

Budget Committee Meeting
May 24, 2023 4:30 PM
Central Services Board Room

1. Call to Order - Ms. Teresa Boston
2. Moment of Silence and Pledge of Allegiance - Ms. Teresa Boston
3. Approval of Minutes
4. Proposed 2023-2024 Budget
5. Proposed Salary Scales
6. Other Discussion
7. Adjournment

(* Indicates Board Approval Required)

Board of Education

May 10, 2023 2:00 PM

Central Services Board Room

The Budget Committee met on Friday, May 10, 2023, in the Central Services Board Room where Ms. Teresa Boston called the meeting to order at the approximate hour of 5:30 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.

PRESENT:

Mrs. Teresa Boston, Committee Chair	Elizabeth Stull, Dis.1
Mrs. Rebecca Hamby, District 7	Anita Hale, District 4
Mr. William Stepp, Director of Schools	Chris King, District 6
Sheri Nichols, District 3	Kim Bray, COO/CFO
Shannon Stout, District 9	Scott Maddox, 9-12 Supervisor
Marlene Holton, SPED Director	Kathy Hamby, School Nutrition Supervisor
Mo Charnot, Media	Bo Magusson, Safety and Security Supervisor

ABSENT:

1. **Call to Order** – Ms. Teresa Boston
2. **Moment of Silence/Pledge of Allegiance** – Ms. Teresa Boston

3. **Proposed '23-'24 Budget**

Boston: Thank you for being here. We appreciate it. I think in order to proceed, Kim, why don't you just kind of go through the budget. Let us know where we are and then give us some highlights and then we can start from there. How about that?

Bray: The budget page or the executive summary, or...

Stepp: Can we start with me actually going over the executive summary and then go through the detailed part, will that work?

Boston: You can, you can. K, which is the executive summary?

Stepp: So, the 2 documents go together so the budget goals and consideration is just conversations we've had, it doesn't mean we're doing it or not doing it. It's just conversations we've had. So, a sample would be the very first one where it says we got to raise the salaries up, so I put a sample, I put from the other counties where their base is going to be for next year that I can find. So, #1 obviously law-the governors requiring us to raise our minimum to 50 by 2026,

so what I did is polled the other directors in the Upper Cumberland. I didn't get everybody. I got Bledsoe-theirs was \$43,500 I believe-I didn't include that here. That gives you an idea of where we are. If you look on the executive summary, new starting teacher pay for next year would be \$43,576. So that gives you an idea on where we land. So, if you're looking at this sheet, number 1, and if you're looking at executive summary halfway down the page, it says new starting teacher pay. So that's projected an 8% increase.

Boston: Is this their base pay for this next year?

Stepp: Correct. Next year. So, the first one is Putnam County schools-they projected \$48,000 for next year base pay. White County \$45,000, \$47,000, Van Buren \$43,600, Fentress, \$43,200, Pickett \$42,000 and DeKalb at \$48,000 and ours will be \$43,576.

Boston: So, we're falling somewhere in the middle.

Stepp: Yet when you look at our benefits package, we're doing really well and that's what the lean frog study showed was we're faring very well with everyone around us, except maybe Putnam-maybe a little behind Putnam, I believe was the what the lean frog study said. So, increase bus driver pay to the average of \$100 a day, so that 4% increase this year put us really close to that average. Now the starting pay is at \$72-around there-a- the highest paid is like \$124ish, \$120. So, if average that together it's pretty close to that goal of \$100. To be competitive, a lot of the counties around us are starting at \$90.00 a day. So, we got to start just looking at it. I think a good goal would be to start moving in that direction and that 4% increase gets us closer to that.

Boston: Can I stop?

Stepp: Yeah, absolutely.

Boston: Where does the 4% put us?

Bray: Starting pay \$72.80.

Boston: And we're wanting the starting pay at \$100?

Stepp: No, average right now, so if you average everybody that are the \$72 and the \$120.00, we're just under the \$100 a day average. But what I want you to consider is you can drive down to Roane County or Putnam County, and they're advertising starting pay at \$90.00 a day or \$95.00 or whatever it is.

Hamby: They do not furnish insurance, but we do.

Stepp: Correct. And that's what I meant on #1 also. Our insurance balances everything out I believe.

Boston: Kim, many bus drivers are we low this year right now?

Bray: Well, she's probably had three retirements. She's probably down 5 right now. With the new software we've been able to utilize the routing a lot better, so actually we need less than we did in years past. She's been very efficient with that. So, we've not had to replace everybody.

Stepp: So, we're looking at about 65 total for next year, that's needed with the new routing software. It made that a lot more efficient. Ms. Martin, who's head of transportation, is doing a great job, by the way. So, obviously build the CCHS Auditorium, Homestead edition for security and we got the South project that's on the table and I need to put that on there, I apologize, but the South project is on the table. Create, through our strategic planning, some infrastructure study and other construction needs like South and North classrooms, etc. We're in the middle of the strategic plan. Those community members and board members that joined in and whichever committee fits you best, I appreciate your help on that. So that's part of that planning process. I don't know how detailed we're going to get on an infrastructure plan. We might need to talk to Mr. Chamberlin at one point if that's the direction the board wants to go for 3-5-10-year infrastructure plans, but that's something we might want to look at in the future.

Boston: Go back up to 3.

Stepp: Yes, ma'am.

Boston: CCHS Auditorium, Homestead edition for security.

Stepp: That's just the conversations we've had.

Boston: But we're looking at having conversations on Homestead.

Stepp: So, we talked about it after we approved the South. I had mentioned that was a big safety concern at the board meeting and we decided to talk to Mr. Chamberlin just to see what that would look like if we do.

Boston: Can I put in a note?

Stepp: Yeah. This is a living document, so this will change as we move on, so there will be more considerations and goals and things we take off and things we move around. All it is is just a generic-what we've been talking about.

Boston: Homestead for security-and I think if I'm correct, you and I looked at some drawings that Kim had already done.

Stepp: He did-at no cost.

Boston: Very generic, very generic.

Stepp: Yeah, he just said here's what it would look like after we toured the facility and looked at the back. It's a wing in the back coming off of the wing that's next to the cafeteria. They felt that was the best place to do it, to preserve the historical part of that property, and that would put all the children under one key.

Boston: I'd really like to maybe put that on the top of the burner for discussions. Future discussions because we're going to have to address Homestead.

Stepp: I'll bring the drawings in, we'll put them on the table and that way you can see in it. Like I said, they're not detailed. They're not mapped out by cost, with it being just a one hall classrooms only with one set of restrooms, it's going to be a lot cheaper than what we're paying for the auditorium. So, it could be anywhere from 4 to 8 to 10, just depending on when we bid it out,

what we bid out and all that but, Mr. Chamberlin said it would be far more affordable because it's a simple addition. It's not complicated, if that makes sense.

Boston: It does. It does.

Hamby: I have a question if it's OK.

Stepp: Yes, ma'am.

Hamby: OK, so the CCHS auditorium is already in the works. That's already been approved.

Stepp: Under all federal money.

Hamby: That's ESSER and we have already voted to approve the South construction as soon as the bidding comes in. But the money is already there and allocated for that. So, I just wanted to make sure that we're still on the same page for that.

Stepp: That's what was voted on. Yes, ma'am.

Hamby: OK.

Stepp: We need to project for recession and inflation, so it's just while we're doing this, how much fund balance and stuff do we want to work on? If we do, I think a good goal, and this was me putting this in there, so you can tell me I'm crazy, just build the fund balance up and I think this is a big push by Ms. Boston last year, just building the fund balance up. That's just a guesstimate, four times the minimum maybe. Or, you know, a little bit each year, however you want to do it, it's just a conversation. I'm not saying that's that is the rule. I'm not saying that at all.

Boston: There again, can I interrupt?

Stepp: Yeah, it's your meeting.

Boston: I like to interrupt. Whenever I went to a BEP budget class, they went around and I think I told the same story last year-they went around the room at the different districts that were represented and every district had an average of 12% fund balance built up, but they had worked on that and that was TSBA's recommendation. That your fund balance be anywhere between roughly 12 and 15%.

Stepp: For our projected budget that would mean 8 to 9 million. I'll leave the pro Ms. Kim up to figure that exact figure. But that's where that would be-somewhere around there.

Boston: Which is very difficult for us. But it's a goal.

Stepp: Yes, ma'am-over three to five years, maybe. Then we just talked about this in Policy Committee Classified professional experience recognized in the pay scale. Currently only five years can be considered. So, you can check that one off, y'all just fixed that one. And these others-Ms. Kim has already fixed a lot of these others in this current budget. This is just kind of an overlay. Utilize one certified salary schedule. So currently we have two sets, one for administrator supervisor schedule, one for teacher schedules. The supervisor administrator schedule is actually lower than the teacher schedule. My asking of you is to consider doing like a

lot of counties do where we have one certified schedule and when we have administrators, supervisors working on supplements or working on more days-So, let's say a teacher is a 200-day contract, and then assistant principal be a 220-day contract plus a supplement, whatever that would be. As a lead principal I was on a 260-day for six years, but that's based off of the teacher-the certified person. It simplifies the process, puts everybody on an even playing field. I think. That's just something to consider while we're going through this.

Boston: There again, Kim, is there any, or Mr. Stepp, could you give us a sample recommendation of what one scale would look like?

Stepp: I would suggest we use the certified scale that's for teachers. And then so if I become an assistant principal, then I'm actually not a 200-day like a teacher, but I'm a 220-day. So, your pay increase is based on per day, not a random scale.

Boston: What would the recommendation be on that as far as the percentage- it's not called a supplement. What's it called?

Stepp: So, there's a 220-day, 240-day, 260-day contract. There's 120-day contracts, 100-day contracts. What I would recommend is we figure out how to standardize that. I think our supplement schedule-we might want to look at standardizing that a little bit which Lean Frog had mentioned for supervisor, administrators, instead of it being a straight up and across and you don't have growth or it's a straight flat line, we just make it kind of a gradual growth that covers across the board. And once we get to that point, I mean, I think I'll be able to explain that a little better. I need to make some graphs for the next meeting just so you can see what I'm talking about.

Boston: That would be helpful.

Stepp: As far as the increase and then it flattens out for a supervisor, whereas we start at a decent way to just gradually grow that. ,So it's sustainable, like you were talking about before and not percentage supplementing our way out to the moon.

Boston: You know, I'm a visual person. Show me it written down and I can comprehend it.

Bray: I think what you're talking about, about, and just correct me, it's just using the teacher scale.

Stepp: Correct

Bray: This is based on 200-days and then for folks that work a 220 or 210, you just basically take this total divide it by 200 and multiply it by the total base.

Stepp: So instead of a 10-month contract, it's 11-month contract or it's a 12 month.

Boston: So, it is almost like calculating child support. So that's kind of what we do.

Bray: And then with the supplements you add the supplements on to that averaged daily rate.

Boston: OK, the supplements is what I'm talking about. Are we talking about those percentages that...

Stepp: Correct. So you start at 19% and then go to 23 and then 24 and then 27-it's not really lined out so that it's that's a gradual increase. And I believe this has been a discussion before. It doesn't punish any of the current employees. It would just be standardizing so that it's sustainable. We don't have random weird jumps and stuff like that. ASd then the other one, there's a grandfathered in Master's Pay scale and it actually lists certain names on it that this only counts for. So I want to make sure that we understand that once that last person retires or they switch school system or something, this special Master's pay scale sunsets.

Boston: Goes away?

Yes, that's right.

Stepp: Yes, that it does not reapply to other people. I think we need to standardize that Master scales and doctorate scales. This one's a little different and it's kind of special for certain people and explains on it. When we get to it, you'll see what I'm talking about.

Boston: I've seen it and we've still got an employee on that list?

Stepp: We've got 2.

Bray: We've got 6.

Stepp: So we've had two come off. And again, all I'm trying to do is just align what we're doing so that it's not so complicated and kind of disjunct. It's all I'm trying to do so. Adopt the Lean Frog for classified supervisors and CAO, and that's two different studies. So classified supervisor pay. Last year, the board turned down. To follow those four people to get what Lean Frog suggested that would level them out with other school systems, and then also the new Lean Frog that were comparable in a lot of areas except one area and that was the CAO. We're not comparable in that pay. So I just want to look at it and see if we want to do that.

Boston: Is this last year's Lean Frog?

Stepp: The classified supervisor is last year. The CAO is this year's certified Lean Frog. That's in the Google folder I shared with you guys that has all those budget files, including this. It's in there. The whole presentation is there.

Hamby: And speaking of that, I don't know if Ms. Anita was able to pull up that PowerPoint.

Stepp: Yeah, I offered for anybody to come in and I'll work on your computer. We got people that can help you open everything up and we can print everything out too. I know we printed everything out for Ms. Boston by her request. So, if you want it, I'll get it to you. I'll hand deliver it.

Hamby: So yes, she will need a hard copy.

Stepp: So, we'll make a mark, we'll hand deliver that. Additional JROTC positions, if approved, that's something we need to consider. Now #11. This is where we have a big jump in positions. General best practice from school system to school system is when you have a certified position-that's a certified teacher, not a classified but a certified. Those are on the general-purpose fund and that's so that they're included in the maintenance of effort. The IDEA funds can change. They changed positive for us last year-we increased by \$200,000, but they could change the

other way. On these certified positions, these are positions needed due to student population or caseloads, so we want to keep those under the GP. So, seven of those positions I'm recommending we move from IDEA to GP. Then, because of caseloads and if you read that on #11, we actually need 7 new special education teachers due to caseloads. I'm recommending we do that in two years for this year, 3 next year. However, if there is room in the budget, if we can add all seven, I think the principals would love you guys forever. Because this is the challenge in a K-8 school. They have nine grades. They have a caseload of X number of students and then they got to figure out how to provide services on 9 different schedules. Ms. Hale could probably tell you better than anybody on the difference of all those schedules, so if we're if we have money and we agree on adding all the positions, I would suggest that. But if we want to do it in two years-but we are going to have to add these positions. These are a need, not a want.

Boston: Are these built into this budget?

Stepp: 4 of them are.

Bray: Four of the seven that we're moving from federal to general are already there.

Stepp: Right. So if we have money, if we think this is a possibility, the board can say, OK, we want to do this in one year to make sure we're not having any gap in services which we have the amazing Ms. Marlene in SPED and said she will make sure, there's no gaps. But if it's possible we can go ahead and include those, I would ask you to at least consider it.

Hamby: Include those other three?

Stepp: But that's a big change and that's why I said, you know, if we need to do it over 2 years, we can do it over 2 years, but these are needed positions. These are not anything that's fluff.

Boston: These are children with IEP's and 504's?

Stepp: Yes, these are all the students with individual educational plans. There's a certain amount you can have on each teacher's caseload and then because it's nine grades in an elementary school, that's teacher's caseload to spread thin between them all. So, they can't do like I did. I had a higher number, but I only had four grades. So, it's easier to go and provide services from grade to grade. The schedule is much easier to manage.

Boston: Would these positions be actual classroom teachers?

Stepp: So, yes they would be, well no, they would be special education inclusion teachers. So, they would follow the students-like they would give them services-if they're required services in English Language Arts classroom 45 minutes a day services; that means they go in and they service those kids in that classroom. The trick is the kids aren't all in the same classroom and they're not in the same grade level. So that's where we have to justify the caseloads to not be as high as what I could do when I was a middle school principal where I only had four grades. 5th, 6th, 7th and 8th that's all I had. So ,I was able to split them up by grade level. I had 1 1/2 with fifth grade. I had two with 6th grade. I had two, seventh had three with eighth grade, one year because it's just the caseloads were so big. Then the next year that extra person split between 5/6 But you have to make those adjustments because you don't get the same number of special education students every year. It fluctuates up and down, so that's why in this situation we need the seven

new ones, but I think we can work it out and graduate in two years if there's no money. Just something for you all to consider. Then 12 and 13 are just the options we discussed. Y'all already voted on the South project, but those were just options we discussed.

Boston: Can I? And of course. I always just splurt it out there.

Stepp: I'm at your leisure.

Boston: I am all about building up our fund balance. I think, Chris, we duped it out last year and came up with a good resolution in attempt to do that. It was for a totally different purpose, but we did, but I think if this board would come together and say, OK, it may pinch this year, but we're going to work toward that-increasing that fund balance then I think we can get there. But we're going to have to pinch in other areas in order to do it. I don't think there's any question on that, but I support that 100%. How many times this year did we have a meeting and go, yeah, but we have money in the front pallets. I mean, it felt really good. We didn't use it. But I think that certainly needs to be something this board looks at.

Hamby: It does need to be built up but not at the expense of some of the other projects.

Stepp: Right. So, on the executive summary-so that's the page that looks like this that Ms. Diane has on the board. So, the TISA projection is 47 million and some change. I will start out with cautionary terms in that I have a great team that's tracking all the codes. We've been tracking them since August 15th. They're pulled every 15th of the month. We're trying to still figure out-and I talked with TDOE, Dr. King, Janice King, who is our contact with the State Department. She said my concern that I'm not seeing what they're pulling is a concern of several directors, so we don't know if this is going to be the exact number or not and that's why you'll see at the end that Ms .Kim-we budgeted conservatively. So, we had, I think it's 1.8 over the 3% fund balance. That's just in case it comes back what I'm saying, it's going to come back, which is considerably lower-a million to two million lower. I pray I'm wrong and we just take the money and run. That's my goal. But, we did budget conservatively because of the unknowns of the TISA.

Boston: So you think it's gonna come in lower than 47?

Stepp: What I've been projecting, and I think I've showed those studies with my spreadsheets and stuff I've been doing, I'm projecting it about \$2,000,000 lower, but it keeps coming back at the at the \$64,000,000 total that includes the local contribution.

Boston: You mean the \$66,000,000 total?

Stepp: Or \$66,000,000 total that includes local contribution. It's coming back at that right now from the state. It fluctuates each month \$100,000 here, \$200,000 there. And each time I get these projections, I send them to the Board, and I also send them to Mayor Foster, just so that everyone's aware it's fluctuating. Now, if I'm wrong, we're good to go. We're golden. So that's the goal is I'm wrong. So, everybody go home and pray I'm wrong.

Boston: Oh, we're not going home to pray. We gonna do it here.

Stepp: So, the local contribution there, that's the maintenance of effort, so they will maintain maintenance of effort and no increase this year. And then the total is the \$66,000,000 is what we come out to. Pay increases, we're looking at 8% certified, which matches one of our number one

goal to top to match what the governor is asking us to do by 2026. That will look like the year after that will have to be 8, 7, 9%. Whatever we're looking at. Year after that, we'll have to finish to get to that \$50,000.

Bray: 8,8,7.

Stapp: Eight, eight and seven is what we're wanting to do, but depending on how we budget next year it might be more or less so.

Boston: To clarify this, the governor is asking us to get our base pay up. In order to get just the base pay up, that's what's going to require the 8, 8, and 7%. The governor's not asking us to do 8% for all certified employees.

Stapp: Correct. This is just certified.

Bray: But where our scales are once you put 8% on that very bottom for zero years, everything above that goes up. Because you can't have the people that work more years making less than the starting pay.

Stapp: So, in May and June, the governor sends out or the State Department sends out the minimum for year one, year six year 11 so on and so forth. So, we have to make raises to meet each one of those benchmarks.

Boston: Have we met those minimums?

Bray: Always.

Stapp: In this, yes, we have every year and this this new budget is set up for that increase, so that we meet that at every level for every teacher.

Boston: But certified also includes our supervisors, our principals, our assistant principals. So we're looking at projected at an 8% increase.

Bray: For all certified. It's the way I currently have budgeted.

Stapp: So, in this county, traditionally we don't just do certified when we do raises. We do all employees because they're all super important for the school system to work. I know we wouldn't be able to do our job if the buses didn't show up, just saying so. They're great people. So, we projected a 4% increase for the classified to complement that 8%. Now just in case you want to figure out what that number is going to look like if we want to go 9%, you add \$407,000 more thousand, it's on your summary sheet there, if you want to go 7% you subtract you want to go 10%, you add \$800,000. Ms. Kim has worked that out so that you guys can decide if you want to do more of a raise or lesser raise, it's to calculate for you by percentage.

Boston: Does the \$407,000 include the 4%?

Stapp: Yes, ma'am. With the 8% and 4% increase, the total budget budgetary impact is \$2.911822 different from the current budget. Any questions on that so far? All right, so new positions...

Bray: I need to clarify something. I put CTE middle school teachers. This was budgeted last year but the reason I wanted to include it, is because we did not hire them at the beginning of the year. This year we will have them for a full year so if you look at that line it looks like it's really wonky. Because it's a lot more in this budget year. But that's because over actual, we will have them hopefully-now we have them in place-we'll have them for a year.

Boston: When did we actually get them hired?

Bray: Dr. Maddox, when did we finally get the last one?

Stepp: First, second, third quarter.

Maddox: It was right at the start of the second semester when we finally got everyone in place.

