.50	35,544.49
1	38,821.88	36,610.06
2	39,210.09	37,708.26
3	39,602.19	38,841.79
4	39,998.22	40,005.22
5	40,398.20	41,203.99
6	40,802.18	42,443.54
7	41,210.20	43,715.70
8	41,622.30	45,025.92
9	42,038.53	46,376.92
10	42,458.91	47,768.69
11	42,883.50	48,722.81
12	43,312.34	49,695.96
13	43,745.46	50,690.86
14	44,182.92	51,707.50
15	44,624.74	52,737.74
16	45,070.99	53,795.16
17	45,521.70	54,868.89
18	45,976.92	55,967.08
19	46,436.69	57,087.02
20	46,901.05	58,228.70
21	47,370.07	59,392.14
22	47,843.77	60,580.03
23	48,322.20	61,792.40
24	48,805.43	63,029.22
25	49,293.48	64,290.51

Supervisor Longevity:	
16-20 years	3%
21-25 years	3.50%
26 + years	4%

Note 1: Master's degree required for Safe School Counselor position.
 Note 2: Lead Safe School Counselor receives additional \$3,000 supplement and is eligible for Supervisor Longevity.

CUMBERLAND COUNTY BOARD OF EDUCATION

2020-2021

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - Grandfathered Masters + Scale

SYSTEM WIDE YRS OF EXPERIENCE	Masters +10 Hours		Masters +20 Hours		Master +30 Hours	
	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist
0	\$39,384	\$40,839	\$39,580	\$41,035	\$43,002	\$43,632
1	\$40,738	\$42,228	\$40,936	\$42,425	\$44,378	\$45,003
2	\$40,836	\$42,325	\$41,033	\$42,523	\$44,477	\$45,100
3	\$41,021	\$42,534	\$41,217	\$42,730	\$44,666	\$45,320
4	\$41,551	\$43,097	\$41,747	\$43,294	\$45,178	\$45,849
5	\$42,245	\$43,825	\$42,442	\$44,021	\$45,916	\$46,607
6	\$43,211	\$44,826	\$43,408	\$45,023	\$46,664	\$47,375
7	\$44,451	\$46,099	\$44,344	\$45,992	\$47,628	\$48,354
8	\$45,473	\$47,195	\$45,669	\$47,392	\$49,050	\$49,799
9	\$46,442	\$48,193	\$46,638	\$48,390	\$50,105	\$50,878
10	\$46,666	\$48,411	\$46,862	\$48,607	\$50,345	\$51,114
11	\$47,677	\$49,467	\$47,873	\$49,663	\$51,433	\$52,227
12	\$47,876	\$49,661	\$48,079	\$49,864	\$51,638	\$52,428
13	\$48,923	\$50,759	\$49,118	\$50,954	\$52,756	\$53,562
14	\$49,268	\$50,987	\$49,353	\$51,183	\$52,974	\$53,776
15	\$50,203	\$52,084	\$50,398	\$52,279	\$54,097	\$54,923
16	\$50,214	\$52,095	\$50,409	\$52,290	\$54,109	\$54,934
17	\$51,086	\$52,983	\$51,282	\$53,180	\$55,052	\$55,888
18	\$51,097	\$52,995	\$51,293	\$53,191	\$55,063	\$55,899
19	\$51,986	\$53,929	\$52,183	\$54,126	\$56,040	\$57,232
20	\$51,997	\$53,941	\$52,194	\$54,137	\$56,051	\$57,243
21	\$52,009	\$53,952	\$52,205	\$54,148	\$56,062	\$57,254
22	\$52,020	\$53,963	\$52,216	\$54,159	\$56,074	\$57,266
23	\$52,031	\$53,974	\$52,227	\$54,170	\$56,085	\$57,277
24	\$52,053	\$53,996	\$52,249	\$54,192	\$56,108	\$57,299
25	\$52,081	\$54,024	\$52,277	\$54,220	\$56,136	\$57,327

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), regarding requirements for Masters + semester hours on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: This scale only exists for 12 employees that were on the Masters + scale in FY 13-14. These 9 employees were grandfathered to this scale until the employee retires, leaves the system or attains the degree. The employees include: Samantha Isbell, Kim Cram, Duane Hazelton, Laura Kidwell, Bruce Mullins Jr., William Patton, Linda Gayle Reed, Anna Bryant, and Josette Schlafer.

