

Board of Education Meeting
July 23, 2026 6:00 PM
Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
3. Welcome to Visitors/Acknowledgement of Elected Officials
4. Special Student Representatives Recognition
5. Roll Call
6. Declaration of Conflict
7. *Approval of Regular Meeting and Work Session Minutes
8. *Approval of Agenda
9. Community Comments
10. Open Meetings
11. Board Member(s) Report from Training(s)
12. Legal Report
13. Insurance
14. Amazon Discussion
15. Director's Report
- 15.A. *Approval of District Testing Coordinators
- 15.B. SRO Annual Report
- 15.C. NDCC Update
- 15.D. Strategic Plan Update
- 15.E. TCAP Data
- 15.F. Coordinated School Health Annual Report
- 15.G. Leadership Update
- 15.H. Annual Planning Calendar
- 15.I. FYI
- 15.I.1. Personnel Report
- 15.I.2. Substitute List
- 15.I.3. School News Articles
- 15.I.4. School Calendar of Events
16. Athletic & Arts Director's Report
17. *First Reading of Policies
18. *Second Reading of Policies
19. Policies for Discussion
20. 2026-2027 Budget Update
21. Chief Financial Officer's Report
- 21.A. Monthly Financial Report
- 21.B. Monthly Sales Tax Report
- 21.C. 141 Budget Amendments
- 21.D. *142 Budget Amendments
22. *Consent Agenda
- 22.A. School Board Reports
- 22.A.1. Legislative Report
- 22.B. *Approval of Overnight and Out of State Field Trips
- 22.C. *Approval/Renewal of Agreements
- 22.D. *School Wide Fundraisers

- 22.E. *Approval of Disposal of Surplus Property
- 23. Questions from Media
- 24. Adjournment

(*) Indicates Board Approval Required

Board of Education
June 25, 2026 6:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a regular session on Thursday June 25th 2026, in the Central Services Board Room, where the meeting was called to order by Chairman of the Board Scott VanWinkle at the approximate hour of 6:00 pm.

BOARD MEMBERS:

Mr. Travis Cole:	Present
Mr. Nick Davis:	Absent
Mr. Chris King:	Present
Mr. Jon Matthews:	Present
Ms. Sheri Nichols:	Present
Ms. Shannon Stout:	Present
Ms. Elizabeth Stull:	Present
Mr. Scott VanWinkle:	Present

1. Call to Order

2. Moment of Silence/Pledge of Allegiance

3. Welcome to Visitors/Acknowledgement of Elected Officials

4. Special Recognition
Virginia Genetempo-Crab Orchard Elementary
Davis Babcock-Brown Elementary

5. Roll Call

Diane McCartney: Ms. Stull?

Elizabeth Stull: Here.

25
26 Diane McCartney: Ms. Nichols?

27
28 Sheri Nichols: Here.

29
30 Diane McCartney: Mr. VanWinkle?

31
32 Scott VanWinkle: Here.

33
34 Diane McCartney: Ms. Stout?

35
36 Shannon Stout: Here.

37
38 Diane McCartney: Mr. Davis?

39
40 NOTE: (Silence)

41
42 Diane McCartney: Mr. King?

43
44 Chris King: Here.

45
46 Diane McCartney: Mr. Matthews?

47
48 Jon Matthews: Here.

49
50 Diane McCartney: Mr. Cole?

51
52 Travis Cole: Here.

53
54 Diane McCartney: Let the record show Davis is not present.

55 6. Declaration of Conflict

56
57 (Scott VanWinkle, Chris King, Jon Matthews and Travis Cole raise their hands)

58
59 Rebecca Farley: Do you certify that the votes that you make tonight will be in the
60 best interest of the school system regardless of the effect that your vote may
61 have upon the employment of your relative or relatives?

62
63 Scott VanWinkle: Yes.

64
65 Chris King: Yes.

66
67 Jon Matthews: Yes.

68
69 Travis Cole: Yes.
70

71 Rebecca Farley: Let the record show Mr. Cole, Mr. Matthews, Mr. King and Mr.
72 VanWinkle had their hands raised.

73 7. *Approval of Regular Meeting and Work Session Minutes

74
75 Scott VanWinkle: That brings us to the approval of minutes.

76
77 Shannon Stout: Mr. Chair. I move to approve the regular meeting and work
78 session. Minutes from 5/21, 5/28 and 6/18.

79
80 Sheri Nichols: Second.

81
82 Travis Cole: Second.

83
84 Scott VanWinkle: A motion and a second to approve the minutes for number
85 seven. Any discussion?

86
87 (Silence)

88
89 Scott VanWinkle: No. Okay. All those in favor say aye.

90
91 All Board Members: Aye.

92
93 Scott VanWinkle: All those opposed say nay.

94
95 (Silence)

96
97 Scott VanWinkle: The ayes have it.

98
99

100 Motion to regular meeting and work session minutes from 5/21, 5/28 and 6/18.

VOICE (mover-yes) Stout
VOTE:

(seconder-yes) Nichols

Yes: 7, No: 0

MOTION: Motion Carried

101

102 8. *Approval of Agenda

103
104 Scott VanWinkle: That brings us to the agenda.