Stepp: Third quarter.

Boston: So ,in January?

Maddox: I think maybe starting December, December, January. It took quite a while.

Bray: It took half a year to get the 3.

Boston: So, they're really not new positions, they're approved positions?

Bray: No. But it looks so odd if you look at where we're going to end this year because we didn't have them for half a year.

Boston: OK.

Stepp: So, the neat thing about these positions is students are in those classrooms now, so they'll generate new TISA funds for us. So, we will be paid for these positions. So that's why we're working on middle school scheduling. We're working on different rotations with Encore, so we can maximize first the student exposure and education, that's number one, but the byproduct is we get that credit towards TISA. So, we get money back to us from TISA that will pay for these positions. Computer science, STEAM coordinator. So,each school we're adding nine STEM positions or STEAM if you want to add to arts in there. So, we're going to have a STEAM teacher at all nine elementary schools. We're also going to have them at the high schools and we're going for a county wide STEAM designation at one point. So, this coordinator is through CTE and they will coordinate all those STEM and STEAM positions and also the computer science is going to be required by law in two years. Correct me if I'm wrong Dr. Eldrige. So yeah, so in two years it's required so we're going to get a head start on it. This first year, we won't get TISA money for it, but the next year they'll start allowing us to code it towards CTE and then we start getting money for computer science. So that is a requirement by law. So we're getting somebody that's going to handle STEAM and computer science in 12 schools so that we match the law. So that's the new position.

Stout: We'll be funding it this year, but then the following year we'll have the TISA fund.

Stepp: Correct. It's a general code for this year, but when it becomes required, it turns into a C code which accounts for career technical education, which accounts for more money for us. And remember our TISA money is a year behind. So next year's budget is for this year's codes that

they're pulling. So that's why it's been super important for us starting August 15th, what exactly are you pulling? What are we seeing and what's the difference? And then we appeal that each month. It's a very detailed process. I'm one of the only ones that started that so that we know exactly, black and white where we are. So I got more doubts than all the other superintendents in the room today at our meeting.

Boston: So when you meet with the other superintendents, what are they finding with their TISA funds?

Stepp: So like I said, I'm one of the weird ones who started really coding it and drilling it down to the X's and O's or ones and zeros. Whatever you want to call it. They look at me like I was crazy when I first told them I was doing it. Some of the smaller districts are doing it because it's easier, but they're also very skeptical that this money is going to come at this rate, and we have some in the Upper Cumberland like Picket County, they're actually getting zero benefit out of the TISA funding. So the smaller counties are the ones that aren't going to get that benefit. So we're very lucky to be where we are. I just don't know what that dollar amount is going to be.

Boston: We're praying you're wrong.

Stepp: Please please. So the next one we just talked about-special classroom teachers reduce the caseloads-4 would be but if we could do all 7 that are needed, that would be great, but that's up to the Board to decide. And then we moved certified from federal to general like I talked about before-that was recommended by our state consultant that we put those under maintenance of effort money. So that if we lose money in IDEA, we're not cutting a certified position or we're not surprised and now all of a sudden have to take on that extra salary. We always want to be great stewards of the taxpayers money. So what I'm trying to do is eliminate anything that might be a surprise to us, and then we have to go and say we need more money. So I'm trying to make it very clear. Total budgetary impact with the new positions is \$859,875. That includes all benefits, salary, taxes, TCRS. Then the total budgetary impact of those that I've spoke of up to this point is \$3,771,697. I'd also like to add another safe school counselor, so this will give us one safe school counselor for every two schools. And then I'd also like to add a social worker. We don't have any social workers here. I guess Lisa Phillips kind of works as that and homeless and all these other hats. But I'd like to start working on building up social workers. This is for social emotional needs. It's for home needs. We need to get people that are connecting the home to the school and matching all those needs. This is a common occurrence in a lot of school systems. I know where I was previously, we had one social worker for three schools down in Baxter. She had a caseload, and then we actually had an independent contractor, Centerstone, that had a caseload also. You'd be surprised how quickly those caseloads fill up and how much work that is. But social work inside the school system is a major need here because currently we have people wearing that hat. They're wearing 1000 other hats, so that's something that we need to start building on. I would say one safe school counselor per school is going to be sufficient for now. I would say we need to start building up our social worker core to match up with that team because as everyone knows, we're having major issues with social/emotional learning and all that kind of stuff. So there's a lot that that we could use as far as caseloads and that total budgetary impact is one \$104,086.

Stout: Even if we find that we've got the money to approve these, it would take a long time to find some.

Stepp: Find somebody.

Boston: That that was my next question-how much easier is it to find a social worker than a counselor?

Stepp: It's about the same challenge for me because I'm going out and finding them. I'm not waiting for somebody to apply, so I'm currently beating the bushes right now. I'm feeling confident we'll be able to fill most of those positions.

Boston: Well and let me bring up one other factor. Last year when we approved the budget, we hired the two school counselors, new positions, but those positions were only for a year. Do we need to make sure that it is on the record somewhere that those are now permanent positions that we want them and create those positions? Because they were only for one year.

Stepp: Yeah. And we didn't fill 2 1/2 positions of school counselors this year, correct?

Bray: But this is safe school counselors.

Stepp: These are safe school, I think we need to make that a vote.

Boston: They were only a one-year contract, so we need to make sure and I'm assuming that they're built into this budget?

Bray: I've built 3. Those two and then there's one additional.

Boston: We need to make sure that that is on the record somewhere that those are now permanent positions.

Stepp: So, the total impact of new positions is \$963,961 from last year. The next part is the Tennessee Middle School Athletic Association. Those are the dues for the elementary schools. It's \$300.00, an elementary school. We have 9 elementary schools. We're working on governance at the middle school level, with sports and athletics. All of our surrounding counties have gone under the the Tennessee Middle School Athletic Association. So that's what that is. Additional coaching supplements-when we go to the TMSAA we're going to begin-we don't know if it's going to work perfectly-but begin having a soccer team that goes to Stone and one that goes Cumberland County. That's my best example right now. It's a county wide team for girls and boys, so we're going to start that transition. If everything works out perfect, the total cost would be \$15,000 for the additional coaching positions. If it doesn't work out, which we're predicting some of the teams wouldn't make it. If we go that direction, we'll have to be flexible on the transition to this, so it might not end up being that much. And that total impact is \$17,700. Then we go into just preparing for inflation. So, what Ms. Kim has predicted was the 5 to 10% increase on all software items. 6% increase in health insurance. We hope only 3% in the next fiscal year.

Bray: What it is-that year runs calendar year. So it's going to be 6%. So it'll be the 3% starting in January over where it is today, right now.

Stepp: So, our budgetary year is July 1 to June 30th, but the insurance is going January 1 to December 31st.

Boston: Is 6% in this budget?

Bray: There's 3% for the second six months of the year.

Boston: And we'll address the remainder 3% in next year's budget?

Bray: It will fall into the next year.

Boston: So, you only budgeted 3% of 6%?

Bray: Right, but it's going to be a total of 6%.

Boston: Of 6%? Got it.

Stepp: And then 5 to 10% increase in office supplies and toner. 20% increase for buffer scrubbers, vacuums and other needs for upkeep of the schools. The COPS grant, Dr. Whittenbarger is working on right now. Is that correct Dr. Whittenbarger, is that yours?

Whittenbarger: Yes, that's mine.

Stepp: So that's for school safety equipment. It's a matching grant, so if we get that for \$500,000, we match \$167,000. So, we budgeted that in because Dr. Whittenbarger is that good to get it and then that kind of stuff can be used...

Whittenbarger: No pressure.

Stepp: Sorry, was that public? So that stuff can be used for film and other things that the Board prioritizes for school safety.

Boston: So, if we were to get this particular grant, we could use it for the film on the doors?

Stepp: Yes.

Boston: When will we know if we have...Mr. Whittenbarger, since you're so good, when we gonna know?

Whittenbarger: It will be submitted this week. It's actually a national competitive grant through the Department of Justice. So, it's a highly competitive grant.

Stepp: That means it's not guaranteed we'll get it, right?

Whittenbarger: Not at all. It is something I believe we find out in early July. I think we find out that we were awarded if we're selected. I think we the notification is in early July if we find out if we are awarded the grant. And like I said, it's a culmination of a lot of different things that had to come together to put that together. We had to work to get endorsements from our local law enforcement and everything else. So that's a big, big, big process that we've gone through to even be able to apply and so I hope to be able to submit that this week. And then hopefully find out early July.

Boston: Thank you.

Stepp: And that's a constant process with all the supervisors, we're constantly looking for grants, so it's a process that's continuation. I know right now Mr. Magnusson is working with Travis Cole and EMA on a grant that they're working on. That works on safety measures like communication and those sorts of things that are direct partners for us, especially on snow days. But in emergencies too, but they help me on snow days too. So that's the executive summary. So I'll turn it back over to you, ma'am.

Boston: Well, you've pretty well covered, but I think as a general practice, Kim, if you could go through the budget. And I think you've pretty well covered the highlights, but go ahead and hit the highlights with us. And that gives us somewhere to start with our questions.

Bray: We will start with the teacher's page. Since we have some new members, we are strictly talking about general purpose budget funds. So, when I talked about numbers and teachers and things like this, this doesn't include any of our federal employees. We're just strictly talking about teachers that are funded and assistants that are funded, out of the general school funds. But basically I have funded again this year...

Stepp: Can you give them the page number please?

Bray: Page 5, sorry.

Boston: Ok could you go over... Is there any of the income that we need to look at. With the exception of TISA and county funding?

Bray: No, really the only thing that's changed is there will no longer be a Coordinated school health so that \$100,000 is gone.

Boston: What about safe school counseling?

Bray: The safe schools grant has sunsetted and it's in the base. But everything else, like career ladder is still going to be there. We've been awarded our pre-K, 12 pre-K rooms once again. So we will be getting the Pre-K grant. Everything else I just tested flat as far as our contribution damages because all of that really is incidental.

Boston: Well, I see on page four, you're looking at total revenues and other sources. You've got 68 million. Is that the budget we're starting with?

Bray: Correct. You've got to remember that's our TISA money, our local and then our Pre-K grant money, that's all of those monies together.

Stepp: Not including the Federal.

Bray: No, we're not talking about federal or nutrition.

Stepp: No 142 or 143 in this.

Bray: This is just 141.

Boston: But that includes our kindergarten, our pre-K grant?

Bray: Right, which is over a million dollars. And moving on starting our expenditure page like I said, this is our regular teaching position. Right now, we're not projecting-we've got a couple of

schools that will gain some teaching positions, but we've got a school that's going to lose some. So that's basically, I have budgeted that to be no change there. As always I put in a little money for teachers that are on long term leave. I always budget at least a few extra positions, so if during the year we have an increase in students in a particular class that we need that we're over the state minimum, we **have** to have additional teacher, we budget for that, but we don't know if that's going to happen.

Stepp: And this is line 116.

Bray: Right, this is 116.

Boston: Right. But you only have three built-in positions.

Bray: Right. Because we only utilized-we had I think 4 last year and we utilized 2. Where we actually gained positions countywide.

Boston: And you're very comfortable that three positions are sufficient?

Bray: I believe it will be cause really if you look at our enrollment it's increased, but it's not increasing substantially.

Stepp: We're at pre pandemic numbers right now. We're not experiencing the growth like Putnam County where they're way over their numbers for the last couple of years.

Bray: I mean, our number has held pretty solid about 6800 this year.

Stepp: Which is right where we were before the pandemic.

Bray: When I came here, we were right at 7000 and that was in 2017/2018.

Boston: And so we've lost 200 students?

Bray: At one point we lost a whole lot more than that.

Stepp: It's almost 400.

Boston: OK.

Bray: And everything else, like I said, I kept pretty much the same on this page. What I did was I basically looked to see where we were at a certain point and just kind of tried to project it for the rest of the year. And then, based on what I've seen as far as software, office supplies, I put an increase on it.

Stepp: Which is 449-line 449 and others.

Bray: And we are-for textbooks, we are doing a math adoption. We're going to pay half this year, half next year. So that's why on line 449 you see \$675,000 in this year and then we'll pay the remainder in next budget year. Any questions on this page? Now we'll move on to page 6, this is our alternative page. We now have three alt schoolteachers and we budgeted that last year, but because we weren't able to get into Transition Academy quite as quickly as we had hoped, we didn't have a classroom. So, once we were able to get our folks in Transition Academy and freed up one of our classrooms, we were able to hire an additional alt school teacher. And really

there's not too much change in this page, just basically that one salary. The next page is special education. We've pretty much already talked about this. This is our 4 new stitches plus moving 7 of our certified from federal to the general budget.

Boston: Kim, let me ask you a question-on this \$5.6 million budget that's in there. Do we get any federal funds that cover any of that?

Bray: Over SPED? No, there's a separate SPED FED budget.

Boston: But this comes out of our budget?

Bray: This comes out of our budget.

Boston: OK. Thank you.

Bray: Basically, the increases that you see here are simply because increases in personnel-when you have increase in personnel-taxes are going to go up, retirement is going to go up, insurance is going to go up.

Boston: Well, we're also adding three positions.

Bray: We're trying to put back in the speech Pathologist right now that's being contracted out. So, we would hope to get someone in-house with that.

Boston: Is the contracting not working out for us?

Bray: It is. But I think Ms. Holton would rather have someone on her own staff to take care of that.

Stepp: Absolutely. I agree with that.

Bray: But we have to provide the services. So, either whether we hire them or we contract it out.

Holton: Contracted services are quite a bit steeper....

Stepp: \$75.00/hour.

Boston: Than having somebody on staff?

Hale: We used to have people on staff.

Stepp: Used to, yeah. In the private sector you can make something like \$75.00 an hour. So, it's hard to pull people in.

Bray: And they can control their own schedule. They don't necessarily have to work a regular day. They can sort of work when they want to. So that's what makes it kind of difficult.

Boston: But we are adding those positions?

Bray: We would like to add those positions back in. I mean either in contracted services or it's going to be on our salary line. Moving on to page 8. This is our portion of CTE. This is where we find our 43 teachers plus our three new-not really new-they we're in last year's budget but hopefully we'll have them a full year next year, middle school, CTE teachers.

Stepp: And these positions all-once we get everything going-will be funded by TISA. So, we'll get credit through TISA for these positions-all the CTE. Yeah, that's part of the TISA formula is the career technical education. You have four different levels, is that correct, Dr. Eldridge, or three different levels, so if you're the highest need in this region, you get more credit then so on and so forth. So, you get credit for these teachers, so that generates more money to us. So say we didn't have those middle school teachers for half a year this year, that's why the TISA pulled from the first five months of the school year, will look different than the last five months. They will base our TISA funding on that, so that might be one of the discrepancies, I don't know. But TISA will fund all of your career technical education, as well as-like the other thing with the unique learning needs, the special education needs that we're budgeting-and just such and stuff that counts for almost \$3.5 million. That is what TISA is providing us. So that's why providing these teachers the ability to level out these caseloads is super important because we are getting credit for having those needs in this county.

Bray: The other thing to me that there is significant change in and that's because we did not have a construction teacher at CCHS this year, so we weren't able to build a house. But we'd like to get back into the house building business next year and purchase for both schools. So, we want to be able to purchase two house packages. So, we bumped that up to \$50,000, but we only spent about \$25,000 this year because we simply did not have the program at one of the high schools.

Dr. Eldrige left her equipment the same. We have some textbooks that we need to purchase, so we had to add a little bit to the textbook line and the instructional supply line.

Stepp: And you'll see CTE again for the Perkins grant. It was all GP, correct?

Bray: Correct.

Stepp: So, just like special ed there's a GP side and then a federal funding side.

Hale: The CTE teachers, you said that there is going to be three of them. Well, we have more than three middle schools that they're traveling to?

Stepp: These are additional to the ones we already had, so I think-Dr. Maddox, are we to just two schools per CTE, except for STEM, is that correct?

Maddox: Last year, we were having travel to 3 schools. Some schools didn't have all three of the programs.

Maddox: They wanted every school to have three programs. They only had to travel two schools this year, but it was a little bit problematic. Because of the way the numbers are between Pine View and Crab Orchard. They had all three programs at both schools, but the teachers were at one of the schools three days a week and two days the other.

Hale: It can be a problem for them traveling because trying to get from one school to the other, the traffic and all that.

Maddox: With three schools it was awful. We did that for a year or 2.

Bray: Next page is Dean Patton's page. Basically this is our student body educational services. This is where all of the coaching supplements, your ball game duty, this is where all of this lies.

Increase here is for our Middle Tennessee School Athletic Association-the additional coaching supplements. I increased on all of our coaching supplements simply because we have a sliding scale now. So, people are going to move up the scale. We have our county wide athletic director, and then we did add the additional matching supplements, but any change here is just strictly due to cost of living, moving up, and then the addition of the Tn Middle School Association.

Hale: Well, we did give comparable raises our time for the for all the coaches.

Bray: They are on a scale now. They're on a scale now based on their position. And I think it's increments of five years, but you're going to have some people that are going to move from that five year to that six year. So, they move to that next bucket.

Hale: And it wasn't just coaches, I mean, it was cheer and choir...

Bray: No, no, it was band directors and all of those people. Any special after school activity. Extracurricular, but they're all on a very nice scale. It's very easy for me to calculate. The next page is our support services. This is our attendance page, page 10. Basically, the only increase that I budgeted here was for salaries. Which is going to bring up the salary increases with taxes and insurance. Hopefully software won't go up too terribly much. We did increase the supplies because I think there were some awards and some forms of something that they use in this department that they had seen a price increase. So, they did ask for an additional \$500 there. The rest is all salary related. The next page is Ms. Polson's page. There again a great deal of this is related to salary increases. She did ask for some increases, as far as her medical supplies. She also moved some money that she wasn't using in her 599 line. She just redistributed those things to other lines because basically where she has to pay certain things out of there is some health equipment that she is very interested in putting in her clinics. Automatic vital sign monitors, wheelchairs, and some additional scales, and that's going to be about \$4500 over where we are this year. But she feels like that this is well needed. And the nurses and Ms. Polson do a very good job taking care of the students.

Boston: You really don't appreciate what they do until you have a family member or student that is in the school district that benefits from those services and those ladies. It's amazing.

Bray: And she does a lot to motivate the children as far as their health thing and exercise and her bus is great. I mean she's out there all the time.

Boston: Their services-is amazing.

Bray: It is. The next page is other student services. This is where our guidance counselors, our school psychologist, where all of them reside. As we all know, which has pained me greatly, we have been basically down 2 1/2 positions all year. We should have a full-time guidance counselor in each of our schools, but we have not been able to do that this year. We are actively recruited. I've even recruited Dr. Eldridge, who came from that world, to help me with some of her contacts.

Stepp: Yeah, I talked to Dr. Brown this morning from Tennessee Tech trying to find counselors, so we're beating.

Bray: If you go to job fairs, there's nobody out there, I don't have one resume for a school counselor.

Boston: How many positions do we have open currently?

Stepp/Bray: 2 ½.

Bray: The same ones we've had since the beginning of the year.

Hamby: They move away from here. I'll just tell you. I know four right now-they got their degree and they left.

Stepp: Can you leave their numbers with me?

Hamby: Well, one lives in Rhode Island. I don't think she's going to come back.

Bray: Well, Putnam County snatched the one that I knew of.

Hamby: I do know a couple of others. I will see if I can get their contact.

Boston: Well, they're paying us back for taking Ms. Eldrige.

Bray: We may payback for years for that. It's worth it though.

Stepp: It's going to take them more than one counselor trade off on that one.

Bray: On this page we did have some increases in supplies, nothing really significant. We do have more counselors, so obviously there's going to be more PD, there's going to be some expense associated with that. But it's nothing tremendous. I think we do get a little price increase on our Raptor system. We'll increase on travel because we do have more people traveling.

Stepp: So the Raptor system is the system we use to check people in at the front desk. It's a basic- it's a security measure.

Boston: Did we hire the Behavioral coach? So that position is open as well.

Stepp: But hopefully for not longer. I think I might have found somebody.

Bray: We have some applicants now. Page 13. This is our certified supervisor page. Basically, there are now three people on this page where there were 2 from last year with the addition of Dr Maddox moving from CTE and high school to strictly high school. This also has our librarians, which we are fully staffed on librarians, but we have had a retirement, but I think she's been replaced, but we have a library opening in another school, but hopefully we'll be able to fill that one pretty easily.

Bray: There again on this page, most of the increase the salary related. I did raise on the library books-I raised it a little bit. 17 ½ dollars per child for library supplies. I think that was a request from our librarians. We couldn't do everything they asked but we did do some. And there again, as far as office supplies, primarily printer toner has just gone through the roof. But there again on this page is primarily salaries. The next page is another Special education page. This is where our supervisor salary and then our two psychological our school psychologists page. The Secretary and the bookkeeper there. There again primarily everything on this page is related to salaries. We

are doing more testing, so we did raise some of the materials used for testing. Because Ms. Holton says now that everybody wants their child tested and we have a very limited of period of time that you have to do that.