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - BELOW ASSISTANT PRINCIPAL

SYSTEM WIDE YRS OF EXPERIENCE	BACHELOR		MASTER'S		EDUCATION SPECIALIST		DOCTORATE	
	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist
	0	36,187	37,658	39,605	40,643	43,169	44,680	46,984
1	37,506	39,011	40,543	42,031	44,506	46,034	47,516	48,653
2	37,616	39,121	40,640	42,129	44,581	46,109	47,516	48,653
3	37,793	39,310	40,825	42,336	44,806	46,370	48,310	49,446
4	38,224	39,780	41,355	42,901	45,381	46,983	49,320	50,501
5	38,843	40,423	42,050	43,628	46,334	47,958	50,341	51,539
6	39,514	41,145	43,446	44,631	47,596	49,261	51,718	52,951
7	40,057	41,722	43,952	45,599	48,617	50,323	52,814	54,069
8	40,671	42,376	45,277	46,999	50,094	51,861	54,444	55,723
9	41,449	43,182	46,247	47,998	51,178	52,973	55,620	56,938
10	41,854	43,604	46,470	48,214	51,395	53,203	55,838	57,162
11	42,965	44,323	47,488	49,270	52,497	54,339	57,028	58,391
12	43,405	44,812	47,687	49,471	52,732	54,585	57,279	58,637
13	43,845	45,680	48,726	50,561	53,857	55,738	58,508	59,904
14	44,318	46,159	48,962	50,792	54,077	55,986	58,719	60,111
15	44,895	46,776	50,007	51,888	55,242	57,173	59,983	61,409
16	45,103	46,983	50,018	51,899	55,253	57,185	59,994	61,420
17	45,565	47,475	50,890	52,787	56,227	58,199	61,073	62,521
18	45,576	47,486	50,901	52,798	56,239	58,210	61,083	62,532
19	46,314	48,258	51,789	53,732	57,243	59,250	62,214	63,691
20	46,325	48,269	51,801	53,743	57,254	59,261	62,226	63,703
21	46,336	48,280	51,812	53,754	57,266	59,272	62,237	63,714
22	46,347	48,291	51,823	53,765	57,276	59,283	62,247	63,725
23	46,448	48,392	51,834	53,776	57,288	59,294	62,259	63,736
24	46,568	48,512	51,856	53,799	57,309	59,316	62,281	63,758
25	46,695	48,638	51,884	53,826	57,337	59,344	62,309	63,786