105
106 Chris King: Mr. Chair?
107

108 Scott VanWinkle: Yes sir.
109

110 Chris King: I'd like to recommend the approval of the agenda with an addition.
111 We had some information today come in on clinic facility. We'd like to discuss
112 that.
113

114 Scott VanWinkle: Okay.
115

116 (Audio)
117

118 Chris King: Director's report.
119

120 Shannon Stout: For informational purposes?
121

122 Chris King: Yeah.
123

124 Shannon Stout: I'll second that.
125

126 Scott VanWinkle: Okay. There's been a motion and a second to approve the
127 agenda with the addition of discussion of a clinic. Is that correct?
128

129 Chris King: Yeah.
130

131 Scott VanWinkle: Yep. Okay.
132

133 Rebecca Farley: Yes.
134

135 Scott VanWinkle: And that's for the.
136

137 Sheri Nichols: Information purposes.
138

139 Scott VanWinkle: Information purposes only. Any other discussion?
140

141 (Silence)
142

143 Scott VanWinkle: All those in favor of the motion and amendment say aye.
144

145 All Board Members: Aye.
146

147 Scott VanWinkle: All those opposed say nay.
148

149 (Silence)
150

151 Scott VanWinkle: The ayes have it.

152 Motion to approve the agenda with the addition of clinc disscussion for
153 information purposes added to item 16. Directors Report.

VOICE (mover-yes) King

VOTE:

(seconder-yes) Stout

Yes: 7, No: 0

MOTION: Motion Carried

154

155 9. Community Comments:

156

157 Scott VanWinkle: That brings us to community comments. We do have one
158 request to speak tonight. Karen Franzen.

159

160 Karen Franzen. 3219 Pueblo Drive, Crossville in Tansi

161 Subject: Board evaluation

162 10. Open Meetings

163 11. Board Member(s) Report from Training(s)

164

165 (Silence)

166 12. Legal Report

167

168 Attorney: Nothing to report.

169

170 Sheri Nichols: Woohoo.

171 13. *Approval of 2026-2027 Meeting Dates

172

173 Scott VanWinkle: So number 13 is approval of meeting dates.

174

175 Rebecca Farley: Okay. So you know you look at these and you try to think
176 you've got everything planned out. And this year, this was my second year of
177 doing this and I was proactive and I remembered fall break and I remembered
178 spring break, but guess what? I didn't remember.

179

180 Sheri Nichols: Winter break.

181

182 Rebecca Farley: July 16th is for those that's attending summer law, that's when
183 you check in is July the 16th. So some options there, we could move it to July
184 9th, which is the Thursday before you could have it on the 14th, which is the
185 Tuesday before that Thursday. Or you could have it on the 16th. And those that
186 are attending just drive up after the meeting is over. To my knowledge, all of the
187 other dates are good except the first one that's on the calendar.
188

189 Sheri Nichols: I vote for the ninth.
190

191 Jon Matthews: I don't have any conflict that I can think of on the ninth.
192

193 Sheri Nichols: Ninth.
194

195 Chris King: I think I've already got that on my calendar. That's a good thing we're
196 talking about that.
197

198 Travis Cole: I'll be out of town on the ninth.
199

200 Sheri Nichols: You're out of town Travis?
201

202 Jon Matthews: What about the 14th?
203

204 Sheri Nichols: 14th.
205

206 Travis Cole: I'm back in town, but I have a conflict.
207

208 Shannon Stout: No, I do have a conflict that night.
209

210 Rebecca Farley: The 14th?
211

212 Shannon Stout: On the 19th on the 9th. It's women's club. Women's club you're
213 going to be there too. Candidate forum.
214

215 Sheri Nichols: Well.
216

217 Rebecca Farley: So it sounds like leaving it on the 16th and those that are going
218 go afterward,
219

220 Elizabeth Stull: That's a long drive.
221

222 Jon Matthews: Yeah.
223

224 Shannon Stout: Long drive.
225

226 Travis Cole: If the majority of everybody can make it the ninth. It is what it is.
227

228 Shannon Stout: Yeah.
229
230 Travis Cole: I'm not going to.
231
232 Sheri Nichols: The only one, Shannon and Travis are the two that can't make it
233 on the ninth? You can do the ninth?
234
235 Elizabeth Stull: I can do the ninth. I mean what about, you mentioned a
236 Tuesday. What about the seventh then?
237
238 Rebecca Farley: Yeah, we can do it the seventh too.
239
240 Travis Cole: I'm out that whole week.
241
242 Elizabeth Stull: Oh, okay.
243
244 Travis Cole: The third to the.
245
246 Shannon Stout: I can do it on the seventh.
247
248 Jon Matthews: What about just moving it up one day to the 15th? I know it's a
249 Wednesday, but would that give everybody an opportunity?
250
251 Shannon Stout: I could do it on the 15th.
252
253 Sheri Nichols: Are you available on the 15th?
254
255 Travis Cole: Do the 15th.
256
257 Sheri Nichols: I'm good.
258
259 Scott VanWinkle: I'm not available the 15th.
260
261 Sheri Nichols: Listen.
262
263 (Laughter)
264
265 Sheri Nichols: Going. Going. Okay. So how about the seventh?
266
267 Jon Matthews: Well if we're going to do the seventh, might as well do the ninth
268 because.
269
270 Travis Cole: Yeah.
271
272 Jon Matthews: Travis couldn't do it either way.
273