Stepp: It's a true statement.

Bray: We have a lot more requests and we have to honor those requests.

Stepp: Yeah, by law we have.

Bray: By law. The next page is page 15. This is another one for Dr. Eldridge. This is the supervisors page and the bookkeepers page, and this is where you find our CTE coach, our CTE counselor. And this is where our new position with the computer science/STREAM coordinator would be housed. Here again, this is all salary driven. The only other thing on this page of any significance is because we would have more people. We would probably need more professional development. So we have increased there roughly \$10,000.

Stepp: And a lot of that's due to state law. We have to have computer science in two years. So we're trying to get ready a year ahead of time.

Bray: And I think this also helps pay maybe for some to travel to some of our competitions.

Stepp: Correct, correct.

Bray: And they go to a lot of competitions. They did quite well. See the next page is our Technology page-Mr. Farley's page. There again, a lot of this is salary driven. He is projecting a 10% increase in our Internet services. And then I had projected roughly 10% or so on our software. That's our school insight, Dokmee, which is a storage system that we use here. That's sort of what we're seeing. Apparently in the past on our Chromebooks, the Google licenses had been free. But now they're going to start charging for that.

Boston: How much:

Bray: So that's what's in red, that's the \$12,000 difference there.

Stepp: That's system wide. That's what our license was.

Bray: Yeah, that is system wide.

Hamby: All of that is going up.

Stout: Nothing is free. Technology is expensive.

Bray: The next page is page 17. This is the BOE page. I think the only significant change here is in your travel, and then I projected an increase in workers comp insurance over where we were last year. Insurance never goes down, it goes up. And for whatever reason, the workers compensation portion of this rests on your page.

Boston: So, you've increased our travel \$10,000?

Bray: I put you in the travel budget this year, \$29,000 which is close to what you've spent this year but \$10,000 over last year. This is budget over budget.

Hamby: Actual was \$28,500.

Bray: Right. And I made it \$29,000 but in the budget the previous year, it was \$18,500.

Hamby: OK, I see that now.

Bray: There was some additional recognition, and we added a little bit to that line.

Boston: Does the board's meals come out of line 599?

Hamby: Yes, supply for board meeting \$750, meeting meals \$2250. That comes out of 599.

Stepp: And that came from a request to have a meal each board meeting.

Boston: Well, that's what I was looking at.

Bray: I think that is correct. It says meeting meals \$2250 and the other board supplies \$750. We can increase that if you'd like.

Boston: Where do we buy-and this is just a very small thing-the plates, cups, napkins, spoons, forks for Central office-where does that come out of?

Bray: I believe that's the Director's page.

Stepp: Yeah, that's page 18.

Hamby: We need to make sure there's plenty of that in there.

Bray: Well, we've done that, we've put in extra money for kitchen supplies.

Hamby: OK, because I know it was y'all had ran out.

Stepp: We're out now.

Hamby: You're out now, ok.

Boston: That's why I asked that question.

Boston: I think-we're not going to do it right now, but if we could add just maybe a couple of thousand to that for board meals. I don't know that we'll need it. Because we only eat, I think 10 meals, and last year they got kind of expensive. I think there's an area in which we can cut that down somewhat.

Stepp: My only other question under the Board of Education-do y'all want to include monies for whichever kind of shirts you want? I know the ones last year I paid for and some other stuff, so I don't know if y'all want to add a line item there for supplies so that you can all have the same shirt for your conferences. Or do you just want to leave that alone? You want to pay for them yourself, so that's just something to consider.

Boston: Well, I'm open.

Hamby: We could add a few dollars to the other supplies and materials.

Bray: That will be my recommendation but whatever you would like me to add there.

Stepp: The two shirts that I did was right at \$1000. Yeah, it was the wrong kind. I get it. But I made the effort.

Hamby: You did make the effort. We appreciate that.

Stepp: I think my punitive measures was the money. I think I ate that one.

Hamby: How how much were the shirts that we got the year before? I know it's been a long time, but just the estimate-if you could kind of look then we would know what we might need.

Stepp: You're going to look at \$1000 to \$1400 if you get 2 shirts, maybe a long sleeve and short sleeve. \$1500 would be safe. And if that cost has gone up since January.

Stout: Well, and I was just gonna say you and I had talked about name tags. So, from a cost savings perspective, if we didn't order shirts could we give them all names tags?

Stepp: Those were \$7.00 each.

Hamby: We can. And then if we want to order on our own, we can do that and pay for it ourselves. I really like having the matching shirts. We did that for a couple of years after I got on the board and they've done that for several years, for board members.

Stepp: They've gone up, to say the least.

Hamby: Like I said, order them and and pay for it ourselves. And if you want to order one and match, you can, if not then.

Nichols: Depends on what color it is. I don't look good in everything.

Hamby: We got to choose our color. That have different colors and styles to choose from. Diane can actually get all of that information for us and the right sizes. But Shannon made the suggestion of just name tags to save money instead of doing shirts.

Boston: I've got shirts. I've got shirts from past boards so I can always wear those.

Hamby: And we actually have name tags cause he made us some.

Boston: On Saturday, I think at conference, the different boards wear their shirts and it looks unified.

Hamby: Yes, it looks unified, looks neat, looks great.

Boston: And you know, I know we're all about saving money, but we're also about representing this district as well. So that would be my \$0.02 worth.

Bray: The next page is the Directors page. Of course, we had some salary increases here. I increased the Director's travel a bit because he is out and about quite a bit more than his previous predecessors. And then we did add to our other contracted services-is primarily for copier maintenance that has gone up a bit and then additional PD.

Stepp; We added on the other supplies materials for branding, so like, that would take care of a-not a ten-but those canopies is what I'm trying to say-that's branded towards the school system that we can use at the fair, at the crossroads or wherever like that. That would include something

like that, that will last, you know, throughout all the directors. And also stuff like like-for the seniors this year, I put in an ad to the seniors from me that I spent about 400 bucks on. So just stuff like that, that adds that little extra care towards the students.

Boston: Where did we put that?

Stepp: Other supplies and materials line.

Boston: OK, OK. So 499.

Bray: Correct. That's where, like the banquets, the teacher of the year banquet is. The other service awards that we did and Convocation. Kids First, awards and this is where we put some additional kitchen supplies. That's why there's a \$6000 difference.

Boston: Well, all of it is utilized. What you do right there means so much more. It's the little things that you know, the recognition and things like that. I think it's very important to this district.

Bray: The next page is our principal page. This is where our principals and assistant principals reside. Here again, there's nothing really significant. We've been fully staffed most of the year on most of our principal positions. AP positions. We did have an AP that we didn't get in place for a while at Pine View but that that is a part time position. Our secretary and attendance clerk positions and our bookkeeper position are all fully staffed. And then I did budget for additional increase on our postage. There again, the primary increases on this page have been driven by salaries. This is the fiscal services page. This is where our COO and Controller salaries will reside. This is also where our clerical personnel, our inventory clerk resides. Did not really raise anything too much here that wasn't salary related other than software and then office forms, primarily the 1099 forms and the postage to mail those went up significantly. The next page is the HR page. HR director, and the executive assistant there. Increased that a bit because we had a summer meeting for principals and Human Resource provided a meal one day for their summer meeting. Staff development-I added a bit there for that. Didn't have any increase in our safe school software and time and attendance. Those numbers have already come in and we didn't get an increase there. Fingerprinting-we have pretty much made everybody through the first round of fingerprinting. Now we're reprinting people where there's has expired, so we're not going to have near as many to do.

Stepp: That's a requirement every five years.

Bray: Every 5 years. The next page is our maintenance page. This is the page for all of our custodians and where the custodial supplies reside. We are never fully staffed, unfortunately, on custodians. This year's not been any different. They work anywhere from one hour to two days.

Boston: How many short?

Bray: Probably now I'd say we're short at least 5. But I mean it's like a vicious cycle.

Stepp: Like a yo-yo.

Bray: I've literally had people that after four hours has said I'm not doing this and they just walk out or they never come back.

Stepp: I was going to say we've had some interview, we hire them, then they never show up.

Bray: Yeah, that too.

Boston: Is it because of the hours, because of the pay? Because of the position itself?

Bray: It's hard. It's physically challenging.

Stepp: So, have to have a drug test?

Boston: I've never heard that one before. Is that something new?

Hamby: We have a lot of businesses in town who have said they have to stop drug testing in order to keep employees and that is sad.

Bray: A lot of people think they (inaudible) and then they spend 4 or 8 hours there and they realize how physically demanding it is-you're on your feet, you're on the go-carrying things. It's a difficult job.

Boston: Comparing that to the bus drivers. I mean, is there anything that we need to be doing differently?

Bray: Well, that was one of the reasons I proposed...like I said I've had people that had years of custodial experience. And they come in and they looked at the salary scale and they walked away. I've had principals tell me that. I've had people tell me that personally in my face. Like you've got to be kidding. I worked at the hospital or I worked somewhere else, moved here from out of state-we have a lot of people, as you know, they moved here because and they're not tired of working yet. But they don't want to start over again if they've done something for 20 years. And I mean, I think that's part of it, but it is, it's just a difficult job and especially with all the extra cleaning and things that we implemented when COVID was there, still sterilizing everything and that's a lot of responsibility if somebody is monitoring the chemicals and the cleaning. It's a lot. But hopefully, you know if I can get some people that have done it before and know what they're getting into. And pay them well, and they will stay. And maybe attract people that are willing to stay. But it's probably the biggest turnover area we have.

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Boston: Not kitchen staff? See, that would have been my guess. Or cafeteria, not kitchen.

Bray: I think she has some with her part time people, but you know she's got a lot of ladies that have been there 40 years.

Boston: See, that would have been my guess is...

Bray: I mean you have it, but is it any worse?

K. Hamby I don't think it's any worse. And sometimes when the job postings come up, it's a domino effect. Because when we hire people it's like, hey, if you at least work at this school, and you get your foot in the door when something comes open closer to your house, you can transfer to that position. So then you have an opening. Well, then someone from this school transfers to this position. And then I post another position and it looks like I had two open positions but it's

just that someone has transferred. But yeah, I'm the same way with Kim, we tell people when we hired them, this job is really hard. I mean, when they go in and work in the cafeteria, I mean, it's nonstop. From the time they come into the time they leave. Food comes in and 40-50 pound boxes and it's hard being in the freezer, doing inventory-it's a hard job and once they start-and the same way as the custodian, sometime an hour in, it's like, hey, I know you told me this is hard, but this is really hard and they quit.

Hamby: I worked as a custodian before several years ago and it is hard. It is very hard.

Bray It's very physical.

Hamby And until we got the pay up, I don't know how we kept anyone.

K. Hamby: And I think that has helped because right now, I mean we didn't hire anyone for the last couple of months and it really settled down. We just recently had a couple of positions open, but it's just people getting ready to retire.

Hale

And we sometimes we have daytime and nighttime, and the daytime positions have to take on almost more work than the nighttime. I know the nighttime is cleaning the classrooms, the bathrooms, And then, of course, the daytime is cleaning-If you call down and say I had somebody throw up in my classroom.

Stepp: Yeah, they're on call the whole day.

Hale: They're on call the whole day. We don't realize that but having taught for 38 years, I mean, you call the janitor for so much. And it is very hard.

Bray: I mean they assist teachers in moving things in their classrooms and moving furniture and then it's time to wax and they take everything out.

Hale: They have it very hard. I agree with you, Ms. Bray.

Bray: It's not easy. We have experienced approximately a 10% increase in things-supplies like cleaners and strippers and paper towels and toilet paper and that sort of thing. Volunteer electric-I analyzed this-raised the rate in this area last year and it has it raised what we're going to stand this year-probably \$145,000 is what I'm projecting. I'm hoping once we get through summer school and we don't have any kids, and many people in the building it will come down a little bit. But we are really tracking ahead on that. The good news is that we're under on what they projected for water and sewer, which I'm not really sure how that's possible with all the water and sewer issues we've had this year, but be that as it may, that's kind of where we're at. So that's going to kind of help offset some of that cost. I did project an increase in our building and contents insurance. There again, I've never seen that go down. We're going to keep our equipment for our plant equipment basically flat. Now we have had an increase, but Mary has been able to replace several of the vacuum cleaners and scrubbers and some of the things that she buys for the school, so hopefully we won't have to purchase these. The next page is the maintenance of plant. Now this is where all of our folks like our electricians, our general maintenance technicians, our HVAC people- this is where they all reside. There again you see a 4% increase in here. The gentleman that does our state inspections for all of our septic and sewer

systems has given us a price increase, basically that line #334 is reflected there and what he has told us. Maintenance repair line. You have the details on that. This is where I put the COPS grant that we talked about. That will go away if we don't get that. But I had to go ahead and book it here just to make sure. I had to put the expense here just as if we were going to get it. But that will be our portion-our responsibility is \$167,000.

Boston: But you put the \$500,000 in there, right?

Bray: Because that's the expense but we'll have an offset of the revenue. We have a scheduled maintenance schedule which you folks have. All the items laid out is \$1,885,000 and then I added an extra \$100,000, basically, as I say for things that break every day.

Boston: Do we still have HVAC?

Bray: Yes, it's in a different line.

Boston: But you went ahead and did the \$300,000 on the HVAC?

Bray: After we replaced 2 units at CCHS that were \$85,000, I thought that was probably not a bad thing to do.

Boston: You want to say that again.

Bray: 2 units, CCHS, \$85,000.

Boston: Each or total?

Bray: Total.

Boston: But we just got through spending what, \$3.2 on HVAC, through ESSER funds?

Bray: But that was for controllers. Well, we've got some but nothing at that school, I don't think.

Boston: I mean, in general, we just got through spending \$3.2. Is that close, Justin?

Whittenbarger: \$2.78 in ESSER 2 was for units and for the Pelican controllers.

Boston: So, \$2.78. OK, I was close. I mean, that's a lot of money.

Bray: Even though I have projected increases in some of her lines, she has been able to come in under budget. So that's why over budget year, it's a bit less. We have seen an increase in fertilizer and seed and needs to maintain primarily our grounds and our fields. It's about the 20 to 25% increase is what we see. We've seen quite an increase in what we call on demand parts for our drainage and our septic systems. Her maintenance software that they use has already given us a price increase of 15%. We are looking into something that's probably a little more user friendly than what they currently have. Chemicals-I think we've done pretty well on that. Other supplies-hopefully we can keep it in the \$55,000 range-we're tracking at about \$50,000 this year. I did take HVAC-we had budgeted this year \$360,000, so, I took it back to \$300,000 for next year based on what we had already done and hopefully that will be enough to accommodate. And then each year she rotates lawn mowers and lawn tractors and things like that. She thinks she can keep that within what she had this year.

Boston: Well and the reason this is showing an increase is because of the COPS Grant. She actually had her budget down because of the maintenance projects? OK.

Stepp: Yeah, and this was one of the budgets under consideration-that 12 and 13 on the goals and considerations that the board had to talk about. You know, where is that money coming from? How are we going to budget for the other needs that that principals had equested, so there's several other things requested by principals. That was where the board had that discussion.

Bray: The next page is our transportation page. This is just basically our rate increases. She asked me to move it to 63 full times and those drivers. We have our three mechanics now. They do work a substantial amount of overtime-it's long hours at bus garage. They get there at 4 o'clock and they don't leave until the last bus is in, so their day extends far beyond 8 hours. So we did budget overtime for them just during the school year.

Boston: And that's for the mechanics?

Stepp: Correct.

Hamby: Is it also budgeted, like if the mechanics have to run the bus route, they get a stipend or whatever?

Bray: That extends the day as well, but mainly somebody's got to be there when that first bus leaves and somebody has got to be there if somebody breaks down or something like that. They've got to run that bus and make arrangements. Their days are long.

Stepp: And currently they can only work on two buses at a time. They only have a two bay system. I think Ms. Martin had discussed, for the future, discussing expanding that to have more bays so that we can service and be more efficient in the service of the buses. The strategic planning-that's something we might want to talk about. As far as future construction or something like that. That's been brought up. I didn't put it in here because it's not feasible this year.

Bray: It's been brought up by past Directors as well.

Stepp: Correct. Just to expand the bays.

Bray: It is not very efficient. But sometimes more than 2 buses break down at a time.

Nichols: Yeah, you can't get them back on the road.

Hamby: I think we actually talked about that before.

Bray: We did. But the building is a bit limited to me, the way it's laid out and it's not our building.

Hamby: Belong to the county.

Stepp: Correct, the county. We share the gas pumps.

Bray: We do have new gas pumps. That's the first time since 19, I don't know, whenever. Which has made everybody's life over there much easier. Because the old ones were very...it was not

good. Uh, let's see if there's anything else. We are asking next year for 4 regular buses. Recently in the last week, we got quotes for this year and this is the amount for a full size bus. It's going to be very close to be \$140,000. When I came here 4 years ago, a full size bus was just over \$100,000.

Stepp: And now, as in my understanding, she could actually use five, but we're asking for four. That might be something to consider if there's availability of getting the full 5 buses, if we could. To be conservative she asked for 4.

Boston: Did we get everything worked out to purchase the bus this year?

Bray: Yes.

Boston: OK.

Bray: I have a budget amendment for you guys to move a little more money.

Stepp: The question is what do we do with surplus buses? Well, Dr. Eldridge is currently working on a grant for a career technical education bus that will travel to our communities and Ms. Hobby is working with the library on a book bus that will be traveling to each of the communities. BStH of them will be mobile, they'll be out just like Ms. Hamby's bus and Ms. Polson's. What is Ms. Polson's bus called? They have massage chairs and all that stuff in it.

Magnusson: Wellness bus.

Stepp: So, we're trying to get to the point where we're mobile and we're out and about as much as food service is, they're out everywhere, so that's our goal.

Bray: But we are going to have an option in the next-probably month-for all the surplus equipment. That was what the county finance folks asked us to do. So, if you see a lot of people over at the bus garage, a lot of extra stuff, that's what it is. We're going to have an actual auction. Apparently they had tried that with the city and did quite well with it instead of putting it all on .govs. So, we're going to do that. Good news is we did sell the two portables at Homestead on .govs, so they will be going away.

Boston: Hey, not soon enough. That's been a goal for eight years.

Bray: They should be gone. Unless something falls through the cracks. One of the private schools here in town has purchased them.

Boston: Good deal.

Bray: The next is just the American Rescue Grant. Basically, what this is is a grant that we have now received for the North Kids Club. It's something that we've applied for a couple of times, and we've been notified that we will receive it. This is something you guys have approved a couple of times for us, but we are going to get it again this year. Hopefully we'll be able to apply for it next year but that's not come through yet, so I didn't list anything there. Community Services-this is basically our homeless, social work, that sort of page, and this is where the salaries for our folks at Kids club reside. Basically, the effect here was a less than-negative-so I think we're in pretty good shape there. The last page is Pre-K, my favorite of all time. We have 12 full-time Pre-K classes. We have an aide in each of those classes because for every 10

children you have to have an adult. And they had some additional training that's very specialized to them. This year we've had to increase the substitute line because we've had several folks that have been out for surgeries and things like that. So that's why that looks a little upside down. But here again on this page, primarily the increases is all salary related and the amount we got last year was a million and 59 and that's what I budgeted again for this year. Might be a little more. I don't think it will be less.

Boston: So roughly the pre-K cost us about \$300,000 roughly. Before we get to the last page, I'm going to ask the Budget Committee if you have enough information to take this home and digest it and come back Monday ready for our questions and suggestions and things of this nature, because it's 7:00, o'clock and I don't want to keep some folks here since about 7:30. So is that acceptable? And then we just reconvene on Monday? OK, Kim then you can start on this page, and we'll talk about fund balance and where we are and things of that nature, and we'll start off Monday there. If that's OK.

Boston: OK, I would entertain a motion to adjourn.

Hale: Second.

Hamby: She needs a motion.

Hale: Oh, I make a motion that we adjourn.

Boston: I'll second that all in favor?

Group: Aye,

Boston: All opposed? Mr. Stepp and Kim, thank you for your work. This has been very, very helpful.

The meeting was adjourned at the appropriate time of 7:03 p.m.

William Stepp, Director of Schools

Teresa Boston, Committee Chairman

Diane McCartney, Executive Assistant

Budget Committee Meeting May 15, 2023

Central Services Board Room

The Budget Committee met on Monday, May 15, 2023, in the Central Services Board Room where Ms. Teresa Boston called the meeting to order at the approximate hour of 4:36 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

PRESENT:

Mr. William Stepp, DOS

Ms. Teresa Boston, District 8, Committee Chair

Mr. Chris King, District 6

Kim Bray, COO

Anita Hale, District 4

Robert Safdie, District 2

Sheri Nichols, District 3

Shannon Stout, District 9

Rebecca Stone, County Commissioner

Absent:

Call to Order – Ms. Teresa Boston

Moment of Silence/Pledge of Allegiance – Ms. Teresa Boston

Proposed '23-'24 Budget

Boston- Thank you, ladies and gentlemen for all that are here. Before we get started finalizing, I'm going to turn the meeting over to Mr. Stepp. We got a highlighted sheet so he can explain those.