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - ASSISTANT PRINCIPAL, PRINCIPAL, SYSTEM-WIDE SUPERVISORS

SYSTEM WIDE YRS OF EXPERIENCE	BACHELOR		MASTER'S		EDUCATION SPECIALIST		DOCTORATE	
	Principals	System-Wide Supervisor	Principals	System-Wide Supervisor	Principals	System-Wide Supervisor	Principals	System-Wide Supervisor
0	35,477	36,920	38,419	39,846	42,322	43,804	46,062	47,165
1	36,770	38,246	39,747	41,207	43,633	45,131	46,584	47,699
2	36,878	38,354	39,843	41,303	43,707	45,205	46,584	47,699
3	37,052	38,539	40,023	41,506	43,928	45,461	47,361	48,476
4	37,473	39,000	40,544	42,060	44,491	46,062	48,352	49,511
5	38,081	39,631	41,225	42,773	45,425	47,018	49,353	50,529
6	38,739	40,338	42,173	43,756	46,662	48,295	50,704	51,913
7	39,271	40,904	43,089	44,705	47,664	49,336	51,778	53,009
8	39,873	41,545	44,389	46,077	49,111	50,844	53,377	54,630
9	40,635	42,335	45,340	47,057	50,174	51,935	54,529	55,822
10	41,033	42,749	45,559	47,269	50,387	52,160	54,743	56,042
11	41,704	43,454	46,549	48,304	51,467	53,273	55,909	57,246
12	42,166	43,933	46,751	48,501	51,698	53,515	56,156	57,488
13	42,985	44,785	47,770	49,570	52,800	54,645	57,359	58,729
14	43,448	45,254	48,002	49,796	53,016	54,888	57,567	58,933
15	44,015	45,859	49,026	50,870	54,158	56,052	58,807	60,205
16	44,218	46,062	49,037	50,881	54,169	56,063	58,817	60,216
17	44,671	46,544	49,892	51,752	55,125	57,058	59,874	61,295
18	44,682	46,555	49,903	51,763	55,136	57,069	59,885	61,306
19	45,405	47,311	50,773	52,678	56,120	58,088	60,994	62,443
20	45,416	47,322	50,784	52,689	56,131	58,099	61,005	62,453
21	45,427	47,333	50,795	52,700	56,142	58,110	61,016	62,464
22	45,438	47,344	50,806	52,711	56,152	58,121	61,027	62,475
23	45,537	47,443	50,817	52,722	56,163	58,131	61,038	62,486
24	45,654	47,560	50,839	52,744	56,185	58,153	61,060	62,508
25	45,778	47,684	50,866	52,771	56,212	58,180	61,087	62,535

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision up to and including 20 full-time teachers.

Note 3: Base salary based on 200 days. Additional certified supervisor supplement will apply.

CUMBERLAND COUNTY BOARD OF EDUCATION
SCHEDULE OF SUPPLEMENTS FOR CERTIFIED SUPERVISORS AND PRINCIPALS
 (Based on number of years as supervisor or principal)

2020-2021

Role	Begin	4 Yrs	7 Yrs	10 Yrs	13 Yrs	16 Yrs	20 Yrs
Certified Supervisor	19%	23%	24%	25%	26%	27%	28%
Secondary Principal	18%	22%	23%	24%	25%	26%	27%
Elementary Principal PreK-8	17%	21%	22%	23%	24%	25%	26%
Secondary Assistant Principal	16%	20%	21%	22%	23%	24%	25%
Elementary Assistant Principal	14%	17%	18%	19%	20%	21%	22%

Supplements are based on percentages of individual principal's and supervisor's salaries from the Assistant Principal, Principal and System Wide Supervisors pay scale.