274 Shannon Stout: I can do it the seventh.
275
276 Jon Matthews: The seventh works better?
277
278 Sheri Nichols: She can do it the seventh but she can't do it the ninth, so lose
279 both of them on the ninth.
280
281 Jon Matthews: Okay. The seventh works for me.
282
283 Sheri Nichols: I work on the seventh. I'm good. Okay.
284
285 Rebecca Farley: Are you good with the seventh?
286
287 Elizabeth Stull: Yeah, I mean that's fine.
288
289 Rebecca Farley: Okay, so then the work session will be July the seventh, which
290 that's going to be like two weeks.
291
292 Shannon Stout: I was going to say, is that too early for y'all to be able to pull
293 things together for the agenda?
294
295 Diane McCartney: Can I speak on that a moment?
296
297 Sheri Nichols: Yes Ma'am.
298
299 Rebecca Farley: Yes.
300
301 Diane McCartney: That is the deadline day. So just know that you all may have
302 more stuff for that regular meeting than you've seen on the work session
303 agenda.
304
305 Scott VanWinkle: If we can just get policies on there. I think that policies and if
306 you don't have all the.
307
308 Diane McCartney: I Just want you to be aware.
309
310 Scott VanWinkle: Consent agenda.
311
312 Diane McCartney: I'm not really worried about calendars and things like that, but
313 if you're sending anything you may not see it on the separate.
314
315 Scott VanWinkle: Yeah.
316
317 Diane McCartney: If it's.
318
319 Scott VanWinkle: Consent agenda I don't think is a big deal for us to wait until

the regular meeting if everybody else is okay with that, but, yeah.

Rebecca Farley: So July the seventh, four o'clock. Okay, so that's the only, unless anybody else had a change of anything, that's the only thing that I know that there was an issue with.

Scott VanWinkle: Guess would need a motion to.

Travis Cole: Mr. Chair. I'll move to approve with changing the July work session to the seventh at four o'clock.

Scott VanWinkle: Okay.

Elizabeth Stull: Second.

Scott VanWinkle: Been a motion and a second to approve the calendar for the board meetings for next year with the change to the July 16th meeting to July 7th. Any more discussion?

(Silence)

Scott VanWinkle: All those in favor say aye.

All Board Members: Aye.

Scott VanWinkle: Those opposed say nay.

(Silence)

Scott VanWinkle: The ayes have it.

Motion to approve meeting dates with a change to the July worksession date.

VOICE (mover-yes) Cole

VOTE:

(seconder-yes) Stout

Yes: 7, No: 0

MOTION: Motion Carried

14. **Perry Weather

354 Rebecca Farley: So we kind of talked about this at the last meeting. We talked
355 about that it is \$10,000 each year. This year we will have a \$4,400 installation
356 fee and then some alternatives were brought up. I did share that with you in the
357 email and Mr. Matthews has sent me some different things and I do have Ms.
358 Diane has those linked on her computer and she can show you those. That is
359 one item. Obviously we would need to have both. We would need two of these.
360 One at each high school and you can see how much that would cost. There's
361 another item, this would be for each coach and they strap it to their belt and it
362 not only from my understanding measures the lightning detection, but it also
363 does temperature and humidity.

364
365 Shannon Stout: How many coaches do we have that would require having one
366 of the monitors.

367
368 Rebecca Farley: So I guess you would get it for the head coach. So you would
369 have a girls soccer, boys soccer, softball, baseball, football, tennis, golf. So that
370 right there is 7. So you'd have 14.

371
372 Jon Matthews: You wouldn't necessarily need it for each coach though would
373 you? I mean as long as you had it.

374
375 Rebecca Farley: That's just for the head coach.

376
377 Jon Matthews: But I'm talking about had one for one or two maybe for each
378 school. And that way because you're not going to have too many sports going
379 on simultaneously.

380
381 Elizabeth Stull: But you have practices too.

382
383 Sheri Nichols: You have practices. Yeah, they're not going to be able to keep
384 track of them who's got it.

385
386 Rebecca Farley: And for practices, yeah, you'll have 'em going on. A lot of 'em
387 going on at the same time. Boys soccer's in the fall, girls is in the spring, so you
388 might could just do one for each sport. Soccer, football, tennis, golf, baseball.

389
390 Travis Cole: Mr. Chair, we've gone into discussion without a motion.

391
392 Rebecca Farley: Oh sorry.

393
394 Scott VanWinkle: I'll entertain a motion.

395
396 Travis Cole: I would move that we move forward with Perry Weather as we've
397 discussed, at least for discussion sake.

398
399 Chris King: Second.

400
401 Scott VanWinkle: Motion and a second to approve use of Perry Weather. Any
402 discussion Mr. Cole?

403
404 Travis Cole: So the idea that in one of the larger selling points of the Perry
405 Weather Program is the fact that it's a uniformed approach to severe weather
406 and prevention of weather related illnesses with our athletes. Going to an
407 individual device, leaves a lot of gray area and doesn't allow for there to be the
408 same product at one school was going on at another school. So I think that, and
409 also after looking at the competitors that Dr. Farley sent out, it made it pretty
410 clear that pound for pound, for the dollar's sake, the Perry weather is the kind of
411 the better option out of the three comparable options we've been given.