Stepp- So, we started out with a lot shorter list than this and I added stuff we had talked about at the last meeting and there was one other thing I need to add. I forgot to add, but I'm going to add it. #1 raise the certified pay minimum to \$50,000. It's in green because that's addressed in this budget currently. Below that green is just a suggestion that was made by one of the board members to include just to look at, to see if that is a possibility. Also with pay...

Boston- Which Board member?

Stepp- Mr. King and I talked about that. And also, after the meeting last week, I had a community member asked me about classified pay. Why were we just doing 4%? What would it look like if it was five or six or seven or eight? So, I meant to add that on #1 and I forgot. So that was a question proposed to me after the meeting. We are addressing raising the bus drivers pay so #2-it's in the budget to raise this to average really close to a \$100 a day. We still have the scale from \$72 to \$120-ish that we talked about last time, so we are addressing that. Everything is a green light on auditorium. So, #3, South Cumberland is on its way, and then Homestead, and I put Homestead, what Kim Chamberlin suggested down on this table, so if anybody wants to look at it. Ms. Boston

and I've talked about trying to create the strategic planning for the infrastructure so I've called Mr. Chamberlin to see if he has somebody that he would suggest to do that or if that's something he can do on our infrastructure just to plan out the 3-5-7-10 year plan for each of our buildings and their needs. I believe you said the maintenance schedule is 7 years old now?

Boston-In 2016, that maintenance plan was put into place. It has not been updated or revisited since that time, with the exception of somebody along the way added bathroom partitions. Don't know who did that but that was done. But as far as revisiting it and looking at our schools and the maintenance...

Stepp-So I'm going to get with Mr. Chamberlin and see if there is a firm that does that, or we need to hire or if his group will do that. We're also going to look at athletic fields. That conversation has come up in the athletic committee about middle school fields for football and baseball. They're sharing fields with the high school, so it is possible to create their own field so that we're not stressing one field out with multiple teams and that sort of thing. So, that was also brought up. Project for recession and inflation. As you saw in the executive summary and then Ms. Bray discussed last week, we did that. Working on the fund balance, we've talked about that. Classified professional experience recognized in the pay schedule. So, we did address that in the Policy Committee so that we can recognize-let's just use this example we used last week-an electrician with 20 years and has that professional license then we give that electrician for the work that he did as an electrician, or she did as an electrician instead of only up to five. So, that will help him be more competitive. Utilize one certified salary schedule. We currently have two. One for supervisors and then one for certified teachers. So, I would align that and utilize the one that's for the certified teachers. And then supervisors., obviously, if you're in a leadership role, you're on a 210-day contract or 220 or 240. And while I'm talking through this anybody, if I say something wrong, please correct me. Supervisor supplement sustainability. That might be a conversation that we'll want to have for the future. And then there is a grandfathered master scale. So, the sunset plan, there's a few people still on that and I would suggest once those people retire, if they move on, that this plan sunsets and we don't utilize it anymore because it's a different pay scale than we're using.

Boston-Did you look? We have 6 employees still on that scale? Have any idea when that might be?

Bray-You'd have to talk to them about that.

Boston-No, no, no. That's totally up to them.

Stepp-We talked a lot about the Lean Frog study and the gist of it is, and Ms. Bray will correct me if I'm wrong, is certified with our benefits package, we're staying pretty close

to our competitors. The CAO pay was low and then my pay is well below the average in the Upper Cumberland. Additional JROTC positions, if approved, and I did get a text from a board member wanting to make sure I looked at cost, so that cost is on #18. So, I called one county, it's on the back of your page. Do I have two counties there? Good. So, I called one county, and they have 2 instructors. So, a Lieutenant Colonel is a field grade officer level pay, so that's much higher than your enlisted pay. So that's usually the commander of it. So, in the one county that was the number for Lieutenant Colonel, and then the highest enlisted person, that was their number. And then I checked another county, they had an even higher ranking and this county pays more than we do already. So that's why the numbers are a little taller. But their Colonel, who's the commander of the whole program, is \$102,000. A Command Sergeant Major-that's your top enlisted person-his pay is \$85,000 but not as much as the officer. And then the first Sergeant, he is a level below the command Sergeant Major, so his pay is at what's listed there. So those were the two counties next to us that have set those.

King-Do we pay that full price?

Stepp-So there's two ways that this could go. One way is we're completely accepted by the brigade, and they pay half of that salary. OK, the other way is on the Order of Merit list, if we don't score high enough to be accepted by them, now for them to pay that half, there's the National Defense Cadet Corps program, where we would pay the full salary, but Army would still provide us supplies, whether it's drones or uniforms or rifles or whatever, that is.

Safdie-Is that a 200-, 240- or 260-day contract?

Stepp-It would be on a teacher contract, so probably and since it's through CTE, I know our ag teachers and some others are on the 240-day contracts, so I'd assume it would fall in line with the other CTE's that have summer programs and summer camps and competitions and all that.

Boston-Is there any way we can check to see how many students were participating when we stopped the program?

Stepp-I'll have to go through both high schools. My understanding was they had two full schedules at both high schools, but I'd have to go back and look at their records.

Boston: And I don't know because I wasn't here, and I've never been here when JROTC has been in place. What is their schedule? I mean, did they have 5 full classes?

Stepp-So, well, they have a plan time and then a regular teaching schedule like everybody else, as well as after school stuff, weekend things, summer camps, competitions. It's a whole curriculum of a lot of things and JROTC lines up with all of the career clusters for CTE. They have leadership in every one of those jobs, so that's where

having those would be a great asset to this county. Now for them to have had two instructors and my understanding is they had two instructors, so the standard that I was told for two instructors is 150 students.

Boston-Each or total?

Stepp-No, total for the programs.

Safdie-It'll take a little while to ramp up the program and take a couple of years.

Stepp-I agree. I would say one person per school to start out with. If we're able to do that and build that program up, I think we're going to find-I had a similar size school that I was principal over and our first year was 40 to 60. Now they're up to 80, almost 100 in that program. And that's just in that one building. That's not including the other programs in that county. So that was my JROTC stuff that I found. So, I'm getting that paperwork in, and I would recommend to the board either way, we go ahead and get that started if we can.

Nichols-Just to at least apply, right?

Stepp-Yeah, I'm putting all the applications in.

Safdie-And they're open teacher positions there too, so we can deal with the cost of the two teachers.

Boston-Through the three positions that we have put in place instead of in addition to.

Stepp-And then #11 deals with our special education. Caseloads have gone up, so we need more personnel. So, I'm asking for four new, but we actually need 7 new if possible. But I understand we might want to do that over a 2-year period, but there's seven coming from the IDEA federal program. And those seven should stick with general purpose fund. That's a normal protocol since it applies towards maintenance of effort and then like teacher assistants and all the other programming for special education to be a part of the federal side of the grant side. So that's where I was suggesting that if we can do all 7 great, but if we have to, do only 4. #12 and 13 are just the options we've talked about with South Cumberland and #14 professional development for Diane. I added this. So, there's an executive assistant professional development through TSBA. There's a November convention one day and one day in May that I'd like to be able to have Diane attend.

Boston-What line would that go on?

Stepp-We'd probably add that either into my line or the board.

Bray-Where her salary is.

Stepp-That can be in either. Here's some new stuff that we've been talking about. Strategic planning for early childhood. So, I'm on the trauma informed community alliance. I'm a board member for their board, and a member with Cumberland Prevention Coalition. We've been doing the opioid abatement grant that's coming through with all of the rec services people in the county. So, this could be anywhere from Avalon to the children mentor programs to just about everywhere. There's probably what, about 15 different...Ms. Nichols is in on that. And all of them talk about having opportunities for early childhood education. It's just not out there. We have our volunteer pre-K rooms, and we have 12 of those in the county. Those are income based through that federal grant. So, we were looking at "are there other options" and are currently working on a grant-a \$400,000 grant for this next year where we can open up a six week to maybe five-year-old couple of classrooms in the community to be used for that early childhood education. It wouldn't be a daycare; it would be an actual education system like Bright Horizons or any of those. So, we're looking in on that grant. We're talking and begging people if they got room outside of a school campus if they got a place where we can house this. We've talked to Roane County; we've talked to Tennessee Tech and TAP building. We're still working on trying to find a place for these if we get the grant. But this would be a huge opportunity for Cumberland County in getting that early childhood services and it's a renewable grant, but it's a competitive grant. So, we're really working hard on that.

Boston-And the grant would be through the school system, and we would just coordinate with outside sources?

Stepp-We would actually be running it, yes. So, if we could get a facility, you know, I know with ESSER money, some of the counties that have these huge needs actually built preschool like campuses and that's what they use their ESSER money for. And that was kind of smart for them because we got the 3rd grade retention law. Well, this only helps us get to them earlier, you know, so it's a preventative measure.

Nichols-It would be amazing.

Stout-When will we know if we have the grant?

Stepp-Hopefully this week or next-it was a two week turn around. They called said, hey, we got this opportunity, and Hobby's been on it. And we've been talking in the community. We've talked to the TIKA group about it. You know the benefits of it, who has facilities that we can use, but this could also work as a student at the high school level looking at early childhood or working towards their CDA at TCAT. They can come in and use this as field experience. So, it would be an excellent opportunity, dual opportunity for us.

Hale-Are you saying it's going to kind of be like a head start?

Stepp-Similar, very similar but it would be through the school system.

Stout-And realistically, space wise?

Stepp-We're looking, we're still looking. It's not there right now, but we got some more options to talk to.

Stout-Is that something we have to have dialed in, in order to get the grant?

Stepp-Community partners, so we're working on that right now. We've got a couple of churches that might be interested in helping us out. I know Avalon is about to sell their building down the road. It already has a playground and all kinds of stuff there, so I don't know if in the future we look at something like that. It's just something that we're going to include in the strategic plan because it's just coming up over and over and over again in these community meetings. So social emotional needs, we're looking at a county wide framework. This is the stronger connections grant that Dr. Whittenbarger is working on. This grant would help us either- Capturing Kids Heart programming or other. We are going to a trauma informed school system next year. So, we had a meeting today with how we're kicking off convocation on the trauma informed side and then we'll start working with principals on strategically planning that out. That's going to be a solution-oriented program that's going to be preventative for us. It's not going to be one more thing, so this is something we feel is going to be a very strong program to implement. So, we're working on that grant to go that way, or we have some other Options. Course safety- we're working on the COPS grant. This is Dr. Whittenbarger also. We can use that for all these safety features. We put in there the window film, which has been a priority in that and also the access buttons, the access entry, a security thing. So, if we get that grant-it's a competitive grant also but if we get that one, we'll be able to start addressing some of those needs through grant money and not have to worry about our general funds.

Boston-How much is that grant?

Stepp-It's going to end up being about \$650,000.

Stout-Is that above the Safe Schools safety that passed?

Stepp-Yeah, this is a different grant that's out there. My guys are digging everywhere to come up with grants and other opportunities to help us meet those goals.

Stout-Have you heard when we're supposed to hear about when we should know on the money coming from the safety grant?

Boston-Are we expecting?

Stepp-June. Well, it's a national competitive grant so we're working on it. Dr. Whittenbarger has worked really hard on getting it. So, we're really hopeful.

Boston-Now is this grant the COPS grant? What about the safety grant through...

Stout-Yeah, that's what I was inquiring about. The safety, the state.

Stepp-The stronger connections?

Stout: Safe schools coming from Tennessee.

Stepp-That's built into our base, is what they told us.

Boston-So we don't get it?

Stout: I thought that was supposed be extra on top of the base.

Stepp-I can double check, I'll double check it.

Stout-That was all supposed to be extra.

Boston-It was a different bill.

Stout-Budget, yeah budget.

Safdie-So, if we get the COPS grant, then that would be that \$550,000 that's already built into the budget, and we would just transfer that over to the general.

Boston-The \$500,000 is not in the budget.

Stepp-Yeah, the window films is not in there right now. That's why we're seeking out all these other resources.

Bray-But now we would be responsible and it's in the budget for \$167,000 of that. But that is a matching grant.

Boston-Which? The COPS? You did put that in the budget, and you put that our part of it is \$167,000?

Bray: Correct, it's already there.

Boston-Robbie, I apologize. The grant is in the budget, but I don't think window film was designated as one of the expenditures.

Bray-I put our expense on the budget line.

Stout-And then we just have to determine how it's going to be allocated.

Bray: Correct.

Boston-So \$167,000 is in this budget?

Bray-Correct.

Stepp-And this page might grow again. Just depends on our conversation. I'm going to try to take notes and keep what we've talked about out in front of us.

Boston-Ok, can I ask a question? OK, go back to #1. Mr. King, can you explain to me, 6% in July and 5% in January. What is that?

King-If there's a way to get the raise-here at mid-year, take part now, part later, you save money. But you get a bigger raise at the end. Puts you closer to your goal. \$50,000.

Boston-So, we would initiate raises in July 1st and then we would initiate raises in January?

King: Correct.

Boston: OK. How are you going to...I'm slow, help me out.

King-Our budget year is July 1st, so if we start a little percent in July, and there's a part of a raise that goes for six months. Then you stack on top of it, a little more in January....

Boston-So that would be 11%.

King-But when you do the math on it, it comes out saving money.

Hale-It comes out...

King: Saving money.

Boston-Have you done the math on it?

King-Someone ought to check me, but I have.

Boston-Well, that would mean that we give 6% from July to January, then January we top on top of that 5%, which would be a total of about 11% for the second half of the year. But how would it save us money?

King-About six months (inaudible) 8%. But when you get to next year's budget, you're already higher than you were. So, you don't have to go as much again.

Stout-So for half the year, we're doing 6% instead of 8%. So, we're saving for the first six months. But then we're bumping it up again.

Boston-Instead of paying 8%, we would be Paying 11%? Right?

King-For half a year.

Boston-For half a year.

Stout-Does that not then balance out what we save the first half cause we're spending more the second half?

Boston: I mean, how much are we looking at it saving?

King-If you did 6% on July the 1st, from what we are now, that's a \$3533 dollar raise on that starting pay. And then if you added five more percent, that's \$3700 more dollars for six more months, we raise it to \$44,520.

Boston-It's how much?

King-\$44,520. Which puts you about halfway to your \$50,000.

Stout-And do we know since we did the Lean Frog study and we're kind of looking to where we compare surrounding counties, do we know what they're doing as far as the three-year versus 5 year-the increments, how the other counties are doing? So, we're staying competitive.

Stepp-A lot of them are closer than we are, so that's why I listed what they're starting pays would be next year up on #1. So, like for instance, if we're talking about DeKalb County, they were already at \$47,000 for their base, it's just their benefits were not good. But each system is doing a little bit of a raise each year to get to it. I don't know anybody who's just knocking it all out in one year, but there's several systems that are already close. So, it's not as big of a deal to them as it is for us.

Safdie-And I apologize for missing last week, so you're going to have to help me do a little catching up but what would be the dollar value of just raising all faculty, all teachers, salaries that are under \$50,000 to \$50,000? Just starting from that point, what would it be?

Stepp-So, that's going to be 16 or 20% raise. For each percentage it's \$407,000. This includes classified and certified. So, you take that \$407,000 times...

Boston-But now wait just a minute. The \$407,000 includes who?

Stepp-Classified at 4% and certified at 8%.

Boston: But he's asking about teachers only.

Safdie-Those are only the people that are earning less than \$50,000 is that correct?

Boston-That is classified-non certified-that is everybody.

Stepp-So the way the law works is every May Ms. Bray will see from the state of Tennessee a minimum of one year, a minimum six year and a minimum 11-year salary and we have to meet those standards. So, we're actually not just giving raises to people that are under \$50,000. We're having to follow that state guideline and they'll give it out to us here in May. We're predicting the bottom line will be \$42,500 ish. And then everybody else gets a raise going up that way too.

Safdie-Yeah, \$42,500 is not enough.

Boston-Well, ours would be-if we do the 8% to the teachers, ours would be at \$43,000 which is above the state minimum.

Stepp-That's what their predicted requirement is. Yeah, \$43,500 I believe.

Boston-Next year, the state minimum would increase. We would have to add to that to stay above it, to get to \$50,000.

Safdie-Well, thank you, Mr. Stepp. I learned something new. And I did not realize that we were required to provide raises to all faculty, certified and non-certified.

Stepp-Non-certified is not in the law.

Boston-No, no, we're not required.

Stepp-We just included.

Nichols-To keep good people.

Safdie-Ok, thank you.

Boston-When we discussed this last year, and we were discussing-and we now call it classified not non-certified.

Stepp-Either way, it's the same, Yep.

Boston-It's the same thing and last year we addressed the non-certified and we did a quite substantial increase to get the non-certified or classified employees where we felt that they were competitive and where they needed to be. When we discussed doing Lean Frog it was to concentrate on getting our classroom teachers where they needed to be. Well, Governor Lee comes in and says by the way, your teachers aren't making enough. I want the baseline starting salary at \$50,000. Well, you can't leave somebody who's been teaching nine years at \$47,000 and making their income. So, the teachers would have to all receive the increase in order for us to reach the \$50,000. The way I understand it. But I'm talking about the concentration that I've looked at. I can't speak for everybody else, but it was actually the classroom teachers. And that's where the money would go in my opinion.

Bray-Actually, there's a threefold. It's year 0, year 5 and year 11 benchmarks that you have to project.

Boston-0, 5, what do we have to do at 5?

Bray-That's not come out yet. It comes out in May, the last week in May.

Stepp-Now there is no school system that I'm aware of, who only did raises for classroom teachers. I know of no one who only did just that.

Safdie-But you said they couldn't do that because the state has a requirement.

Stepp-We've got certain benchmarks.

Boston-But they come out in May.

Bray-Last week in May.

Boston-That does not include- that's just for teachers. That's just certified teachers.

Bray-Correct. For anybody with a certification.

Boston-Right, right. OK. And those benchmarks, they come out in May?

Bray-They recognize bachelors and masters.

Boston-They don't recognize doctorate, OK. What about EDS?

Bray-They do not. Just bachelors and masters.

Hale-It's not enough.

Safdie-Appreciate that explanation.

Stepp-That's all I have from updates on that.

Boston-You had requested the JROTC. Where are they on the executive summary?

Stepp-It wasn't approved yet, so I don't have them in the budget. That's why I mentioned last week if that's something the board's going to approve, and we get accepted that we'll need to include in the budget. I got it on the consideration sheet.

Boston-But we don't know how much we are committing to?

Stepp-I gave you-on here #18-I gave you what it looks like in two different counties, so that gives us a pretty good idea.

Boston-Yeah, but is that with them taking half the salary or us paying all the salary?

Stepp-That is the total salary.

Boston-Would that be, plus an insurance package? Would we offer them insurance?

Stepp-We do. A lot of times they use the armies. But it is offered, yeah.

Nichols-That's a good point.

Stout-So for bringing in one at each high school, as you're suggesting and so would we bring the supervisor in first, so we're looking at like the higher end?

Stepp-It depends on who's available. So, they have a running list of people that would like to be instructors for ROTC, so it could be a lower ranking person like a first Sergeant or an E7. I've seen the money be less there, but it could be as high as a Colonel which is officer level field grade of an 06 which is one step before you become a general. So that's a higher pay position. I believe we had colonel Philpot here in Cumberland County so he was a full bird Colonel, as we say in 06.

Boston-I do recognize that name.

Hale-Now he's in Putnam County.

Stepp-In Cookeville High School.

Boston-What counties did you get these from?

Stepp-White County is the first one-ones connected to us and Putnam is the high one. Roane County does not have ROTC.

Boston-How many counties actually participate in?

Stepp-I think there's 8 to 10 in Upper Cumberland, and I know the local military Officers Association supports all those from Pickett County all the way down to White County, and Oak Ridge.

Stout-So we would need to budget for the upper salary and then wait and see and how much, if any, they're (inaudible).

Stepp-Yeah, kind of a budget range would be kind of like what we did with the finance person and what we'll do with HR. Just have to give me a range to work with and then the army will say this is what we suggest and then the system works that out with that person.

Hale-I know that it was a good program When we had it before.

Boston-I can honestly say I have never been involved. Don't know anything about it. So, I couldn't, I don't know.

Hale-It reached some of those children that that didn't have interest in sports and other things, you know that we offer-an extra curriculum and it's a very disciplined program. And I saw boys and girls just blossom and become leaders that wouldn't have had a chance to be leaders and felt like they had something they belonged to and felt pride in that belonging.