Cumberland County School Nutrition Program

Central Cafeteria Fund

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

Account #	Description	2018-2019 Audited	2019-2020 Approved	2019-2020 Year-To-Date	2019-2020 Expected Year End	2020-2021 Proposed	Increase (Decrease)	Based on 2019-2020 Approved and the 2020-2021 Proposed
Estimated Revenues								
43000	Charges for Current Services							
43500	Education Charges							NOTES:
43521	Lunch Payments - Children	\$ 304,457	\$ 304,397	\$ 227,352	\$ 227,352	\$ 294,190	\$ (10,207)	Exempt from Price Increase
43522	Lunch Payments - Adults	\$ 70,799	\$ 71,132	\$ 51,660	\$ 51,660	\$ 71,130	\$ (2)	No Meal Price Increase
43523	Breakfast Payments - Children	\$ 20,322	\$ 19,936	\$ 10,320	\$ 10,320	\$ -	\$ (19,936)	Free Breakfast is Offered at ALL Schools
43523	Breakfast Payments - Adults	\$ 7,232	\$ 7,079	\$ 6,206	\$ 6,206	\$ 7,250	\$ 171	No Meal Price Increase
43525	A la Carte Sales	\$ 263,420	\$ 265,115	\$ 219,947	\$ 219,947	\$ 265,500	\$ 385	
43990	Other Charges for Services							
	Banquet - Other Charges	\$ 18,969	\$ 17,553	\$ 13,389	\$ 13,389	\$ 19,000	\$ 1,447	
	Total Charges for Services	\$ 685,199	\$ 685,212	\$ 528,874	\$ 528,874	\$ 657,070	\$ (28,142)	
44000	Other Local Revenues							
44100	Recurring Items							
44110	Investment Income	\$ 1,282	\$ 1,150	\$ 1,563	\$ 1,723	\$ 1,800	\$ 650	
44170	Miscellaneous Refunds	\$ 11,265	\$ 9,191	\$ 11,382	\$ 11,524	\$ 11,500	\$ 2,309	
44570	Gifts & Contributions	\$ 600	\$ -	\$ 3,500	\$ 4,713	\$ -	\$ -	
	Total Other Local Revenue	\$ 13,147	\$ 10,341	\$ 16,445	\$ 17,960	\$ 13,300	\$ 2,959	
46000	State of Tennessee							
46500	State Education Funds							
46520	State Matching	\$ 41,483	\$ 41,500	\$ 43,438	\$ 43,438	\$ 45,500	\$ 4,000	Amount set by the State based on prior year's lunches
46980	Other State Grants	\$ 5,000	\$ -	\$ 2,500	\$ 2,500	\$ -	\$ -	Breakfast Grant
	Total State of Tennessee	\$ 46,483	\$ 41,500	\$ 45,938	\$ 45,938	\$ 45,500	\$ 4,000	
47000	Federal Government							
47100	Federal Through State							
47111	Federal Reimbursement via State - Lunch	\$ 2,639,291	\$ 2,878,260	\$ 2,102,859	\$ 2,819,017	\$ 2,969,743	\$ 91,483	
47112	USDA Foods - Commodities	\$ 405,508	\$ 397,164	\$ 340,719	\$ 340,719	\$ 400,000	\$ 2,836	Line for reporting purpose, amount determined by USDA
47113	Federal Reimbursement via State - Breakfast	\$ 1,105,887	\$ 1,250,945	\$ 924,305	\$ 1,411,279	\$ 1,619,671	\$ 368,726	Increase due to free breakfast at all schools
47114	Federal Reimbursement via State - Other	\$ 299,046	\$ 138,548	\$ 116,790	\$ 116,790	\$ 139,915	\$ 1,367	Afterschool Snack
47590	Other Federal Through State	\$ 94,550	\$ -	\$ -	\$ -	\$ -	\$ -	USDA Equipment Grants
	Total Federal Government	\$ 4,544,282	\$ 4,664,917	\$ 3,484,673	\$ 4,687,805	\$ 5,129,329	\$ 464,412	
48000	Other Governments and Citizens Groups							
48600	Citizens Groups							
48610	Donations	\$ 3,500	\$ -	\$ 6,041	\$ -	\$ -	\$ -	
	Total Other Government and Citizens Groups	\$ 3,500	\$ -	\$ 6,041	\$ -	\$ -	\$ -	
	Total Estimated Revenues	\$ 5,292,611	\$ 5,401,970	\$ 4,081,971	\$ 5,280,577	\$ 5,845,199	\$ 443,229	

Cumberland County School Nutrition Program
Central Cafeteria Fund
Statement of Proposed Operations (continued)