412
413 Scott VanWinkle: Thank you, Mr. King?

414
415 Chris King: The cost is for 50 of these devices first level after that goes to 250
416 units?

417
418 Travis Cole: It's 50 users, 50 log ins.

419
420 Chris King: Then if you need more than 50, it goes to 250.

421
422 Travis Cole: Correct.

423
424 Elizabeth Stull: Would we be utilizing all 50 of those users?

425
426 Travis Cole: Pretty easily.

427
428 Elizabeth Stull: Would we need more? I guess.

429
430 Travis Cole: I think 50 would give us more than enough and give us the ability to
431 put this tool in other people's hands other than the head coach because the
432 head coach ain't going to want to sit there and we need the trainers to be able to
433 have access to this. Assistant coaches or even booster club people, whoever
434 the coaches or the athletic director sees necessary. But I think 50 would be a
435 solid number to give us what we need and then maybe a few extra for other
436 principals. Maybe give it to the principals or assistant principals at the school
437 level.

438
439 Elizabeth Stull: OK.

440
441 Jon Matthews: And I guess that's where my thing with the monitoring devices is
442 whether it's an app on a cell phone or whatever else, the head coach is not
443 necessarily going to be paying attention to cell phone or anything else. You give
444 it to someone. I know like in our field construction field, we use these same
445 devices that. Because OSHA requires us to have all of those things and we use

446 these same devices and we have an IH person that is monitoring this all the
447 time. And that's why I was in my mind, I'm thinking, well we have communication
448 surely throughout our school and if we're having 17 different practices, there's a
449 radio or a PA system or something to get people's attention and someone
450 monitoring that device. At \$10,000 a year just to monitor heat and humidity.
451 That's a lot of money in my mind.

452
453 Travis Cole: Does it does more than just those two things, heat, humidity.

454
455 Jon Matthews: Lightning.

456
457 Travis Cole: Lightning and that alone.

458
459 Jon Matthews: Well the two things that I had sent Dr. Farley that was five
460 minutes on Amazon finding those devices. I just think if we really need these
461 things in which I'm not saying we don't need 'em, I'm just saying somebody that
462 knows instrumentation or can help us with this, we could set up our own system
463 pretty inexpensively and we not have to pay \$10,000 a year, year after year after
464 year. That's my thinking.

465
466 Scott VanWinkle: Thank you Mr. Matthews, I think you've made your point, but is
467 there any other discussion on it?

468
469 Sheri Nichols: Well I think the main thing is the consistency that everybody's
470 doing the same thing.

471
472 Scott VanWinkle: Any others? I would like to make a comment on it. I've done a
473 little searching. I think there's some options that we could do that are free and I
474 know that we still have access to weather tap for free. It's not the same, but it
475 does give you a lightning area and it gives you a warning of how close lightning
476 is to you and you can add a couple of free apps to it and do the same thing that
477 Perry weather does. I'm concerned about the \$10,000 annual expense that we
478 don't have budgeted right now. As far as the safety grant goes. I think it would
479 be great to have it for this year if we could, but if we could have the safety grant
480 to cover it in the future, that would be great to do this. My only concern is the
481 annual expense that we don't have planned. So that's all I have. Any other
482 discussion?

483
484 Sheri Nichols: Where would the money come from, Dr. Farley?

485
486 Rebecca Farley: So for this year, the money, we will be able to get it installed
487 and pay for the one year, the first year and the installation. We can use the
488 safety grant for that, but we can't use it reoccurring for it.

489
490 Sheri Nichols: So where would we find money to?

Rebecca Farley: General budget somewhere? I don't know which department would be fair to take it out. Don't know if you'd want to. I've heard it mentioned somewhere in talking something about well let some of the athletic teams pay for it. Yeah, we could do that. But you hate to take money away from them because we struggle to find money to give to them to help them to sustain their programs. So it would just be something that we would have to look for and find. It would have to come out probably of a software line, a 471 line somewhere.

Sheri Nichols: What if we offered it to the booster clubs to see if they were willing to do fundraisers to come up with that? I mean it's a lot of money, but I dunno. The one that you're talking about, Scott does that do The

Scott VanWinkle: Weather tap is free but it doesn't do what Perry Weather does. It would have to be combined with some other apps to work

Sheri Nichols: Then we'd have to train the people in order how to use them so kids aren't passing out and dying on the field.

Scott VanWinkle: Yes, it would have to have some protocols put in place, a procedure put in place and everybody trained on it. But I think Perry Weather is probably going to have to have that too.

Rebecca Farley: Everybody's going to have to be trained on Perry Weather as well. Any program that we go to, we can try to ensure consistency here at this office. If you all vote not to do Perry Weather, we would have to have consistency and now we have Mr. Brown who will be in place and that would be one of his responsibilities.

Shannon Stout: If we wanted to apply something that was at no cost and put some parameters in place and some training in place to start the year off with and then we decided a portion of the way through the year that that really isn't meeting the needs and we've figured out a way budget-wise that we might be now that we're into the year a little ways we might be able to do something budget-wise that would be reoccurring for it. Could we start this at any point?