Nichols-I taught project truth and Clarkrange was one of my high schools they went to all the time and their program there was incredible. Watching some of the girls and the boys

going through that program-to watch where they came in as a freshman, and where they left as a senior was night and day. These kids were disciplined, and they were happy and a lot of them were going into the Military from there. I mean, they had futures ahead of them. It was really awesome. It was a good program.

Boston-That's obviously something I've just never been exposed to.

Nichols-It was awesome, the discipline that it teaches is incredible. I mean, their work ethic in school and manners.

Safdie-Whatever we do, we need to make sure that before we present our budget at the County Commission, that's included or there's a revision that includes that.

Boston-Well, we could always put that on May's agenda. In order to, I mean, I think at this point we've only given you, or directed you the authority for the application.

Stepp-The application process, yes, so we completed those last week and getting them in so we're just waiting to hear back on if we make it on the Order of Merit list, or if that's something where we'll have to look at the board to start it out, we go ahead and pay the full salary and then as we move up that order of merit list, when they pick us up and they pick up half the salary.

Boston-So we're looking at to begin this could possibly be a \$250,000 program? If we got a Colonel.

Stepp-If you get 2 colonels in.

Boston-What's the chances of us getting 2 colonels?

Stepp-Not likely. There's a pretty small filter as you move up the ranks like that.

Boston-With insurance and everything, anywhere from \$200,000 to \$250,000, medium range.

Stepp-I'd say yeah, \$200,000 to \$210,000.

Bray-If they have children, they would get the family.

Stepp-Yeah, they get the family package. And that's about a \$10 to \$15 thousand dollar package.

Boston-Now, did you tell us that this also allows us TISA?

Stepp-Yes, this counts through the career technical education. That's the 16th track. It's the only one we don't have in Cumberland County.

Stout-So would that go under CTE then on our budget?

Boston-That would be added on our CTE middle schools. You're asking for three additional teachers, and you're asking for two ROTC, right?

Stepp-Two high school.

Boston-How much are the three teachers?

Bray-The 3 teachers were there last year. It's just I wanted to put that there because they remain open and it just looks really odd year over year, but they were in last year's budget, we were just unable to fill them for the full year. So, they're not truly new this year.

Boston-These are not truly new?

Bray-The money looks weird because they weren't actually financially there last year as far as actuals, if you look year over year.

Boston-So those three positions are actually not 3 brand new positions?

Bray-Not brand new, no.

Boston-Is that number included in the budgetary impact?

Bray: Yes, it is.

Stout-But the \$200,000 would not be for ROTC. So, we've got to figure that and add to the bottom line on that page.

Bray-Correct.

Boston-But they were in the budget last year. Is that correct?

Bray: Yes, they were.

Boston-So they really don't have a new...

Bray-No, they just aren't in our actual. Some people look at that actual number column and it looks very odd because they weren't-even though they were funded, they were not staffed for the full year.

Boston-Any other questions in regard to the updated May 15th highlighted sheet that Mr. Stepp provided to us? Any other discussion?

King-Number 2. Where did we end up on that? The study that we've got it shows \$72 a day starting.

Stepp-Yes, \$72 is starting when you average between them and the highest paid, which is \$120 some odd.

Bray-\$120.02. Starts at \$72.80 and ends at \$120.02. And they are furnished insurance.

King-Which will vary from county to county in what they do. Some just pay the pay and no benefits.

Bray-Oh, very much so.

Boston-I think Mr. Stepp had looked at it and put it here that our goal is \$100 average, we're real close to that. We're real close to that and we're only short 5 bus drivers.

Bray-We hired another today.

Boston-OK, so we are now short 4 bus drivers.

Bray-We'll see if we have any more retirements since tis the season.

Hale-Now we're saying that would be like if you don't have any years' experience, you start out at \$100.00. So that means everybody that's had all that experience theirs would go up?

Bray-Oh yeah.

Boston-So you could actually put them in if they drove in Fentress County and decided we have a better insurance package, and they could come here, and we would give them credit?

Bray-Yes that is right.

Rebecca Stone-I just want to ask a quick question. So, if I'm understanding your coding like in #3, I didn't know whether-listening to y'all last week-whether Homestead addition was being planned for this year and whether there's money in that budget or whether that's a future thing.

Boston-Homestead. We have discussed it. We're only in the planning stages. We know it's got to be addressed, but it has nothing to do with this year's budget. Am I correct in that?

Stepp-I think what the board had voted on was the South project and that's what's included in the budget.

Boston-Actually, that's in last year's budget. That's in last year's budget and does not include South is not included in this year's budget.

Bray-Right.

Boston-I think where we left off -you did not change this budget at all, right? What lines did we increase?

Bray-The only 2 I can remember is the BOE page there was a \$2000 increase and I believe on the Director of Schools a \$2000 increase.

Boston-And on the Director- that was for supplies and meals and...

Bray-And then I believe we did \$2000...

Stout-In the salaries on this you figured increases not only for teachers, but all certified and classified?

Bray-Right. My first pass through was 8% increase-all certified and also 4% for classified.

Stout-That's what I thought. I wanting to make sure I was remembering correctly. So that's already in there. So, we don't have to worry about if we want to go with that, it's in there and done.

Bray-That is correct. That was my first pass through.

Boston-OK, on the DOS page, what...

Safdie-Say that was page 8?

Boston-Is it page 8? I know we addressed just a couple of lines.

Bray-The DOS page is page 18. And I believe you asked for \$2000 on line 499-other supplies and materials. And I believe we did the same on the BOE page.

Boston: We did.

Stepp-It was on 599, right, for the for the BOE page?

Bray-Maybe it was 599.

Boston-What page is BOE?

Stepp-17 and the Director is 18.

Bray-I think it was 599, you're correct.

Boston-That's not substantial, but we did at least look at those changes. Is that correct?

Bray-That's what I have in my notes. \$2000 in each of those.

Boston-OK.

Boston-Well, I think what we got...

Bray: I didn't change anything.

Boston-No, nothing's been changed. This is the same working budget that we had. We wanted to go over-we saved the last page, which is your capital outlay, regular capital outlay- it gets down to our reserves and our fund balance. So, if we could, Kim, if you could lead us through this page. Let's see what...

Bray-Well, the first account on this page is just our engineering services. This is anytime we have to employ Mr. Chamberlin's group. Primarily, I put in the \$100,000 here was for the South project. Anticipation of that additional work they'll have to do. And then anytime that I have a large project, say for example a roof, I'm required to get them to spec that out. So, there's always-that's basically why I put money in that account.

Boston-And I know that Kim does a lot on the cuff, he really does. What types of billing does he charge us for?

Bray-6%. Like we have two roof projects now at Stone Memorial. We had the roof that actually blew off of the auditorium and they did the specs on that and then we had some additional damage that's from the gymnasium. They walked that roof- we walked that roof twice. First time insurance said no. I asked them to reconsider, we went back up last week. They've agreed to pay us, but they handle all that- they walked with the insurance guy and with me, went over all the specs. That sort of thing. And they basically-for anything they designed for us-it's 6%.

Boston-So, he doesn't charge us a flat fee? It's 6% of what?

Bray-Of whatever, like the total project for the auditorium- it would be 6% of whatever the total project is.

Boston-I understand that, but like if he went out to Homestead and he walked Homestead...

Bray: He doesn't charge us anything.

Stepp-He didn't charge for that. He just mocked that up for us.

Bray-And like when he came with me the other day, when one of his gentlemen went up, they didn't charge for that because that was their original quote. He just went with us so that he could explain and show them what had happened. But when we do it, put it out to bid and he will have to be the one that will put it out to bid and draw the specs and everything first.

Boston-And that's when He charges us the 6%? That's where we enter the contracts, the A1A contracts?

Bray-Correct. They're very good. If I call him and say, hey can you come look at this? He's done it many times and I've never seen him charge.

Stepp-And on the auditorium, he capped what he was making off of it.

Bray-Absolutely.

Stepp-All the bids came out way more, but he kept his original quote at what he promised the board. Or what he quoted to the board. He's definitely a big fan of the school system.

Boston-So, to walk that roof, he charged us nothing. So, what is the 100,000 for?

Bray-Well, that's like I said, if we have to do a new roof somewhere, and he has to do new specs for that, that's the 6%. And then I anticipate with our South project there will be some additional cost. Once we start that project.

Boston: What additional costs are you anticipating?

Bray: Like engineering cost. Like he did the plans, and I have reimbursed some of that, but there may be some additional things that he will have to do as far as architecturally, I don't know. Has he billed us for all of that Justin? I don't think so because I know I'm sitting on a bill right now I've not paid him for yet.

Stout-Applying for permits and things like that.

Bray-Fire Marshall, that sort of thing.

Stout-Cost of that.

Bray-But most of the time a roof is going to be \$175,000, maybe \$250,000, depending on how extensive the damage is or how big the surface is, that sort of thing. Of course this came out of ESSER but like when we did the pavilions, he mocked all of that up. That's the kind of thing he does.

Boston-Should we send him a card, send him a gift card?

Bray-Alan has climbed on the roof in the last two weeks with me, and that's up 2 ladders, at least four times.

Boston-I just didn't know what that entailed.

Bray-It's just strictly architectural design-that type work, but anytime I need him, he will always come in and see us.

Boston-Oh anytime. You know, anytime I call to explain something to me, he's excellent and that takes up his time.

Bray-He's a very valuable partner.

Boston-Is this something that we would have the money for, for him to look at a maintenance plan? And to walk our schools.

Bray-That would be-if he would be interested in that ,that would definitely be in his purview to do that.

Stepp-Yeah, I've called him. Waiting on a callback for that, if that's his specialty for his company or if he had suggestion for a firm for us to hire, that he would recommend. So, I'm waiting on an answer from him for that.

Boston-Do you think \$100,000 is sufficient?

Stepp-I don't know what those costs look like.

Boston-I don't either.

Bray-I don't either.

Stepp-But it would be for every building, so we would go through every building and look at all the needs and where is it at and where is it going to be.

Boston -Well, you would also look at what's been done, how recently it's been done.

Bray-Exactly. I mean, we know like at Crab Orchard, that's new. We've done a lot of work at Stone Memorial. A lot. We know that they're buildings that are older, we have facilities like Pine View that's smaller, so that's not going to be as significant and that's the kind of thing that I would like them to do. And I've had some preliminary talks just with he and Alan about where they feel like our next needs are, but they're the experts, I'm not. But I mean, I think that would be something they would be interested in doing. I would like to get their input on it.

Boston-Ok. All right, I'm sorry. I could just get off on maintenance.

Hale-Right. So, we're just saying that instead of going with the maintenance schedule, we would set up something entirely different?

Bray-I would like for them to review it and see where they think we need to tweak it, where it needs to be changed. What they see.

Hale: I agree.

Boston-After seven years, anything needs to be updated.

Bray-Well, and I agree. And after being inside like some of our schools where I've had the opportunity to go deeper into the buildings, into the classrooms, I have some concerns that I've expressed to them. And there's several things I'd like to sit down and talk with them about.

Boston-Like, concerns on...

Bray-Like just vents that need to be replaced, flooring in certain buildings.

Stepp-Cleaning.

Bray-Environmental cleanings, that kind of thing, like where we clean all the duct work. We've got some foundational issues that I've got a couple of questions about. Just where water stands and things like that, that I've seen. I think that's where I'd like to start because we have such a good relationship.

Boston-Well, I'm going to look at putting the maintenance plan on May agenda so possibly this board could discuss and direct to get that done. And if we know there's a cost to it, then you can come back and maybe have some numbers for us.

Bray-The next line is just other capital outlay. Each year, each school gets \$10,000 to spend on capital outlay projects at their own discretion. And in the past, we've allowed-allotted rather, \$30,000 for district use. I backed that off to \$15,000 which brings it to a total of \$135,000.

Boston-What does the district..

Bray-Like here at central office. Like if we had to buy furniture. Or if we had to do something major-capital wise here, like if we painted. But normally we might buy some furniture. We might have something big, but since I've been here, we've really not been utilizing that much.

Hale-Why would we need furniture?

Bray-We had a new employee and so we had to buy a chair and desk.

Hale: Teachers scrounged everybody's classroom for all the extras.

Bray-We scrounge here. We've got some people with pretty old furniture in their offices. And we do a lot of swapping here. A lot of times you'll see chairs in the hallway, desk in the hallways and you know, we kind of all move it around. So, like some conference tables and things like that.

Boston-But you backed that off to \$15,000?

Bray-I did. Because the schools all get \$10,000 to spend at their discretion. And they make really good decisions, furniture, cameras, things like that, that they feel like they need. We have one more debt payment to TRANE, which we'll make in July will be done with them.

Boston-Is that the \$235,000?

Bray-That's the \$24,000.

Boston-Oh, I'm sorry.

Bray-Principal on the debt, like I said, that's one payment that's \$24,328. The interest on that is \$61.00 for a total debt service of \$24,389 and we're done.

Boston-Who monitors our HVAC?

Bray: We do.

Boston-And we're OK with that?

Bray-We're installing the new Pelican controllers, through federal programs and ESSER and I really feel like it's going to be much more user friendly because they are not nearly as proprietary as the TRANE systems. We're working our way through that in so many units as well.

Boston-How long did we have- was it a 10-year contract?

Bray: It was.

Boston-That's what I thought.

R. Stone-I just want to ask one more question if I can, because it looks like you're showing in this year's budget, and I know y'all requested-y'all approved and requested money for the South Cumberland project.

Bray-Correct.

Stone-And I know that the Commission didn't vote on it because it am I correct, it puts you too close to your fund balance? And I think adding it this year may put us in trouble with it. Because the accounting is going to look like y'all have overspent. And if you move it to this year's then I think-I mean if that's your priority for this year, then it should be in that proposed '23-'24.

Boston-We moved it in this year's budget and it's not going to affect our numbers.

Stone-It's not going to affect your numbers, but it won't make this year's accounting follow the state guidelines.

Boston: Yes, it will.

Stone-In other words, if we approve it then we've approved putting you potentially over your fund balance.

Boston-Is that the case, Kim?

Bray-No. We will be within the minimum this year, if we leave it in this year. But yeah, you are correct, it was not approved, initially when I presented it last month, this month.

Stone-It would be better if it went into next year's budget. And it's not going to change your outcome, but it's just going to show that you have spent the 3.8 million...

Boston-No disrespect, but the board approved that resolution, and we sent it forward for your approval. It does not do anything to our budget as far as putting us too close or putting us...

Bray-No. I mean, we are still within....

Boston-We're still within it.

Bray-It's just we will present again in June.

Stone-Right. But again, to have something to be official in the budget, with that kind of transfer, it has to have Commission approval as well.

Boston-Right. And it's in your hands right now to either approve or deny.

Stout-When we include it in the budget, the next time we present it to them.

Boston-No, it's...

Stone-If it's not approved, it can just be in next year's budget.

Boston-It's in this, it's in our current year's budget. And we that's why we had to do a resolution.

Stone-Right. But that resolution wasn't approved to move it in this year's budget. I'm just saying, why not put it in next year's budget and present it, and then it'll be through?

Boston-Kim was the resolution to put it in this year's budget?

Stone-Yes.

Bray-Yes. I mean that was what we took was to put it in this year budget.

Boston-I thought it was....

Bray-We had to move adequate appropriations and that was the way we had to do it. But I had to put it in this year.

Boston-In the current year, not the projected budget.

Bray-No, no, ma'am, no.

Boston: That's what I thought.

Stone-It's the budget that was passed last fall that you're actually trying to add to.

Boston-We're just moving it.

Bray-From fund balance to building improvement.

Stone-But to move two point something million dollars you have to have the Commissioner approval and I think if you just put it in this year's budget, then you set your priorities. Versus putting it in this year's budget when it wasn't approved, I don't see the difference in putting this year's or next year's budget.

Boston-Because this Board has already approved it, and if we transfer it from General Fund balance to building projects, there's no difference.

Stone-I just hope you all understand what I'm saying.

Boston-We do, we do, we completely do. Go ahead, Ms. Bray.

Bray-That's pretty much it. And then we get to our grand total expenditures, which is \$69,878,000 which gives us the difference in revenues and expenditures of \$1.246.

Boston-Go back up to 590 and explain that to some of our new members-what that might be.

Bray-Well, basically this year we loaned to 142, which is federal programs, we've sort of advanced them some money. Most of those things that they do is on a reimbursement basis. So, we had to front them some money so they could pay some bills and then get reimbursed. We're basically kind of like their banker. Now you're going to ask me because I asked Nathan the same question, we're never going to have 10 million dollars to give to them for CCHS auditorium, and he said in that particular instance, basically, the Comptroller's office realizes that, and they're kind of going to turn their heads, so to speak, for that particular project.

Boston-Because we could have a bill for well over \$1,000,000 at any given time, how do we pay that?

Bray-I mean, they'll allow it to be paid and then they'll get reimbursed for it.

Boston: The county?

Bray-Yes. That is the only way we can do that because all federal is done on the reimbursement basis. But that's what we did was to help them out. We basically gave them \$1,000,000 out of the general fund that sits in 142 to give them some working cash.

Boston-So we end up with the fund balance of 6.9 million? Is that what you said?

Bray-No, our fund balance at the end of '23-'24 would be \$3,919,130.

Boston-Ok.

Bray-We'd only be required to keep \$2,096,361

Bray-Which gives us an overage of 1.822768.

Boston-So that would be our what we call our working fund balance at this point.

Bray-That would be our overage there.

Boston-OK.

Bray-In excess of what we're required. But now the 3% is what we are required to keep.

Boston-We are required to keep that every year-we don't touch that.

Bray-Right.

Stout-So that gives us the \$1.8 basically that we have an overage of.

Boston: In the fund balance.

Bray-Correct.

Boston-And that is with the 8% salaries, 4% salaries and the \$1.8 million budget, \$1.885 million dollar budget?

Bray-That would be, yes. That would leave us \$1.8, or an overage of \$1.8. And that's 8% for all certified. The only thing that's not included in this is nothing to do with JROTC. Now, I did not account for that in any way.

Boston-But the board has not... And all of the positions that's on the executive summary is in there?

Bray: Correct.

Boston-And I think you have handed out a sheet that we had you create, and it is a breakdown of 8% to all the teachers, 3% and 4% and 8% all the way down. Now I got that this morning. She's handed it to everyone this afternoon. I've not had an opportunity to look at it. To see what I'm looking at, but it appears to me that it's just a little bit over \$150,000 difference. Is that correct and that's it?

Bray-Basically, when you look at the supervisors-out of roughly 600 certified employees, there's only 35 of them, which is roughly 6% of the total group. It's only roughly 6% of the total certified employees that the county has. So, it's really not going to drastically change.

Boston-So we only have 35 that are?

Bray-Right. I put like principals, assistant principals, so forth, there.

Boston-OK, I'm sorry. I would really like the opportunity to look at these and Chris, I'd like the opportunity for you to kind of explain to us what your salary proposals would be. Could you possibly have that ready for us?

Hale-And what would be the difference in them? You're talking about the six? And then the 6% start at the half and half.

King: That's what she wants me to calculate and explain.

Boston-I do. If you don't mind because I'm intrigued. And how to do that because we've never given raises in the middle of the year. It's a very...

Hale-I'm not saying it's a bad thing.

Boston-I'm not saying it's a bad thing, either.

King-The thing that gets us too in middle of the year is insurance changes.

Boston-That changes in January, that that gives us an additional 3%, right?

Bray-That's in the budget.

Boston-The 3% is in the budget and then next year we will we have to budget for the additional 3% to get us to January.

Bray-The only thing that I would just caution, and this is just to think about, and I understand where Mr. King is coming from, but you have to remember that teacher pay in this county is equalized. And you take their pay at the beginning of the year for 200 days and you divide that over 24 payments. If you do a different raise in January, then there's going to have to be some pay- I'm not really sure how that would look, and I don't know if people would really understand what that would look like. To me, and plus you're going to have to do two sets of contracts. One for 100 days and another for... I'm not sure how we would do that other pay that other half of the year. Because the pay rate would change.

Safdie-And the bases changes.

Boston-I'm not sure and I'm not saying it wouldn't work, that's why I'm saying I'm intrigued at how...

Bray-Numerically I understand.

Boston-Numerically, I think I understand it, but I've not done the figures.

Bray-Making it work because of the way the pay is equalized here- If everybody is paid out at the end of the 10 months, your 200-day people-it'd be simple, not a problem. Other

than they would have two contracts. Because you have to do a contract for the 1st 100 days and a contract for the 2nd 100 days. But with this equalized pay piece, I'm not quite sure how we'd make that work.

King-You just have to refigure in January.

Bray-But spread it out for the rest of that pay.

Boston-So you would do 12 and 12?

Bray-Well you'd have the pay from one rate and then you have to take the rest of the year through July, and divide it by a different number of months. You see what I'm saying? Because you're paid out over 24 pay periods.

Stout-Logistically, you'd have to...

Bray-I think it would be a bear.

Stout-Might be more than what we want to take on, that's what you're saying? But we'd have to look and see.