		2018-2019	2019-2020	2019-2020	2019-2020	2020-2021	Increase	
Account Description		Audited	Approved	Year-To-Date	Expected Year End	Proposed	(Decrease)	
<u>Estimated Expenditures</u>								
73000	Operation of Non-Instructional Services							
73100	Food Service							
105	Supervisor/Director	\$ 55,604	\$ 58,229	\$ 50,845	\$ 58,123	\$ 59,393	\$ 1,164	Step Increase (Year 21)
119	Bookkeeper	\$ 75,305	\$ 78,872	\$ 68,716	\$ 78,724	\$ 80,475	\$ 1,603	Step Increase
165	Cafeteria Personnel	\$ 1,459,785	\$ 1,565,055	\$ 1,386,686	\$ 1,536,686	\$ 1,774,715	\$ 209,660	Step Increase
167	Maintenance Personnel	\$ 80,107	\$ 88,947	\$ 77,490	\$ 88,781	\$ 91,725	\$ 2,778	Step Increase
186	Longevity Pay	\$ 12,962	\$ 13,240	\$ 13,442	\$ 13,442	\$ 14,195	\$ 955	
189	Other Salaries and Wages	\$ 20,015	\$ 21,979	\$ 16,949	\$ 17,827	\$ 21,005	\$ (974)	Step Increase
201	Social Security	\$ 127,791	\$ 139,714	\$ 120,511	\$ 136,849	\$ 156,175	\$ 16,462	
204	State Retirement	\$ 52,073	\$ 55,080	\$ 47,135	\$ 54,223	\$ 58,620	\$ 3,540	Based on Non Cert Rate
206	Employee Insurance-Life	\$ 1,363	\$ 1,395	\$ 1,377	\$ 1,377	\$ 1,390	\$ (5)	1%
207	Employee Insurance-Health	\$ 278,686	\$ 307,398	\$ 280,239	\$ 305,712	\$ 308,770	\$ 1,372	1%
208	Employee Insurance-Dental	\$ 12,249	\$ 14,127	\$ 11,965	\$ 13,027	\$ 13,160	\$ (967)	1%
210	Unemployment Compensation	\$ -	\$ 1,500	\$ 1,187	\$ 9,895	\$ 5,400	\$ 3,900	
307	Communication	\$ 5,422	\$ 5,900	\$ 5,489	\$ 5,998	\$ 6,000	\$ 100	
336	Maintenance & Repair Services-Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
337	Maintenance & Repair Services-Office Equip	\$ 608	\$ 900	\$ 801	\$ 977	\$ 980	\$ 80	
347	Pest Control	\$ 4,176	\$ 4,465	\$ 3,850	\$ 4,296	\$ 4,500	\$ 35	
354	Transportation-Commodity Delivery	\$ 13,409	\$ 13,500	\$ 12,162	\$ 12,162	\$ 15,750	\$ 2,250	
355	Travel	\$ 454	\$ 550	\$ 846	\$ 1,100	\$ 1,200	\$ 650	
359	Disposal Fees	\$ 36,105	\$ 35,900	\$ 29,614	\$ 32,378	\$ 36,500	\$ 600	
399	Other Contracted Services	\$ 7,131	\$ 8,000	\$ 6,115	\$ 6,115	\$ 18,795	\$ 10,795	New POS and BOH Software
418	Equipment and Machinery Parts	\$ 51,608	\$ 44,500	\$ 29,721	\$ 38,691	\$ 42,500	\$ (2,000)	
422	Food Supplies	\$ 2,171,215	\$ 2,273,985	\$ 1,821,637	\$ 2,214,240	\$ 2,319,465	\$ 45,480	Increase based on current plus cost increase
435	Office Supplies	\$ 6,899	\$ 7,500	\$ 7,153	\$ 7,850	\$ 7,950	\$ 450	
451	Uniforms	\$ 3,187	\$ 3,930	\$ 3,373	\$ 3,373	\$ 4,025	\$ 95	
452	Utilities	\$ 3,031	\$ 950	\$ 294	\$ 294	\$ -	\$ (950)	
469	USDA Foods - Commodities	\$ 405,508	\$ 397,164	\$ 340,719	\$ 340,719	\$ 400,000	\$ 2,836	Line for reporting purpose, amount determined by USDA
499	Other Supplies and Materials	\$ 132,939	\$ 148,860	\$ 150,946	\$ 171,667	\$ 179,112	\$ 30,252	Increased paper products due to COVID
524	In-Service Training	\$ 11,495	\$ 21,500	\$ 15,761	\$ 15,761	\$ 20,125	\$ (1,375)	
599	Other Charges	\$ 19,709	\$ 21,500	\$ 13,333	\$ 18,362	\$ 19,750	\$ (1,750)	
710	Food Service Equipment	\$ 205,395	\$ 65,450	\$ 43,783	\$ 48,850	\$ 114,100	\$ 48,650	North Café renovation, replacement kitchen equipment and misc. small equipment replacement
Total Estimated Expenditures		\$ 5,254,231	\$ 5,400,090	\$ 4,562,139	\$ 5,237,499	\$ 5,775,775	\$ 375,686	