Rebecca Farley: To my knowledge, yes. We just have to let the gentleman at Perry Weather know when we want to start. He's ready to go tomorrow.

Shannon Stout: I'm sure.

Elizabeth Stull: How long do we have as far as to be able to use the safety grant for this?

Rebecca Farley: Well it would start the money that's in there now. We've kind of got a proposal written for that, but if we don't spend it, that's fine. Some of it will carry over. So you'll have some safety money next year? Not as much as we

538 had this year, but we will have some safety money next year

539
540 Elizabeth Stull: If we choose to put a pause on it for right now and maybe two,
541 three months. Go ahead and decide. We want to go ahead with Perry Weather.
542 Would it still be available for us to use the safety grant for that at that point?

543
544 Rebecca Farley: Yeah, it should. What we don't use it should carry over. So that
545 money should be there. If we don't spend it right now, it should be there and we
546 should be able to access it in a few months.

547
548 Elizabeth Stull: So, this safety grant money is for this current year that we're in,
549 not.

550
551 Rebecca Farley: Yes.

552
553 Elizabeth Stull: Okay.

554
555 Rebecca Farley: Not yet. Not next year yet.

556
557 Elizabeth Stull: I see.

558
559 Scott VanWinkle: But you can't use it for recurrent expenses.

560
561 Rebecca Farley: No, you cannot.

562
563 Sheri Nichols: Can we use that safety grant for training if we got a free thing?

564
565 Rebecca Farley: Well, you would have to write that into the grant and see if they
566 would approve it and allow it.

567
568 Travis Cole: I think we're going to run into trouble trying to piece together a
569 weather station ourselves.

570
571 Sheri Nichols: Yeah.

572
573 Travis Cole: And the grant pay for it. I'm not saying it's impossible. I think that
574 proved difficult though because they're going to want to know that we know what
575 we're doing essentially.

576
577 Sheri Nichols: Right.

578
579 Travis Cole: Versus a trusted.

580
581 Sheri Nichols: People that are already doing it.

582
583 Travis Cole: That's what they do for a living. I guess probably give us some

584 obstacles.

585
586 Sheri Nichols: Have we talked to the coaches about this? No. Coach (Audio)
587 here says no.

588
589 Rebecca Farley: Mr. Allen's the one that brought this up and I think his teams at
590 CCHS are pretty much on board with it. Would you not agree Mr. Cole?

591
592 Travis Cole: It seemed that way, but also Mr. Brown was also in the same
593 conversations and supportive of it.

594
595 Shannon Stout: So they feel like there's a need to go to a system like this that's
596 rolled out and overall managed.

597
598 Travis Cole: This was completely Mr. Allen's idea. He brought it to me first. I
599 think before he even talked to Dr. Farley just to take the first look at it.

600
601 Rebecca Farley: Yes.

602
603 Travis Cole: So they're definitely on boarding and ready at that school.

604
605 Scott VanWinkle: My only concern is are there other options and are we rushing
606 into something that we're going to have a recurring expense on? And if we don't
607 pay the recurring expense, then we have hardware sitting there that's going to
608 go to waste.

609
610 Shannon Stout: We've lost money.

611
612 Travis Cole: Well if we went this first year and did it and then decided that it
613 wasn't for us, it's their stuff. So if we don't want to pay next year, then they come
614 and get their stuff.

615
616 Scott VanWinkle: They come and get it? Okay. I didn't know that.

617
618 Travis Cole: We don't own the equipment.

619
620 Scott VanWinkle: We're leasing it.

621
622 Travis Cole: That's Perry Weather.

623
624 Sheri Nichols: The reoccurring cost.

625
626 Travis Cole: The reoccurring cost also covers the expense. If an item on there
627 fails, it's not out of our pocket, they'll fix it. They'll replace it. So we're just leasing
628 the equipment essentially.

630 Shannon Stout: So it'd be the 4,400 installation that we'd be out?

631
632 Travis Cole: Correct.

633
634 Shannon Stout: And we just wouldn't renew for the next year and we'd return the
635 equipment.

636
637 Scott VanWinkle: Okay.

638
639 Chris King: I think that 4,400 covers training too. I'm not sure.

640
641 Sheri Nichols: I dunno. I just want to keep our kids safe on the fields. That's all
642 the best way for us to do that.

643
644 Travis Cole: Well, It also reduces liability because we've got protocols in place.
645 It's all track able data of what happened, when and why.

646
647 Sheri Nichols: That's true.

648
649 Travis Cole: And either you did or did not do what you were supposed to do.
650 When these alerts signal.

651
652 Sheri Nichols: Storms happen, the alerts happen.

653
654 Shannon Stout: Can we get a discount on our insurance policy?

655
656 Rebecca Farley: I doubt it.

657
658 (Laughter)

659
660 Rebecca Farley: I doubt it.

661
662 Scott VanWinkle: That was new information for me, Mr. Cole. I didn't realize if
663 we cut it off that we don't.

664
665 Travis Cole: Yeah we don't own it.

666
667 Scott VanWinkle: We don't have hardware sitting there.