Boston-Look at the numbers. And I would certainly like to hear how you calculated the numbers.

Stout-Well, I know Ms. Bray, you've figured it over a three-year period, which accelerates it a little faster than what the law said we were required to do. I know you're talking about just kind of doing it to get it done, but are we also doing that because we want to make sure that we're coming in competitively with the other counties? Because they're starting ahead of us.

Bray-Right.

Stout-So we're going to want to take better jumps.

Bray-That was my other thoughts is to make it a bit more competitive with our surrounding county.

Boston-Quickly. OK, now let me ask another question. I promised I'd get you out of here by 6, didn't I?

Stepp-Yeah, we got budget stuff on the county commission tonight, so I want to be there.

Boston-And I promise that I will. On our maintenance budget worksheet...

Hale-We can go as long as we want to go.

Boston-I'm just throwing this out there. If we're going to have Mr. Chamberlin revisit this, could we possibly, and I don't want to say, postpone I don't want to say, just give it a

year, what I'm looking at is if we do a new maintenance plan and if he comes up with different ideas, should we continue with this maintenance plan, which includes a \$1.1 million renovation to North?

Hale-Yeah, I was wondering about all the different things that we're doing to North.

Boston-It's North's year for renovation. We do a renovation every other year, and which this year North is \$1.1. What would be the pros and the cons of, if this board approved it, of looking at having Mr. Chamberlin come back to us or getting with you or whoever with the new maintenance plan, which may be entirely different than what we're following.

Bray-I don't know if there's certain things that even if he were to look at it, he's going to tell you that needs to be on a cycle. Like your paving, like your flooring, like your roof. There are certain things I don't think he's going to change dramatically. I really don't. Now he might look at something, but as far as the renovation- I don't know what his feelings about that would be. He might say that we need this somewhere else but now, like basic things that are on this plan, I believe are very solid. Things like roof, flooring, things like that that you know....

Boston-Exterior paintings. Interior painting.

Bray-At North, I was there the other day- they need paint.

Boston-And we will give them paint.

Bray-They need it. It needs to be painted. But there's other things that need to be done there as well. And I think that's the whole idea, because that way the principals can anticipate when we sit down with them in their allotment meetings, we can say, OK, we'll pick that up in the renovation and they can kind of anticipate what they're looking for, and they know when it's coming.

Stepp-And I would recommend while we're seeking out the new study to maintain that maintenance schedule because the principals have stayed on top of this, wanting to be sure that when it's their rotation, they have that.

Bray-And it could be something we could roll out for next year because it's not going to be something we can do in a month.

Stepp: Correct

Boston-Well, also and let me throw this out there. South forwent. Their money was added back into the budget in 2021. They did not get their renovation. I don't want to skip them should the County Commission reject our proposal. I mean, I think they need to be put back in the rotation.

Bray-Right. And we have been able to do some things that she had on her renovation list. Now, it's not complete. But she's getting painting. She's gotten new doors. There's several things that we've been able because that money went back in that budget that we've been able to give to her, hopefully going to get her a second entrance into her building, which is one of her requests. So, we have been able to do some things. But yes, you're correct.

Boston-They don't need to be out of sync. Now once the County Commission addresses that resolution then we know where this is, but I don't want to see North skip ahead of South should that go awry.

Stepp-Right. We would always stay within the rotation.

Boston-I just don't think that would be appropriate.

Stepp-I would never skip anybody.

Boston-That was a \$1.3, I think by the time we totaled up everything in there.

Bray-And some of the things like I said that would have been included in that we have gotten or in the process of getting.

Boston-Is it included in the bid?

Stepp-The bid is just for the classroom.

Boston-No, it included some of....

Stepp-It has bathroom renovations on the bid.

Boston-Right. So, it included that and I think if I added it up correctly, it was a \$1.3 million dollar renovation for that year.

Bray-Right. But like I said, we did get her painting, I put out a bid for her painting, and I know her front doors, we did those. There were some things that she had requested as part of that, that we have been able to accomplish this year.

Stout-So that would lower?

Bray-A little.

Stout-We're not looking at adding them back in.

Bray-I'm trying to think what her paint bid came back. I'm thinking somewhere north of \$60,000 so that would lower it a little bit, not significantly.

Boston-Not that much. Yeah, not that much. OK. I just don't want to approve this until that's done.

Bray-I don't either.

Boston-And that'll be done on June 2nd. I think they revisit that on June 2nd.

Stout-And some of these things I was looking at down on the maintenance page aren't just maintenance. And we've got security things on here as well.

Boston-You're talking about the lower.

Stout-Yeah, the alarm system, fencing and the...

Boston-Our consideration so far are just the \$1.8. These things-we don't have \$5,000,000 to spend on that.

Stout-But we're going to have to look at what would need to be done.

Nichols-Well, that's what Mr. Chamberlin would do. He would be able to go in there and look at all that to see exactly what...

Boston-Right. And I think we're going to have to address SMHS tennis courts. I think we're going to have to.

Safdie-Well, here's a question that I have been thinking about since we got that letter from a parent. The issue is- we know that the tennis courts were in dire need of repair. With the tennis courts in such a need a need of repair, why do we have competition or tournaments on those courts? Ok, so we need to address that in the future.

Hale-Say again?

Safdie-Why would we have a competition or a tournament on courts that we know if a student gets careless and walks in a different direction, they'll stumble, and they can hurt themselves?

Boston-I think we're going to have to. CCHS we can't do anything with them as long as that construction is going on. SMHS-we've had another parent from another camp. Now, can we make the arrangements for them to play at another facility? You know, I think they've been practicing at Fairfield Glade somewhat.

Stout-They practice over there, periodically. I've been talking to the tennis coach.

Boston-Yeah, they've been practicing, but the students have to get themselves there. And we're going to have to look at it. Sooner or later, we're going to look. So, I think that is something that we may have to look at a little bit more seriously, but there's no way in this particular budget unless we do some drastic cuts, that we've got \$5 million for maintenance projects.

Stout-We're going to have to prioritize and figure out what's got to come first.

Safdie-Until the Director of Schools and this board and your faculty agree on the parameters of playing on the tennis courts, we're in an awkward situation.

Stepp-They only use the courts that are deemed safe. They don't use certain courts at all, they have the net down actually so that you can't play there, and they have signs up for caution. I agree we got to come up with a plan. I'm researching how much it's going to cost for them to utilize off-site facilities for both schools, so hopefully I'll get a price on that.

Stout-I figured that would at least give us an idea for offsite stop gapping.

Boston-Do they charge us for offsite?

Safdie-I brought this up at the last school board meeting, and that was, you know, where do we play golf? We have students that play golf and go to different locations to play golf. They don't come to our school and hit a golf ball.

Boston-I never considered that. So, if we could at least look at, postpone that a year until we have a little bit more money.

Stout-Depending on the availability and the cost.

Boston-I don't think Fairfield Glade does charge.

Stout-They do charge per the tennis coach.

Boston-They do charge?

Nichols-They do charge?

Stout-That's why I asked Mr. Stepp to get the get the price for us, so we have something to consider. I went out and walked the tennis courts when I was there last Friday.

Boston-What I would like to do at this point-would you look at this week's schedule, now that we know where we are, everyone could look at the salaries. I think Mr. King could present his salary considerations and then we could prioritize-well we could leave it in the fund balance and see what happens, but what afternoon would be best?

Boston: Wednesday the 24th at 4:30. Is that good, Chris? Anita, is that OK? And you will be gone, Robbie.

Stepp: I've kind of updated all the considerations unless y'all have something else, I'll just add it to that sheet.

Boston: Just add it to that.

Stepp: It's in Google Drive so if you want to see an update, yeah, I just update each week stuff we talked about.

Boston: We've got 3 areas in which we look at. Salaries, maintenance and general fund. Those are the only three areas in which we have room to wiggle, unless we don't approve positions and then that just adds more money back if we don't. You know, whatever we do, those are your three main areas in which we've got, I mean, I can't touch insurance, I can't touch salaries. So, I mean, I think if we look, if we concentrate on those 3...

Stout: Can Ms. Kington be here on 24th, y'all think?

Bray: I can ask.

Stout: That way, if we've got questions about maintenance, she can also be a resource along with you, Ms. Bray.

Boston: Now I don't know who requested this. But I'm looking at-we don't have \$5 million. I mean we've got \$1.8

Hale: We can do that.

Boston: And I talked to Kim today about Martin electrical. We don't even have North finished. We don't have phase one of North finished yet. And he, you know, he said if one of those chillers go down, it about \$1,000,000 and good luck in finding one, you're not going to get one.

Stepp: 18 months, I think.

Boston: That's what he said. So, I mean, I think we've got to address Martin and we've got to address South with the same issue. But unless we want to use our fund balance...

Bray: Should be this summer because I mean, North will be finished this summer because we're going to have the power off for about a month.

Boston: He said that phase two would be finished in the winter. Phase one should be finished this summer. But he said phase two wouldn't even be finished till this winter. But you know, I'm going to caution-we don't have \$5,000,000, to spend.

Safdie: That's the reason why the budget was cut.

Boston: Yes, if we're going to build a fund balance and we're going to try to comply with raises then we're going to have to look at somewhere and make some tough decisions.

Stout: We've got to prioritize, go through and prioritize. Now tennis courts are in there. What are the options we've got for that and what's that going to cost?

Boston: I feel more comfortable on these if we could stay with our maintenance plan and then let Mr. Chamberlin look at the others. And make a recommendation to us and then by that time, we should know where we stand money wise and go from there because.

You can say you can transfer it to from fund balance, but we have found that that's not that easy.

Boston: I will entertain a motion to adjourn.

Safdie: Make a motion-move to adjourn.

Boston: Are you on this committee?

Safdie: No. Sorry.

Hale: Move to adjourn.

Boston: All in favor, all opposed? Meeting adjourned.

Meeting was adjourned at the approximate hour of 5:56 pm.

William Stepp, Director of Schools

Teresa Boston, Chairman of Budget Committee

Diane McCartney, Executive Assistant

Cumberland County Schools Budget												
General Purpose School Fund Budget												
For Fiscal Year Ending June 30, 2024												6/6/2022
												BOE Approved
Account	Description											Account
No.		Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Actual 2021-2022	Budget 2022-2023	Actual 2022-2023	Proposed 2023-2024	Difference of Budget 21-22 to 22-23		No.
40000	LOCAL TAXES											40000
40100	County Property Taxes											40100
40110	Current Property Taxes	8,991,458	9,111,000	8,117,272	7,709,842	5,688,484	2,818,910	2,818,910	-	(2,818,910)		40110
40120	Trustee's Collection Prior Year	162,551	200,000	200,000	142,491	220,379	220,379	220,379	-	(220,379)		40120
40130	Circuit/Clerk & Master	120,432	120,000	120,000	121,633	93,987	97,098	89,213	-	(97,098)		40130
40140	Interest & Penalty	107,105	107,000	107,000	101,392	95,740	100,108	79,736	-	(100,108)		40140
40150	Pickup Taxes								-	-		40150
40162	Payments in Lieu of Taxes - Utilities								-	-		40162
40200	COUNTY LOCAL OPTION TAXES								-	-		40200
40210	Local Option Sales Tax	9,160,510	9,640,392	10,122,412	12,220,429	13,775,928	15,683,100	15,683,100	-	(15,683,100)		40210
40270	Business Tax	4,708	4,700	4,700	4,819	4,636	4,249	4,249	-	(4,249)		40270
40275	Mixed Drink Tax	46,217	46,000	46,000	70,377	76,104	67,928	67,928	-	(67,928)		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	5,100	-							-		40350
										-		
										-		
										-	April BEP Local: 18,930,000	
										-	May BEP Local: 18,953,000	
	TOTAL LOCAL TAXES	18,598,081	19,229,092	18,965,482	20,370,983	19,955,258	18,991,772	18,963,514	18,999,772	(18,991,772)	June BEP Local is	
											July BEP Local is	1

Stepp/Farley												Account No.
Account No.	EXPENDITURES	Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Actual 2021-2022	Budget 2022-2023	Actual 2022-2023	Proposed 2023-2024	Difference of Budget 22-23 to 23-24		71100
71100	REGULAR INSTRUCTION											
116	Teachers	15,528,041	15,680,244	17,008,677	15,600,672	16,715,808	17,882,051	17,327,567	19,368,132	1,486,081	353 teaching positions = 18,993,479 (plus 100,000 for long term leave + 164,653 for 3 extra teachers if needed, +10,000 classroom overage expense, credit recovery 0, Summer School 3rd grade \$0 this year, High School Summer School \$0+ strategic comp \$100,000.	116
117	Career Ladder Program	72,550	61,800	65,000	53,500	58,050	57,350	50,700	50,700	(6,650)		117
128	Homebound Teacher	47,126	48,264	50,568	50,800	25,119	52,000	55,483	61,120	9,120	(2) 1/2 time positions	128
163	Educational Assistants	903,764	871,907	951,946	854,000	923,058	1,019,612	1,139,274	1,208,541	188,929	50	163
188	Bonus Payments				294,000							188
189	Other Salaries & Wages					12,230						
195	Certified Substitute Teachers	32,886	39,111	48,000	19,500	35,025	58,080	58,080	58,080		\$85 per day	195
198	Non-Certified Substitutes	230,704	234,993	250,000	122,580	233,060	337,500	280,000	280,000	(57,500)	\$75 per day	198
201	Social Security	1,240,050	1,244,034	1,405,626	1,300,121	1,314,377	1,484,604	1,446,699	1,608,533	123,928		201
204	State Retirement	1,445,596	1,566,663	1,872,664	1,694,864	1,553,162	1,645,022	1,606,135	1,460,280	(184,742)	7.0%, 8%	204
206	Life Insurance	25,344	28,067	30,065	22,842	25,007	29,022	25,000	29,022		C=75 NC=36	206
207	Medical Insurance	4,270,892	4,350,477	4,420,624	4,401,809	4,308,983	4,524,583	4,452,756	4,586,339	61,756	6% increase from actual 3% in 23-24	207
208	Dental Insurance	131,652	130,729	136,609	128,000	128,178	138,600	129,674	133,557	(5,043)		208
217	Retirement - Hybrid Stabilization		67,318		90,000	107,995	110,000	75,000	105,000	(5,000)		217
336	Maintenance & Repair Services											336
399	Other Contracted Services	20,129	30,391	42,100	33,418	31,225	35,000	43,000	45,000	10,000	Residential facility fees for students \$24K@3 students, 504 student therapy \$11,000, Trans ACT \$6,300	399
429	Instructional Supplies	379,127	359,338	290,692	294,520	297,203	294,520	294,520	289,883	(4,637)	Handwriting program \$10,000, Planbook.com and planbooks \$5,000, Record books \$3,200 (BEP, art, Instr. Supplies, \$252,000 includes paper), \$5,000 district paper, add \$200 gifted, with cushion for enrollment change and price increase	429
449	Textbooks-bound	572,975	44,594	600,000	675,000	254,446	675,000	675,000	675,000		Math adoption and buy half in 22-23, rest in 23-24	449
471	Software			74,750	85,000	82,013	95,200	95,200	104,720	9,520	Easy 504, Progress Monitoring, Universal Screener	471
499	Other Supplies & Materials	64,392	54,307	59,028	50,000	99,214	66,650	66,650	66,650		Dual Credit \$30,000, (\$23,751 Band, Choir, Music, Library supply) Kindergarten supply \$2,900	499
535	Fee Waivers - Free/Red. Lunch Students	10,000	9,704	2,247	22,500	7,512	12,000	12,000	10,000	(2,000)	Caps, gowns (Jostens)	535
599	Other Charges -	-	-	-								599
722	Regular Instruction Equipment											722
790	Other Equipment											790
	TOTAL REGULAR INSTRUCTION	24,975,229	24,821,943	27,308,596	25,793,126	26,211,665	28,516,794	27,832,738	30,140,557	1,623,763		

Stepp/Farley												
71150	ALTERNATIVE SCHOOLS	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		71150
	INSTRUCTION AND SUPPORT	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24		
116	Teachers	160,079	101,301	151,120	145,198	148,686	211,287	167,856	215,817	4,530	3 Current Alt School teachers +, New additional HS Alt teacher included	116
117	Career Ladder	1,000	1,000	1,000	2,000	2,000	2,000	2,000	2,000	-		117
127	Extended Contract									-		127
163	Teachers Assistants			15,000	13,236	13,896	17,400	17,400	18,458	1,058	1 K-5 Alt Assistant	163
201	Social Security	12,161	7,210	12,785	12,273	12,142	17,648	14,172	18,241	594		201
204	State Retirement	14,626	10,701	16,995	15,845	16,285	19,927	13,142	18,085	(1,841)	7.0%, 8%	204
206	Life Insurance	203	135	269	245	211	269	243	269	-		206
207	Medical Insurance	30,835	25,830	42,252	46,600	44,567	62,320	45,070	64,190	1,870	6% actual increase	207
208	Dental Insurance	1,121	281	1,308	1,130	1,089	1,650	1,451	1,650	-		208
399	Other Contracted Services	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	-	BEP	399
										-		
429	Instructional Supplies	1,000	4,996	5,000	5,000	5,000	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	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	1,000	-	BEP	790
										-		
	TOTAL ALTERNATIVE SCHOOL	224,025	154,454	248,729	244,527	246,876	340,500	269,334	346,710	6,210		
												6

Eldridge		Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		
71300	CAREER AND TECHNICAL EDUCATION \CTE INSTRUCTION	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24	71300	
116	Teachers	2,036,101	1,954,170	2,061,250	1,936,028	1,969,148	2,289,000	2,289,000	2,472,120	183,120	43 teachers plus 3 CTE middle school teachers to equal 46	116
117	Career Ladder Program	6,000	6,500	6,000	4,800	3,000	3,000	2,000	2,000	(1,000)		117
163	Educational Clerk	19,454	-	-						-		163
195	Certified Substitute Teachers	5,844	4,435	6,400	10,000	6,565	8,000	8,000	8,000	-		195
198	Non-certified Substitutes	26,100	29,120	27,500	18,000	25,500	36,250	36,250	36,250	-		198
201	Social Security	155,504	146,923	160,738	150,615	147,782	178,723	178,723	196,472	17,749	7.65%	201
204	State Retirement	184,107	189,794	219,749	199,323	183,517	199,175	193,130	179,778	(19,397)	7.00%	204
206	Life Insurance	3,108	3,240	3,780	2,911	2,806	4,140	3,935	4,140	-	90*46	206
207	Medical Insurance	515,252	524,009	533,092	502,082	500,390	586,000	474,386	603,580	17,580		207
208	Dental Insurance	14,345	13,501	13,734	12,610	12,848	15,795	13,855	15,025	(770)	46	208
217	Retirement - Hybrid Stabilization		7,873		12,500	11,057	10,800	8,176	10,800	-		
336	Maintenance & Repair Services	8,325	16,818	22,000	20,000	15,708	20,000	20,000	20,000	-	Greenhouse equipment updates, greenhouse updates and maint.	336
355	Travel	9,301	10,430	24,000	13,000	14,877	20,160	18,000	20,000	(160)	In County Travel(including middle CTE)	355
399	Other Contracted Services	42,460	39,916	56,053	50,000	64,411	62,350	62,350	62,350	-	increasing and buses for state and national competitions, Naviance platform	399
429	Instructional Supplies & Materials	41,619	39,806	40,000	40,000	36,564	40,000	40,000	50,000	10,000	BEP \$8400, CTE program consumables	429
448	T & I Construction Materials									-		448
449	Textbooks - Not incl. in 71100	6,922	11,622	18,000	15,000	18,000	20,000	20,000	30,000	10,000	teachers, Business iCEV textbooks (# of teachers using iCEV has increased each year)	449
499	Other Suppl. & Materials	3,652	3,975	4,000	4,000	2,889	4,000	1,200	4,000	-	Teacher supplies	499
599	Other Charges	3,560	4,700	5,000	5,000	5,000	5,000	5,000	5,000	-	Advisory meetings, student trips, competitions	599
706	Building Construction	16,201	25,273	28,000	5,000	8,981	40,000	25,000	50,000	10,000	Plans are to purchase two "house packages" for 22-23 as construction cost have increased.	706
730	CTE Instruction Equipment	150,856	20,221	47,276	55,000	49,165	30,000	30,000	30,000	-	Teacher Computers, saws, sewing machines, etc.	730
	TOTAL CTE									-		
	EDUCATION INSTRUCTION	3,248,712	3,052,327	3,276,572	3,055,869	3,078,206	3,572,393	3,429,005	3,799,515	227,122		8