**Cumberland County School Nutrition Program
Central Cafeteria Fund
Statement of Proposed Operations (continued)**

	2018-2019	2019-2020	2019-2020	2019-2020	2020-2021	Increase	
	Audited	Approved	Year-To-Date	Expected Year End	Proposed	(Decrease)	
Total Estimated Revenues	\$ 5,292,611	\$ 5,401,970	\$ 4,081,971	\$ 5,280,577	\$ 5,845,199	\$ 443,229	*Waiting on April USDA Reimbursement \$486,342
Total Estimated Expenditures	\$ 5,254,231	\$ 5,400,090	\$ 4,562,139	\$ 5,237,499	\$ 5,775,775	\$ 375,686	
Excess of Estimated Revenues Over/ (Under) Estimated Expenditures	\$ 38,380	\$ 1,880	\$ (480,168)	\$ 43,078	\$ 69,424	\$ 67,543	*Waiting on April USDA Reimbursement \$486,342
Estimated Beginning Fund Balance, July 1	\$ 1,020,584	\$ 1,058,964	\$ 1,058,964	\$ 1,058,964	\$ 1,102,042	\$ 43,078	
Estimated Ending Fund Balance w / Inventory , June 30	\$ 1,058,964	\$ 1,060,844	\$ 578,796	\$ 1,102,042	\$ 1,171,466	\$ 110,621	
Fund Balance Reserved for Inventory	\$ 93,375	\$ 85,500	\$ 143,570	\$ 125,500	\$ 125,500	\$ 40,000	
Fund Balance , June 30	\$ 965,589	\$ 975,344	\$ 435,226	\$ 976,542	\$ 1,045,966	\$ 70,621	Provides slightly over 2 months average operating costs in fund balance

Items charged to account 73100-599 Other Charges:

- Health Department permits
- Decorations and promotional items
- Paint for cafeterias and kitchens
- Decorated lunch sacks
- Keys and charges for rekeying locks
- Repair charges for maintenance trucks, and old bus
- Postage charges
- School Nutrition Association /TSNA yearly membership dues for employees

YEAR	A	B	C
0	8.25	9.07	10.16
1	8.50	9.35	10.47
2	8.75	9.62	10.77
3	9.02	9.91	11.10
4	9.29	10.21	11.43
5	9.56	10.52	11.78
6	9.85	10.83	12.13
7	10.15	11.07	12.49
8	10.46	11.49	12.86
9	10.76	11.84	13.25
10	11.09	12.19	13.65
11	11.42	12.56	14.06
12	11.77	12.94	14.48
13	12.12	13.33	14.91
14	12.48	13.72	15.36
15	12.85	14.13	15.83
16	13.11	14.41	16.14
17	13.38	14.71	16.46
18	13.64	15.00	16.79
19	13.92	15.29	17.13
20	14.20	15.60	17.48
21	14.34	15.76	17.65
22	14.48	15.92	17.82
23	14.63	16.07	18.00
24	14.77	16.24	18.18
25	14.92	16.40	18.37
26	15.06	16.56	18.55

A All cafeteria employees excluding those in columns B and C

B Cafeteria assistant managers, bookkeepers, and manager trainees

C Cafeteria managers and field managers

CCSNP employees in columns B and C who *achieve and maintain* certification with the School Nutrition Association will receive a one-time pay increase of:

Level 1 Certification	\$0.25
Level 2 Certification	\$0.50 (or \$0.25 additional if Level 1)
Level 3 Certification	\$0.75 (or \$0.25 additional if Level 2)
Level 4 Certification	\$1.00 (or \$0.25 additional of Level 3)

Longevity Pay:

16-20	3% of total projected salary
21-25	3.5% of total projected salary
26&UP	4% of total projected salary

Existing pay scale:

3% to 16th year
2% 16th thru 20th year
1% 21th thru 26th year