668
669 Shannon Stout: Yeah, I thought it was a contract that we were entering into with
670 them.

671
672 Scott VanWinkle: It's not a contract. Okay. Alright. Any other discussion?

673
674 (Silence)

676 Scott VanWinkle: It's a financial item so we'll need to do a.
677
678 Sheri Nichols: Will you read the motion?
679
680 Scott VanWinkle: Yeah, sure. There's a motion and a second to approve Perry
681 Weather as a software system that we use for weather related items. We've
682 already had the discussion. Any other?
683
684 Jon Matthews: So this is my last question and I'll leave it at that. So for this year
685 then, if we just, we're basically only going to be liable for the 4,400 is what we'll
686 really need to pay. And then the safety grant.
687
688 Rebecca Farley: The safety grant will cover all of it?
689
690 Scott VanWinkle: Yeah.
691
692 Jon Matthews: Oh, the safety grant covers the 4,400 and everything?
693
694 Rebecca Farley: Yes.
695
696 Scott VanWinkle: Yep.
697
698 Jon Matthews: So it costs us nothing more or less out of pocket except for the
699 grant money that's already there.
700
701 Rebecca Farley: Correct.
702
703 Scott VanWinkle: Yep.
704
705 Chris King: That's about 14,400.
706
707 Rebecca Farley: And it has been, we have written it into the grant and we do
708 have approval on that. We're waiting on go or no, whichever you vote.
709
710 Scott VanWinkle: Right.
711
712 Jon Matthews: That gives us a year to find something else if we don't like it.
713
714 Sheri Nichols: Or come up with the money to pay for it.
715
716 Jon Matthews: Right?
717
718 Scott VanWinkle: Exactly, yep.
719
720 Travis Cole: And not to repeat what I said in the work session, but I'm going to
721 repeat what I said in the work session.

(Laughter)

Sheri Nichols: Please Mr. Cole, repeat what you said In the work session.

Travis Cole: Tennessee Tech and Cookville had their own way of doing this very action. And Putnam County schools decided to go with Perry Weather to try it. And they're still with Perry Weather today. They're in their third or fourth year with it and they sing its praises. So for what it's worth, they're doing something different than what the big kid and town's doing and they're liking it better than what Tech does.

Scott VanWinkle: Yeah.

Travis Cole: Tech's got more money than we do.

Sheri Nichols: Yeah.

Scott VanWinkle: Everybody clear on the motion?

Sheri Nichols: Yes sir.

Scott VanWinkle: Are we ready to vote? Madam Secretary roll call.

Diane McCartney: Mr. Cole?

Travis Cole: Yes.

Diane McCartney: Mr. King?

Chris King: Yes.

Diane McCartney: Mr. Matthews?

Jon Matthews: Yes.

Diane McCartney: Ms. Nichols?

Sheri Nichols: Yes.

Diane McCartney: Ms. Stout?

Shannon Stout: Yes.

Diane McCartney: Ms. Stull?

768 Elizabeth Stull: Yes.
769
770 Diane McCartney: Mr. VanWinkle?
771
772 Scott VanWinkle: Yes.
773
774 Diane McCartney: Yeses have it.
775 Motion to approve Perry Weather adoption.

VOICE (mover-yes) Cole
VOTE:

(seconder-yes) King

Yes: 7, No: 0

MOTION: Motion Carried

776

777 15. *TICA Care Portal

778

779 Rebecca Farley: So at the work session, Ms. Reagan from the TICA board came
780 and she presented to you all the opportunity that we have to participate in the
781 care portal. There is a cost to that, but they do have sponsors that is willing to
782 cover that. So we would need a motion to accept their generosity to pay for our
783 students to be a part of this opportunity.

784

785 Travis Cole: Is the cost a one time? I guess we need a motion for.

786

787 Shannon Stout: Yep. Mr. Chair, I move to approve the TICA Care portal, our
788 involvement in TICA Care portal.

789

790 Jon Matthews: I'll second.

791

792 Rebecca Farley: No sir. It is not a one-time thing. It would be an annual.

793

794 Travis Cole: How much is it in case those sponsors decide to go a different route
795 in the future?

796

797 Rebecca Farley: 3,500. Is that what I've heard at one point?

798

799 Audiance Member: 50 cents per kid.

800

801 Sheri Nichols: 50 cents per kid.

802
803 Audience Member: And we intend to continue to look the funding. We think the
804 sponsor will sustain.
805
806 Jon Matthews: Think the sponsorship will be sustainable?
807
808 Scott VanWinkle: There's a motion and a second to approve the TICA Care
809 portal. Is there any other discussion?
810
811 Elizabeth Stull: Is this something that we would then have to revisit every year
812 for it?
813
814 Scott VanWinkle: It would be have to be budgeted every year. Yes. Any other
815 discussion?
816
817 (Silence)
818
819 Scott VanWinkle: So since this is financial, we'll do a roll call thank you
820
821 Diane McCartney: Mr. King.
822
823 Chris King: Yes.
824
825 Diane McCartney: Mr. Matthews?
826
827 Jon Matthews: Yes.
828
829 Diane McCartney: Ms. Nichols?
830
831 Sheri Nichols: Yes.
832
833 Diane McCartney: Ms. Stout?
834
835 Shannon Stout: Yes.
836
837 Diane McCartney: Ms. Stull?
838
839 Elizabeth Stull: Yes.
840
841 Diane McCartney: Mr. Cole?
842
843 Travis Cole: Yes.
844
845 Diane McCartney: Mr. VanWinkle?
846
847 Scott VanWinkle: Yes.