	Patton/Bray	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget	
71400	Student Body Education Program	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24	71400
188	Bonus Payments									-	188
189	Other Salaries and Wages	357,936	360,873	360,000	395,300	394,256	518,000	520,000	561,000	43,000	189
201	Social Security	24,707	24,530	27,540	30,240	23,022	39,627	39,780	42,917	3,290	201
204	State Retirement	25,445	26,894	38,268	40,597	25,645	53,354	52,000	56,100	2,746	204
206	Life Insurance									-	206
207	Medical Insurance									-	207
208	Dental Insurance									-	208
217	Retirement - Hybrid Stabilization		1,594		1,800	2,141	3,222	3,222	3,222	-	
399	Other Contracted Services									-	399
429	Instructional Supplies & Materials									-	429
499	Other Supplies & Materials	29,688	26,340	26,500	25,500	25,500	25,500	25,500	25,500	-	499
599	Other Charges	5,566	7,500	7,500	500	4,500	7,500	7,500	10,200	2,700	599
790	Other Equipment									-	790
	TOTAL STUDENT BODY EDUCATION PROGRAM	443,342	447,731	459,808	493,938	475,064	647,203	648,002	698,939	51,736	
											9

County Wide AD, all supplements (approximately 248) for sports and extra curricular clubs(Revised 2020), with coaching longevity schedule

7.65%

BEP\ADA money Extra Curricular \$500 per elem and \$10,000 for CCHS and SMHS, \$1,000 phoenix

National Competitions \$7,500, 5 teams @\$1500 + \$2700 for Middle TN School Athletic Association Fees

Eldridge		Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		
72230	CAREER AND TECHNICAL EDUCATION	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24	72230	
	CTE PROGRAM											
105	Vocational Director	84,389	82,669	89,113	90,379	101,156	103,175	88,756	99,745	(3,430)	CTE Director - budget 100% in general, then Perkins pays us back 5%, projected current year end reflects - 5% already paid	105
117	Career Ladder	1,000	-	1,000	1,000	1,000	1,000	500	-	(1,000)		117
162	Clerical Personnel	32,594	38,522	41,927	41,082	42,744	49,200	50,667	53,509	4,309	1-Garren	162
189	Other Salaries and Wages		109,000	110,768	100,287	111,642	116,710	118,935	201,827	85,117	CTE Coach, CTE Counselor; Computer Science/Steam Coordinator	
201	Social Security	8,985	17,610	18,575	17,805	18,814	20,662	20,662	23,070	2,409	7.65%	201
204	State Retirement	9,546	22,167	23,660	21,944	22,566	23,131	22,983	21,621	(1,510)	7.0%/8.0%	204
206	Life Insurance	100	254	445	210	240	445	255	255	(190)		206
207	Medical Insurance	14,196	39,314	43,000	44,167	47,827	50,220	56,023	75,704	25,484	6.1	207
208	Dental Insurance	641	1,198	1,308	1,232	1,307	1,400	1,400	1,400	-		208
217	Retirement - Hybrid Stabilization				1,047	1,095	1,095	1,095	1,095	-		
355	Travel	2,049	180	2,000	1,000	748	2,240	2,240	2,700	460	Supervisor, Counselor, Casteel in county travel	355
499	Other Supplies & Materials	690	433	650	650	629	1,000	1,000	1,500	500	etc.	499
										-		
524	In-Service/Staff Development	55,225	43,425	40,000	20,000	37,154	45,000	45,000	55,000	10,000	CTE teacher and staff professional development (15,000), Students and staff travel to competitions (There are still three CTSO competitions still scheduled for in-person)	524
599	Other Charges	2,642	2,795	2,800	2,800	2,800	2,800	2,800	2,800	-	Meetings, Audit team expenses	599
	TOTAL VOCATIONAL PROGRAM	212,057	357,567	375,245	343,603	389,721	418,077	412,316	540,225	122,148		
										-		
										-		
										-		15

Farley										Difference of Budget		
Account No	EXPENDITURES	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	22-23 to 23-24		Account No.
		2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024			
72250	TECHNOLOGY											72250
105	Director	58,796	62,400	65,245	66,543	68,537	69,908	70,245	73,082	3,175	Supervisor	105
120	Computer Technical Personnel									-		
138	Computer Technical Personnel	242,150	253,742	270,345	297,905	311,177	378,960	378,960	402,001	23,041	7 -12 month Techs, 1 -10 month Tech	138
161	Secretary	27,290	28,663	29,960						-	Position moved to attendance	161
201	Social Security	24,952	26,378	27,965	27,880	28,463	5,348	34,364	36,344	30,996	7.65%	201
204	State Retirement	17,940	18,964	20,105	20,045	20,884	3,845	35,936	38,007	34,162	8.0% non cert	204
206	Life Insurance	292	325	395	293	312	388	388	388	-		206
207	Medical Insurance	55,305	59,276	65,000	66,522	76,655	79,448	79,448	81,831	2,383	6.0% increase	207
208	Dental Insurance	2,857	2,940	3,335	3,098	3,176	3,091	3,091	3,091	-		208
320	Due and Memberships	270	270	270	300	-	500	250	250	(250)	TETA Dues 30/per employee	320
336	Maintenance & Repair Services	64,136	53,108	55,000	43,000	38,628	55,000	55,000	55,000	-	Technology, Computer parts, wiring repairs/Non e-rate projects	336
350	Internet Connectivity	81,808	88,862	97,335	95,110	83,305	106,067	100,067	116,674	10,607	Internet services annual with 10% estimated increase, (This is our 20% after e-rate)	350
399	Other Contracted Services	8,400	5,000	9,950	5,000	8,800	15,000	15,000	15,000	-	contracted services e-rate consultant \$9,500 Allen& Allen E-rate	399
470	Cabling	18,477		25,000	25,000	7,564	120,000	120,000	120,000	-	District wide wireless internet upgrade, e-rate	470
471	Software	280,289	241,784	31,500	43,000	32,795	55,870	55,870	71,428	15,558	School Insites, PCS Wireless Network, Dyknow for all schools	471
524	Staff Development	3,851	4,454	5,000	3,500	3,891	5,000	5,000	5,000	-	TETC, Summer Institute	524
722	Regular Instruction Equipment	412,932	420,789	442,051	431,308	442,206	543,125	543,125	555,700	12,575	1 to 1 initiative for Chromebooks for all 5th and 9th graders (1200)/Teacher Laptops at CCHS and SES, nurses on rotation schedule, Google License increase on new chromebooks	722
										-		
										-		
	TOTAL TECHNOLOGY	1,299,745	1,266,954	1,148,456	1,128,504	1,126,393	1,441,550	1,496,745	1,573,796	132,246		16

	Stepp/McCartney	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		
72320	OFFICE OF THE SUPERINTENDENT	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24		72320
101	Director	105,000	107,100	109,778	107,000	110,210	107,000	107,000	115,560	8,560	Stepp 12 month	101
117	Career Ladder		1,000							-		117
161	Secretary(s)	67,170	67,538	70,592	67,875	68,058	83,226	83,226	88,286	5,060	Board Sec, Front Desk	161
187	Overtime Pay	-	-							-		
189	Other Salaries and Wages									-		189
201	Social Security	12,846	13,436	13,798	13,378	13,591	14,552	14,552	15,823	1,271	7.65%	201
204	State Retirement	12,197	15,022	15,552	14,722	13,990	15,956	15,956	15,369	(587)	7.0% cert/8% non cert	204
206	Life Insurance	132	150	163	136	132	175	175	175	-		206
207	Medical Insurance	16,744	18,565	19,030	23,500	25,512	29,004	29,004	29,874	870	22 expenditures X 5% increase	207
208	Dental Insurance	641	953	982	939	1,034	1,078	1,078	1,078	-		208
320	Dues & Memberships	16,434	14,372	16,500	17,126	6,177	16,500	16,500	16,500	-	TOSS,TSBA, TSSA, Chamber \$150, AASA \$441, etc.	320
348	Postal Charges - Central Office	2,000	1,169	2,500	2,000	1,388	2,500	2,500	2,500	-		348
355	Travel	6,767	5,527	7,000	1,500	3,172	7,000	9,000	10,000	3,000		355
399	Other Contracted Services -	8,283	8,803	10,500	10,500	9,547	10,500	48,250	15,500	5,000	Copier maintenance/additional PD	399
										-		
435	Office Supplies	1,767	1,852	1,920	1,920	1,909	1,920	1,920	3,000	1,080	increase in cartridge expense	435
499	Other Supplies and Materials	7,439	7,510	7,500	7,500	7,207	7,500	7,500	13,500	6,000	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) Kid's First Awards \$750/Branding\$5000/Kitchen Supplies	499
701	Administration Equipment	554	738	1,500	900	468	900	900	500	(400)		701
	TOTAL OFFICE OF									-		
	SUPERINTENDENT	257,974	263,735	277,315	268,996	262,393	297,812	337,561	327,665	29,853		
										-		18

	Bray	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		
72520	Human Resources\Personnel	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24		72520
105	Directors	67,818	58,559	52,560	53,830	57,057	59,946	55,462	62,000	2,054	TBA	105
117	Career Ladder									-		117
161	Secretaries	37,484	30,940	32,670	33,613	35,672	42,700	42,700	45,296	2,596	HR Executive Assistant	161
162	Clerical Personnel	-	-							-		162
201	Social Security	7,645	6,571	6,520	6,689	6,509	7,852	7,509	8,208	356		201
204	State Retirement	8,067	3,337	4,688	4,809	5,100	8,212	7,853	8,584	372	8% non cert	204
206	Life Insurance	92	84	88	54	49	88	45	45	(43)		206
207	Medical Insurance	7,098	12,420	15,424	15,204	15,324	16,380	16,380	16,871	491	6.1%	207
208	Dental Insurance	320	544	670	642	653	670	670	670	-		208
217	Retirement - Hybrid Stabilization		218							-		
320	Dues and Memberships	225	50	250	250	50	250	250	250	-		320
355	Travel								1,000	1,000	TASBO Conference/ Job Fairs	355
399	Contracted Services - Other		7,171	8,000	5,000	26,034	5,000	24,890	5,000	-	fingerprinting, moved 20K here in 22/23 for salary study	
435	Office Supplies	1,333	946	1,400	1,400	1,131	1,400	1,400	1,540	140		435
471	Software			52,500	55,125	26,195	56,228	26,455	56,228	-	Safe Schools, Time and Attd, HR Software	471
499	Other supplies and materials	587	48	1,000	1,000	800	1,000	1,000	1,200	200		499
524	Staff Development	3,014	1,741	3,500	1,000	2,500	2,500	2,500	3,000	500	Summer Meeting for Principals/New Teachers	524
599	Other Charges	1,011	175	1,920	920	241	900	900	900	-		599
	TOTAL									-		
	Human Resources	134,694	122,804	181,189	179,537	177,314	203,126	188,014	210,792	7,666		
										-		21

	Kington	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		
72610	OPERATION OF PLANT	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24		72610
166	Custodial Personnel	1,303,526	1,269,868	1,393,590	1,355,451	1,320,339	1,603,131	1,475,146	1,609,246	6,115	57.5/ Never fully staffed in 22/23	166
189	Other Salaries and Wages	11,988	3,495	25,000	20,000	-	25,000	25,000	25,000	-	Summer cleaning/painting	189
201	Social Security	98,796	96,113	108,522	105,222	99,077	124,552	112,849	123,107	(1,445)	7.65%	201
204	State Retirement	66,852	66,846	78,022	75,650	67,471	130,250	118,012	128,740	(1,511)	8.00%	204
206	Life Insurance	1,750	1,834	2,530	1,568	1,645	2,657	1,662	1,890	(767)		206
207	Medical Insurance	402,270	386,542	428,868	409,618	406,340	472,416	387,000	481,187	8,771	If fully staffed w/ 3% increase	207
208	Dental Insurance	18,025	17,121	18,639	16,823	16,849	19,281	16,010	18,700	(581)	27.22*57*12	208
307	Communication - Phone - All Schools	95,849	100,240	110,000	105,774	91,367	100,000	82,000	85,000	(15,000)	Phone service, iPad Service and 6 hot spots	307
328	Janitorial Services	24,115	37,793	30,000	20,000	29,215	35,000	35,000	35,000	-	month rotate schools for termite and insect control	328
347	Pest Control	10,861	18,851	25,000	18,670	17,991	30,000	30,000	30,000	-		347
359	Disposal	41,390	42,295	42,000	42,000	45,000	50,000	50,000	50,000	-	Out for bid	359
363	Landfill									-		363
399	Other Contracted Services	45,460	79,932	80,000	80,000	94,002	120,000	120,000	125,000	5,000	10 % price increases, Intercom and Security Systems, lead water testing	399
410	Custodial Supplies	149,680	149,350	150,000	165,000	211,685	216,000	216,000	237,600	21,600	10% price increaes, Increase in usage disinfectants and sanitizers. Cleaners , wax and stripper, trash bags, toilet paper, soap.	410
415	Electricity	1,533,764	1,441,079	1,600,000	1,463,075	1,428,258	1,600,000	1,745,065	1,745,065	145,065		415
434	Natural Gas	182,485	176,235	265,000	210,259	241,487	265,000	250,000	260,000	(5,000)		434
451	Uniforms	1,553	2,435	2,000	2,000	247	5,000	5,000	5,000	-	PPE and uniforms	451
454	Water & Sewer	244,898	286,776	275,000	278,000	234,954	286,000	224,000	246,000	(40,000)		454
502	Building & Contents Insurance	420,273	428,776	450,000	441,209	477,076	515,243	499,590	524,570	9,327	set insurance amount (projected increase) 5%	502
524	In-Service/Staff Development	2,682	305	4,000	2,000	1,402	5,000	2,000	2,000	(3,000)	Electrician classes/licensing/HVAC license,safety	524
699	Other Debt Service									-	moved to 82130 and 82230 in August 2017,Energy Efficient loan payments 20% increase for replacement cost of	699
720	Plant Operation Equipment	21,874	16,247	20,000	20,000	24,490	30,000	30,000	30,000	-	buffers, scrubbers, vacuum cleaners, small school equipment	720
										-		
	TOTAL OPERATION OF PLANT	4,678,091	4,622,133	5,108,172	4,832,319	4,808,895	5,634,531	5,424,333	5,763,105	128,574		22

	Martin	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Proposed	Difference of Budget		
72710	TRANSPORTATION	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2022-2023	2023-2024	22-23 to 23-24		72710
105	Supervisor/Director	55,138	57,366	59,980	61,472	73,005	79,822	61,320	63,773	(16,049)	Supervisor	105
142	Mechanics	120,873	125,292	137,880	159,846	164,916	218,200	249,550	271,609	53,409	2 mechanics column 11 2- column 10 + 3 hours per day OT for 180 days	142
187	Overtime									-		187
146	Bus Drivers	934,855	962,340	1,018,212	1,025,000	1,105,335	1,310,300	1,310,300	1,376,339	66,039	63 if fully staffed	146
162	Clerical Personnel	27,969	32,372	42,313	38,336	38,960	51,530	51,530	54,663	3,133	Brown, 17 Years "O" (added 2hr/daily for school day extra hours)	162
164	Bus Attendant	24,294	28,497	57,605	53,085	1,634	-	-	-	-	22	164
188	Bonus Payments			43,200	27,000	24,300	36,500	26,250	30,000	(6,500)	Safety/Attendance Bonus	188
189	Other Salaries & Wages	11,198	11,412	27,500	10,000	54,923	89,320	73,082	77,525	(11,795)	Added attendants to this line per state request Spring 22 (SPED 8, General 4)	189
201	Social Security	87,809	91,259	103,490	105,168	107,702	136,604	135,560	143,354	6,750	0.0765	201
204	State Retirement	59,243	63,661	72,991	75,061	76,178	135,708	141,763	149,913	14,205	8%	204
206	Life Insurance	1,969	2,127	2,203	2,203	2,907	3,420	1,800	2,525	(895)		206
207	Medical Insurance	476,754	480,195	500,426	465,000	419,765	510,400	398,489	525,712	15,312		207
208	Dental Insurance	22,090	22,276	23,954	20,370	18,247	25,781	16,985	20,252	(5,529)		208
307	Communications (cell phones)	-	-	-						-		307
338	Maint/Repairs Vehicles	9,880	9,992	10,000	10,000	-	10,000	10,000	10,000	-		338
355	Travel	962	1,426	1,500	1,500	86	1,500	-	1,500	-		355
399	Other Contracted Services	36,770	38,681	47,700	58,000	40,533	50,000	23,500	30,000	(20,000)	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	15,352	20,000	10,000	10,000	9,999	10,000	10,000	10,000	-	Hard drive cameras	418
										-		
425	Fuel	277,397	299,171	310,000	285,000	391,680	400,000	410,026	420,000	20,000	journal entries will affect, modest estimate avg. \$4/gallon, 525 gallons daily for regular routes	425
433	Lubricants	17,015	17,499	13,000	12,000	12,999	15,000	12,000	16,500	1,500		433
435	Office Supplies	1,196	1,200	1,200	1,200	1,200	1,200	1,200	1,200	-		435
450	Tires & Tubes	34,918	35,000	32,000	22,000	31,802	35,000	30,000	38,500	3,500		450
453	Vehicle Parts	120,000	91,986	105,000	102,000	92,889	105,000	105,000	105,000	-		453
471	Software			3,500	19,725	9,900	12,000	10,000	11,000	(1,000)	software	471
499	Other Supplies & Materials	9,530	7,361	6,500	4,500	6,418	7,500	6,750	7,500	-	appreciation, awards, items for in- service, etc.	499
										-		
524	Staff Development/ Training	7,128	7,076	8,000	6,500	7,641	10,000	5,000	5,000	(5,000)	PD and CDL reimbursement	524
599	Other Charges	1,961	1,982	2,000	2,000	2,093	2,000	14,000	2,000	-	Uniforms, 12,000 for potential cost share on upgrading county gas pumps	599
729	Transportation Equipment - Buses	647,047	278,895	554,295	461,000	456,900	380,367	380,367	555,740	175,373	4 Regular. Figured at a 20% increase from this year's pricing. (\$138,935)	729
	TOTAL TRANSPORTATION	3,001,348	2,687,067	3,194,449	3,037,965	3,152,014	3,637,152	3,484,472	3,929,605	292,453		24

72905	American Rescue Plan					Budget	Actual	Proposed	Difference of Budget		
						2022-2023	2022-2023	2023-2024	22-23 to 23-24		
188	Bonus Payments					3,000	6,000				
201	Social Security					230	460				
204	State Retirement					165	330				
599	Other charges					53,701	107,402				
	Total American Rescue					57,096	114,192				25

Phillips\Bray												
73300	COMMUNITY SERVICES	Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Actual 2021-2022	Budget 2022-2023	Actual 2022-2023	Proposed 2023-2024	Difference of Budget 22-23 to 23-24		73300
105	Coordinator-Homeless & FRC	42,017	44,143	33,956	32,255	33,383	35,405	35,405	39,132	3,727	Coordinator, Family Resource Center/Homeless (partially funded by grant and Federal) Pay July in June	105
189	Other Salaries and Wages	92,784	97,175	105,000	65,000	50,324	78,416	63,000	66,830	(11,586)	CCQCP, Pay July in June, set wages for workers, supervisors(1) on scale	189
201	Social Security	10,167	10,637	7,643	7,440	6,253	8,707	7,528	8,106	(601)	7.65%	201
204	Retirement	4,895	5,083	8,617	5,349	3,732	9,106	7,872	8,477	(629)	8	204
206	Life Insurance	65	72	132	61	56	135	66	66	(69)	x2	206
207	Medical Insurance	14,196	15,495	22,572	15,204	15,492	18,000	17,000	17,510	(490)	+ increase	207
208	Dental Insurance	641	653	990	643	653	693	653	653	(40)		208
355	Travel	1,500	1,500	1,500	1,500	1,041	1,500	1,500	1,500	-	FRC grant of \$1500	355
399	Other Contracted Services									-		399
422	Food Supplies	2,538	2,430	6,557	2,000	713	5,000	2,000	2,000	(3,000)	Snacks for CCQCP, Food Pantry (reallocate donations for 22)	422
499	Other Supplies and Materials	1,728	2,687	3,000	1,500	1,106	1,500	1,500	1,500	-	Games, puzzles, crafts for CCQCP	499
535	Fee Waiver (Clothing, Shoes, school supplies)	19,228	15,519	14,000	14,000	5,929	14,000	14,000	14,000	-	Donation - Clothing and school supplies for at-risk students (reallocate donations for 22)	535
599	Other Charges	-	362	500	500	175	500	500	500	-	Re-certification for Childcare, supplies for CCQCP	599
										-		
	TOTAL COMMUNITY SERVICES	189,759	195,756	204,467	145,452	118,857	172,962	151,024	160,274	(12,688)		
										-		
										-		
										-		
										-		26