848
849 Diane McCartney: Yeses have it.
850 Motion to approve TICA Care Portal.

VOICE (mover-yes) Stout

VOTE:

(seconder-yes) Matthews

Yes: 7, No: 0

MOTION: Motion Carried

851

852 16. Director's Report

853

854 Scott VanWinkle: That brings us to the director's report.

855

856 16.A. *Approval of DHA Board

857

858 Chris King: Mr. Chair, move to approve this list.

859

860 Sheri Nichols: Second that.

861

862 Travis Cole: Second.

863

864 Scott VanWinkle: Motion and a second to approve Dr. Farley's
865 recommendation for approval of DHA board. Any other discussion?

866

867 Sheri Nichols: Good team.

868

869 Scott VanWinkle: Mr. King?

870

871 Chris King: Very necessary and looks like a small number of people.

872

873 Rebecca Farley: Typically they have Mr. Magnusson and then two others.

874

875 Chris King: Right? Just depends on how busy they are.

876

877 Sheri Nichols: Yeah, that's good.

878

879 Scott VanWinkle: Any other discussion?

880

881 (Silence)

882
883 Scott VanWinkle: Okay. All those in favor of the motion to approve the DHA
884 board. Say aye.

885
886 All Board Members: Aye

887
888 Scott VanWinkle: All those opposed say nay.

889
890 (Silence)

891
892 Scott VanWinkle: The ayes have it.

893 Motion to approve DHA Board.

VOICE (mover-yes) King
VOTE:

(seconder-yes) Nichols

Yes: 7, No: 0

MOTION: Motion Carried

894

895 16.B. *Approval of School Nutrition Packet

896
897 Travis Cole: Mr. Chair, I'll move to approve .

898
899 Chris King: Second.

900
901 Scott VanWinkle: Motion and second to approve the school nutrition packet
902 approval. Any discussion Mr. Cole?

903
904 Travis Cole: No Sir.

905
906 Scott VanWinkle: Mr. King.?

907
908 Chris King: Good information packet.

909
910 Scott VanWinkle: Any other discussion?

911
912 (Silence)

913
914 Scott VanWinkle: Okay, all those in favor of approving the DH, I'm sorry. The
915 school nutrition packet approval. Say aye.

916
917 All Board Members: Aye.
918
919 Scott VanWinkle: Those opposed say nay.
920
921 (Silence)
922
923 Scott VanWinkle: The ayes have it.
924
Motion to approve School Nutrition Packet.

VOICE (mover-yes) Cole

VOTE:

(seconder-yes) King

Yes: 7, No: 0

MOTION: Motion Carried

925

926 16.C. **Consolidated Funding

927

928 Shannon Stout: Mr. Chair moved to approve all of the consolidated funding
929 items under 16 C.

930

931 Jon Matthews: I'll second that.

932

933 Scott VanWinkle: Motion in a second to approve the consolidated funding
934 items under 16 C. Any discussion?

935

936 Shannon Stout: No.

937

938 Scott VanWinkle: Roll call Madam Secretary.

939

940 Diane McCartney: Mr. King?

941

942 Chris King: Yes.

943

944 Diane McCartney: Mr. Matthews?

945

946 Jon Matthews: Yes.

947

948 Diane McCartney: Ms. Nichols?

949

950 Sheri Nichols: Yes.
951
952 Diane McCartney: Ms. Stout?
953
954 Shannon Stout: Yes.
955
956 Diane McCartney: Ms. Stull?
957
958 Elizabeth Stull: Yes.
959
960 Diane McCartney: Mr. Cole?
961
962 Travis Cole: Yes.
963
964 Diane McCartney: Mr. VanWinkle?
965
966 Scott VanWinkle: Yes.
967
968 Diane McCartney: Yeses have it.
969
Motion to approve Consolidated Funding.

VOICE (mover-yes) Stout
VOTE:

(seconder-yes) Matthews

Yes: 7, No: 0

MOTION: Motion Carried

970

971 16.D. *B&G HES Playground

972

973 Travis Cole: Mr. Chair, I move to approve 16 d.

974

975 Sheri Nichols: I'll second it.

976

977 Scott VanWinkle: Motion and a second to approve item 16 D. building and
978 grounds HES playground. Any discussion Mr. Cole?

979

980 Travis Cole: I think it's a good addition to their already nice facility.

981

982 Scott VanWinkle: Ms. Nichols.

983

984 Sheri Nichols: It's much needed.
985
986 Scott VanWinkle: Any other discussion?
987
988 (Silence)
989
990 Scott VanWinkle: Okay, all those in favor of approving item 16 D HES
991 playground say aye.
992
993 All Board Members: Aye.
994
995 Scott VanWinkle: All those opposed say nay.
996
997 (Silence)
998
999 Scott VanWinkle: The ayes have it.
000 Motion to approve HES Playground.