Bray												
76000	CAPITAL OUTLAY	Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Actual 2021-2022	Budget 2022-2023	Actual 2022-2023	Proposed 2023-2024	Difference of Budget 22-23 to 23-24	76000	
76100	REGULAR CAPITAL OUTLAY										76100	
307	Communications									-	307	
321	Engineering Services	14,616	13,140	20,000	62,000	15,000	80,000	80,000	100,000	20,000	district engineering	321
331	Legal Services									-		331
706	Building Construction		15,209	150,000	82,000	94,707	10,000	65,554	-	(10,000)	Transition Academy, finish and furnish	706
707	Building Improvements			540,001				2,607,500		-	Classroom addition at South + Balance on CCHS	707
715	Land									-		715
724	Site Development									-		724
799	Other Capital Outlay	125,167	75,159	150,000	150,000	140,572	150,000	130,000	135,000	(15,000)	School and department needs \$10,000 per school, and \$30,000 for district use	799
	Total Capital Outlay	139,783	103,508	860,001	294,000	250,280	240,000	2,883,054	235,000	(5,000)		
										-		
82130	DEBT SERVICE									-		82130
620	Principal on Debt	322,806	260,984	267,552	274,350	281,256	288,372	288,372	24,328	(264,044)	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	18,580	11,640	4,524	4,524	61	(4,463)	Interest on debt, moved here from 72610.699 in August, 2017	620
	Total Debt Service	364,320	292,928	292,896	292,930	292,896	292,896	292,896	24,389	(268,507)		
										-		
99100	TRANSFERS									-		
590	Transfers Out	200,000	767,331				1,000,000	1,000,000		(1,000,000)	Transfer to 142 for cash flow balance in 22/23/23/24	
	Total Transfers Out	200,000	767,331	-			1,000,000	1,000,000		(1,000,000)		
										-		
	GRAND TOTAL EXPENDITURES	52,661,541	53,967,593	56,095,320	54,262,318	55,562,704	66,364,847	66,880,985	69,878,714	3,513,867		
		Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Projected 2021-2022	Proposed 2022-2023			Difference of Budget 22-23 to 23-24		
	Difference in Revenues and Expenditures	815,584.23	1,256,024	(36,159)	4,134,063	3,118,087	(7,929,147)	(8,170,346)	(1,246,481)	(6,923,866)		
	Fund Balance	Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Actual 2021-2022	Budget 2022-2023	Actual 2022-2023	Proposed 2023-2024	Difference of Budget 22-23 to 23-24		
	Excess of Revenues and Other Sources											
	Over (Under) Expenditures and Other Uses	815,584	1,256,024	(36,159)	4,134,063	3,118,087	(7,929,147)	(8,170,346)	(1,246,481)	(6,923,866)		
		Audited	Audited	Audited	Audited	Audited				-	Required To Leave 3% Fund Balance Reserve	
	Beginning Fund Balance	4,921,616	5,811,770	7,393,966	7,358,707	11,804,806	13,335,957	13,335,957	5,165,611	8,170,346		2,096,361
		Audited	Audited	Audited						-	Overage or (Shortfall)	
	Ending Fund Balance/Reserves	5,811,770	7,393,966	7,358,707	11,804,806	13,335,957	5,406,810	5,165,611	3,919,130	1,246,481		1,822,768

Classified PAY SCALE

Schedule Titles	Custodian, mower	Teachers asst., CCQCP, bus attnd., non-cert PreK	Sped teacher asst. & alt. sch. asst. CDC/PreK CDA teacher asst./CCQCP Site Directors	Maintenanc e-custodian	School secretary	Admin. clerk (secretarial duties)/ School bookkeeper / School Attd. Clerk	Maintenanc e	Admin. sec. (Recpt., Dept. sec. with some bookkeeping duties)	Admin. asst./Dept. sec. with primary duty as bookkeeper	Executive Assistant, Technician	LPN, mechanic	Licensed HVAC, plumber, electrician, technician	Bus Driver (daily rate)
Sched. Code	1	2	3	4	5	6	7	8	9	10	11	12	13
Rate Year	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Daily
0	\$ 10.92	\$ 11.44	\$ 11.96	\$ 12.48	\$ 13.26	\$ 14.04	\$ 14.56	\$ 15.60	\$ 16.64	\$ 17.68	\$ 18.72	\$ 20.28	\$ 72.80
1	\$ 11.14	\$ 11.67	\$ 12.20	\$ 12.73	\$ 13.53	\$ 14.32	\$ 14.85	\$ 15.91	\$ 16.97	\$ 18.03	\$ 19.09	\$ 20.69	\$ 74.26
2	\$ 11.36	\$ 11.90	\$ 12.44	\$ 12.98	\$ 13.80	\$ 14.61	\$ 15.15	\$ 16.23	\$ 17.31	\$ 18.39	\$ 19.48	\$ 21.10	\$ 75.74
3	\$ 11.59	\$ 12.14	\$ 12.69	\$ 13.24	\$ 14.07	\$ 14.90	\$ 15.45	\$ 16.55	\$ 17.66	\$ 18.76	\$ 19.87	\$ 21.52	\$ 77.26
4	\$ 11.82	\$ 12.38	\$ 12.95	\$ 13.51	\$ 14.35	\$ 15.20	\$ 15.76	\$ 16.89	\$ 18.01	\$ 19.14	\$ 20.26	\$ 21.95	\$ 78.80
5	\$ 12.17	\$ 12.75	\$ 13.33	\$ 13.91	\$ 14.78	\$ 15.65	\$ 16.23	\$ 17.39	\$ 18.55	\$ 19.71	\$ 20.87	\$ 22.61	\$ 81.17
6	\$ 12.42	\$ 13.01	\$ 13.60	\$ 14.19	\$ 15.08	\$ 15.97	\$ 16.56	\$ 17.74	\$ 18.92	\$ 20.11	\$ 21.29	\$ 23.06	\$ 82.79
7	\$ 12.67	\$ 13.27	\$ 13.87	\$ 14.48	\$ 15.38	\$ 16.29	\$ 16.89	\$ 18.10	\$ 19.30	\$ 20.51	\$ 21.71	\$ 23.52	\$ 84.44
8	\$ 12.92	\$ 13.54	\$ 14.15	\$ 14.77	\$ 15.69	\$ 16.61	\$ 17.23	\$ 18.46	\$ 19.69	\$ 20.92	\$ 22.15	\$ 23.99	\$ 86.13
9	\$ 13.18	\$ 13.81	\$ 14.43	\$ 15.06	\$ 16.00	\$ 16.94	\$ 17.57	\$ 18.83	\$ 20.08	\$ 21.34	\$ 22.59	\$ 24.47	\$ 87.86
10	\$ 13.57	\$ 14.22	\$ 14.87	\$ 15.51	\$ 16.48	\$ 17.45	\$ 18.10	\$ 19.39	\$ 20.68	\$ 21.98	\$ 23.27	\$ 25.21	\$ 90.49
11	\$ 13.85	\$ 14.50	\$ 15.16	\$ 15.82	\$ 16.81	\$ 17.80	\$ 18.46	\$ 19.78	\$ 21.10	\$ 22.42	\$ 23.73	\$ 25.71	\$ 92.30
12	\$ 14.12	\$ 14.79	\$ 15.47	\$ 16.14	\$ 17.15	\$ 18.16	\$ 18.83	\$ 20.17	\$ 21.52	\$ 22.86	\$ 24.21	\$ 26.23	\$ 94.15
13	\$ 14.40	\$ 15.09	\$ 15.78	\$ 16.46	\$ 17.49	\$ 18.52	\$ 19.21	\$ 20.58	\$ 21.95	\$ 23.32	\$ 24.69	\$ 26.75	\$ 96.03
14	\$ 14.69	\$ 15.39	\$ 16.09	\$ 16.79	\$ 17.84	\$ 18.89	\$ 19.59	\$ 20.99	\$ 22.39	\$ 23.79	\$ 25.19	\$ 27.29	\$ 97.95
15	\$ 15.13	\$ 15.85	\$ 16.57	\$ 17.30	\$ 18.38	\$ 19.46	\$ 20.18	\$ 21.62	\$ 23.06	\$ 24.50	\$ 25.94	\$ 28.10	\$ 100.89
16	\$ 15.44	\$ 16.17	\$ 16.91	\$ 17.64	\$ 18.74	\$ 19.85	\$ 20.58	\$ 22.05	\$ 23.52	\$ 24.99	\$ 26.46	\$ 28.67	\$ 102.91
17	\$ 15.67	\$ 16.41	\$ 17.16	\$ 17.91	\$ 19.02	\$ 20.14	\$ 20.89	\$ 22.38	\$ 23.87	\$ 25.37	\$ 26.86	\$ 29.10	\$ 104.45
18	\$ 15.90	\$ 16.66	\$ 17.42	\$ 18.17	\$ 19.31	\$ 20.45	\$ 21.20	\$ 22.72	\$ 24.23	\$ 25.75	\$ 27.26	\$ 29.53	\$ 106.02
19	\$ 16.14	\$ 16.91	\$ 17.68	\$ 18.45	\$ 19.60	\$ 20.75	\$ 21.52	\$ 23.06	\$ 24.60	\$ 26.13	\$ 27.67	\$ 29.98	\$ 107.61
20	\$ 16.38	\$ 17.16	\$ 17.94	\$ 18.72	\$ 19.89	\$ 21.06	\$ 21.84	\$ 23.40	\$ 24.96	\$ 26.53	\$ 28.09	\$ 30.43	\$ 109.22
21	\$ 16.63	\$ 17.42	\$ 18.21	\$ 19.00	\$ 20.19	\$ 21.38	\$ 22.17	\$ 23.76	\$ 25.34	\$ 26.92	\$ 28.51	\$ 30.88	\$ 110.86
22	\$ 16.88	\$ 17.68	\$ 18.49	\$ 19.29	\$ 20.50	\$ 21.70	\$ 22.50	\$ 24.11	\$ 25.72	\$ 27.33	\$ 28.93	\$ 31.35	\$ 112.52
23	\$ 17.13	\$ 17.95	\$ 18.76	\$ 19.58	\$ 20.80	\$ 22.03	\$ 22.84	\$ 24.47	\$ 26.11	\$ 27.74	\$ 29.37	\$ 31.82	\$ 114.21
24	\$ 17.39	\$ 18.22	\$ 19.04	\$ 19.87	\$ 21.11	\$ 22.36	\$ 23.18	\$ 24.84	\$ 26.50	\$ 28.15	\$ 29.81	\$ 32.29	\$ 115.92
25	\$ 17.65	\$ 18.49	\$ 19.33	\$ 20.17	\$ 21.43	\$ 22.69	\$ 23.53	\$ 25.21	\$ 26.89	\$ 28.58	\$ 30.26	\$ 32.78	\$ 117.66
26	\$ 18.00	\$ 18.86	\$ 19.72	\$ 20.57	\$ 21.86	\$ 23.15	\$ 24.00	\$ 25.72	\$ 27.43	\$ 29.15	\$ 30.86	\$ 33.43	\$ 120.02

Longevity Pay
 Paid in December
 16-20 years = additional 3% of total salary
 21-25 years = 3.5%

Substitute Pay
 Classified Sub Teacher = \$75.00/day
 Certified Teacher = \$85.00/day
 Bus Driver = \$62.50/day
 Nurse = \$130.00/day

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

2023-24

Years	Safe School Counselor (System-wide) 4% 200 day work year	Non-Certified Supervisor Purposed 260 day work year	Non-Certified Supervisor Current 260 day work year
0	41,997.74	50,000.00	37,343.04
1	42,417.71	51,000.00	38,462.53
2	42,841.89	52,020.00	39,616.30
3	43,270.31	53,060.40	40,807.18
4	43,703.01	54,121.61	42,029.49
5	44,140.04	55,204.04	43,288.91
6	44,581.44	56,308.12	44,591.18
7	45,027.26	57,434.28	45,927.72
8	45,477.53	58,582.97	47,304.23
9	45,932.30	59,754.63	48,723.59
10	46,391.63	60,949.72	50,185.78
11	46,855.54	62,168.72	51,688.18
12	47,324.10	63,412.09	53,220.58
13	47,797.34	64,680.33	54,782.82
14	48,275.31	65,973.94	56,374.90
15	48,758.07	67,293.42	58,006.27
16	49,245.65	67,966.35	59,677.19
17	49,738.10	68,646.01	61,388.25
18	50,235.48	69,332.47	63,139.01
19	50,737.84	70,025.80	64,930.62
20	51,245.22	70,726.06	66,763.08
21	51,757.67	71,433.32	68,636.38
22	52,275.25	72,147.65	70,550.38
23	52,798.00	72,869.13	72,505.09
24	53,325.98	73,597.82	74,500.50
25	53,859.24	74,333.80	76,536.61

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

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	43,575	45,346	47,093	48,974	50,326	52,088	54,774
1	44,011	45,800	47,749	49,659	51,885	53,666	55,394	56,719
2	44,447	46,253	48,418	50,355	51,973	53,754	55,394	56,719
3	44,883	46,707	49,096	51,060	52,235	54,058	56,319	57,643
4	45,319	47,160	49,783	51,774	52,906	54,773	57,497	58,874
5	45,754	47,614	50,480	52,499	54,016	55,909	58,687	60,084
6	46,840	48,697	51,346	53,400	55,488	57,429	60,293	61,730
7	46,941	48,818	51,474	53,533	56,678	58,666	61,571	63,034
8	47,414	49,402	52,784	54,791	58,399	60,459	63,471	64,961
9	48,321	50,341	53,915	55,956	59,663	61,756	64,841	66,378
10	48,793	50,833	54,174	56,208	59,917	62,024	65,096	66,640
11	50,820	52,852	55,890	58,126	61,201	63,348	66,483	68,072
12	50,946	52,984	56,029	58,271	61,474	63,635	66,776	68,359
13	51,114	53,254	56,805	58,944	62,786	64,980	68,208	69,836
14	51,666	53,812	57,080	59,213	63,042	65,268	68,454	70,078
15	52,339	54,531	58,298	60,490	64,401	66,653	69,928	71,590
16	52,581	54,773	58,311	60,503	64,414	66,666	69,941	71,603
17	53,120	55,346	59,327	61,539	65,550	67,849	71,198	72,887
18	53,132	55,359	59,340	61,552	65,564	67,861	71,211	72,900
19	53,993	56,259	60,375	62,641	66,734	69,073	72,529	74,251
20	54,263	56,540	60,677	62,954	67,067	69,418	72,892	74,622
21	54,534	56,823	60,981	63,269	67,403	69,765	73,256	74,996
22	54,807	57,107	61,286	63,585	67,740	70,114	73,622	75,371
23	55,081	57,392	61,592	63,903	68,078	70,465	73,991	75,747
24	55,356	57,679	61,900	64,222	68,419	70,817	74,361	76,126
25	55,633	57,968	62,209	64,543	68,761	71,171	74,732	76,507
26	55,633	57,968	62,209	64,543	68,761	71,171	74,732	76,507
27	55,633	57,968	62,209	64,543	68,761	71,171	74,732	76,507
28	55,633	57,968	62,209	64,543	68,761	71,171	74,732	76,507
29	55,633	57,968	62,209	64,543	68,761	71,171	74,732	76,507
30	55,633	57,968	62,209	64,543	68,761	71,171	74,732	76,507

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.

CUMBERLAND COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

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

2023-2024

8.0% Principals

8% SW 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	42,721	43,269	45,096	45,521	49,339	49,702	53,699	53,515
1	43,148	43,702	45,785	46,216	50,867	51,208	54,307	54,121
2	43,575	44,135	46,473	46,911	50,953	51,292	54,307	54,121
3	44,002	44,567	47,162	47,607	51,211	51,582	55,214	55,003
4	44,429	45,000	47,851	48,302	51,867	52,264	56,369	56,178
5	44,857	45,433	48,540	48,997	52,956	53,349	57,536	57,332
6	45,162	45,770	49,165	49,648	54,399	54,798	59,110	58,903
7	45,782	46,412	50,233	50,725	55,566	55,979	60,363	60,147
8	46,484	47,139	51,748	52,282	57,253	57,690	62,226	61,986
9	47,372	48,035	52,857	53,393	58,493	58,928	63,570	63,338
10	47,836	48,505	53,112	53,634	58,742	59,183	63,819	63,587
11	48,619	49,305	54,267	54,808	60,000	60,446	65,178	64,954
12	49,157	49,849	54,503	55,032	60,269	60,720	65,466	65,228
13	50,112	50,815	55,690	56,244	61,554	62,003	66,869	66,637
14	50,652	51,348	55,960	56,501	61,805	62,278	67,111	66,868
15	51,312	52,034	57,154	57,720	63,138	63,600	68,556	68,311
16	51,549	52,264	57,167	57,732	63,150	63,612	68,569	68,324
17	52,078	52,811	58,163	58,720	64,264	64,741	69,801	69,549
18	52,090	52,823	58,176	58,733	64,277	64,753	69,814	69,561
19	52,933	53,682	59,191	59,772	65,424	65,909	71,107	70,850
20	53,198	53,950	59,487	60,070	65,751	66,239	71,462	71,205
21	53,464	54,220	59,785	60,371	66,080	66,570	71,820	71,561
22	53,731	54,491	60,084	60,673	66,411	66,903	72,179	71,918
23	54,000	54,764	60,384	60,976	66,743	67,237	72,540	72,278
24	54,270	55,037	60,686	61,281	67,076	67,574	72,902	72,639
25	54,541	55,313	60,990	61,587	67,412	67,911	73,267	73,003
26	54,541	55,313	60,990	61,587	67,412	67,911	73,267	73,003
27	54,541	55,313	60,990	61,587	67,412	67,911	73,267	73,003
28	54,541	55,313	60,990	61,587	67,412	67,911	73,267	73,003
29	54,541	55,313	60,990	61,587	67,412	67,911	73,267	73,003
30	54,541	55,313	60,990	61,587	67,412	67,911	73,267	73,003

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.

SCHEDULE OF SUPPLEMENTS FOR CERTIFIED SUPERVISORS AND PRINCIPALS

(Based on number of years as supervisor or principal)

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 BOARD OF EDUCATION
SALARY SCHEDULE**

2023-2024

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	\$46,228	\$47,936	\$0	\$46,143	\$47,839	\$0	\$50,132	\$50,866
1	\$46,934	\$48,668	\$0	\$47,723	\$49,459	\$0	\$51,735	\$52,464
2	\$47,640	\$49,400	\$0	\$47,836	\$49,573	\$0	\$51,851	\$52,578
3	\$48,346	\$50,133	\$0	\$48,051	\$49,815	\$0	\$52,072	\$52,834
4	\$49,053	\$50,865	\$0	\$48,669	\$50,471	\$0	\$52,668	\$53,450
5	\$49,759	\$51,597	\$0	\$49,478	\$51,320	\$0	\$53,529	\$54,335
6	\$50,714	\$52,258	\$0	\$50,605	\$52,487	\$0	\$54,401	\$55,229
7	\$51,821	\$53,743	\$0	\$51,696	\$53,617	\$0	\$55,524	\$56,371
8	\$53,012	\$55,020	\$0	\$53,241	\$55,249	\$0	\$57,182	\$58,056
9	\$54,142	\$56,184	\$0	\$54,371	\$56,412	\$0	\$58,412	\$59,314
10	\$54,403	\$56,437	\$0	\$54,632	\$56,666	\$0	\$58,692	\$59,588
11	\$55,581	\$57,668	\$0	\$55,810	\$57,897	\$0	\$59,961	\$60,886
12	\$55,814	\$57,894	\$0	\$56,050	\$58,131	\$0	\$60,199	\$61,120
13	\$57,034	\$59,174	\$0	\$57,262	\$59,402	\$0	\$61,503	\$62,443
14	\$57,436	\$59,441	\$0	\$57,536	\$59,669	\$0	\$61,757	\$62,692
15	\$58,526	\$60,719	\$0	\$58,754	\$60,947	\$0	\$63,066	\$64,029
16	\$58,539	\$60,732	\$0	\$58,767	\$60,960	\$0	\$63,080	\$64,042
17	\$59,556	\$61,768	\$0	\$59,784	\$61,997	\$0	\$64,180	\$65,154
18	\$59,569	\$61,781	\$0	\$59,797	\$62,010	\$0	\$64,193	\$65,167
19	\$60,605	\$62,871	\$0	\$60,834	\$63,100	\$0	\$65,331	\$66,721
20	\$60,908	\$63,185	\$0	\$61,138	\$63,415	\$0	\$65,658	\$67,055
21	\$61,213	\$63,501	\$0	\$61,444	\$63,732	\$0	\$65,986	\$67,390
22	\$61,519	\$63,818	\$0	\$61,751	\$64,051	\$0	\$66,316	\$67,727
23	\$61,827	\$64,138	\$0	\$62,060	\$64,371	\$0	\$66,647	\$68,066
24	\$62,136	\$64,458	\$0	\$62,370	\$64,693	\$0	\$66,981	\$68,406
25	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
26	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
27	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
28	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
29	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
30	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748

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 6 employees that were on the Masters + scale in FY 13-14. These 6 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, Linda Gayle Reed and Anna Bryant.