VOICE (mover-yes) Cole
VOTE:

(seconder-yes) Nichols

Yes: 7, No: 0

MOTION: Motion Carried

001

002 16.E. Artificial Intelligence Report

003

004 Chris King: Did you have AI fill it out?

005

006 (Laughter)

007

008 Sheri Nichols: Did you get help with AI to fill it out?

009

010 Rebecca Farley: No, we did not.

011 16.F. Leadership Update

012

013 (Silence)

014

015 Rebecca Farley: The strategic plan, I have been working this week on
016 getting the personnel piece. I do have maybe some benchmark data that I
017 can add. I know based on my evaluation and what I have read, that was one

018 thing that was discussed. Not giving updates monthly. Some of those items
019 are really hard to update monthly. But trying to look at the personnel piece,
020 the retention piece, especially since we had the rehires and all of that in
021 May. So working on that should have you an update for the entire plan.
022 Hopefully in July.

023 16.G. Annual Planning Calendar

024
025 (Discussion about the Clinic that was added in the agenda approval is here)

026
027 Rebecca Farley: So the next thing that I want to talk to you all about it was
028 the agenda was amended. And before I get into the FYIs, is this okay to
029 share the information that I have? So my apologies that this information was
030 not out before now. The email that, and Ms. Diane has all of these
031 attachments and she can pull them up. The first email that you're going to
032 see is I received it today at 10:35. Okay. So we've been doing a lot of work
033 with insurance. You all had set aside X amount of money for our insurance
034 and we had discussed and thrown around a clinic and there's some cost
035 associated with that. Based on the amount that we do have in our insurance
036 and what we are projected to make with the average 8.5% increase across
037 the board, we should still be able to do the clinic. So we have an opportunity
038 to purchase a building. That building is currently at Fairfield Glade, I think it
039 is Druid Hills Golf course. It is being used currently as their pro shop. It is
040 1,640 square feet. So when all of this came about and the first thing she
041 shows you is the email. In purchasing it and trying to figure out and going
042 about that, we are under the, you have to get bids if you're over a certain
043 amount. So I thought about that. So I reached out to Ms. Turner and said,
044 we have this opportunity to purchase this building, would we have to go
045 through the bid process? So what she did is she reached out to the auditor
046 at the comptroller's office that audits the books that's in charge of them and
047 based on a Tennessee code reference, which is on here, we do have the
048 ability to purchase that. Okay. Also there is, besides the specs we have
049 where Mr. Chamberlain, we did have him to go visit the building and you can
050 see what he said. He told you the information about it and he thinks it's in
051 pretty good shape. He had recently budgeted a classroom for another school
052 system. It was a 24 by 60 and it was going to be \$200,000 with a setup fee
053 of 25,000. When we went and visited and looked at this building, we were
054 told that they paid \$282,000 for it. The building is 1-year-old. They have
055 been using that as their pro shop. While they are building their new facility,
056 we have the opportunity to purchase this building and get it moved to a
057 campus where our clinic would be and that cost is would be \$125,000.

058
059 Sheri Nichols: Purchase and moving.

060
061 Rebecca Farley: Yes. One concern is that they need it moved by July the
062 sixth.
063

064 (Audio)

065
066 Rebecca Farley: Now I have looked in, if you remember going back to our
067 budget on the last page, you have line 9 1 300. That is the new line that the
068 auditor asked us to add and that is for educational capital projects. We have
069 the money in there that we could purchase the building if you want to
070 purchase the building. I did tell you all that. I had a meeting with our new
071 insurance broker Gallagher, and they have set up these clinics before. They
072 were kind of excited that we have this opportunity because they've seen
073 when you set 'em up in schools, sometimes when you have families come
074 into the clinic, you run into issue with parent pickup and maybe parent drop
075 off if the clinic's opened early enough. Gallagher will be here next month to
076 talk to you about the clinic and more information about that. The next three
077 things that you see, Ms. Turner at finance did ask me to obtain some quotes
078 on similar items and the price of this is nowhere close to what the quotes
079 that we have gotten today. I do apologize for the last minute. Like I said on
080 the first email, I received this information today at 10:35. This one was
081 interesting here. This is a little mobile trailer and it's 24 feet and it's \$115,000
082 and it would move from place to place to place, but it is a medical facility
083 according to the description.

084
085 Sheri Nichols: Really, looks like a horse trailer.

086
087 Rebecca Farley: I was not going to say that.

088
089 (Laughter)

090
091 Sheri Nichols: I have horses that looks like a horse trailer.

092
093 Scott VanWinkle: Similar to a blood mobile, right?

094
095 Rebecca Farley: I would assume. Yeah, it'd be similar to a blood mobile.

096
097 Shannon Stout: Yeah. So,

098
099 Rebecca Farley: Facility.

100
101 Shannon Stout: No separate office space. One big large room. Whereas the
102 other one that we're looking at has actual office divided into office space.

103
104 Rebecca Farley: So the one, just to remind you, and we do, Ms. Diane did
105 load the specs that we have received all 75 pages of them and it does have
106 that in there. So when you go into this pro shop or this prospective clinic, you
107 go in the front door immediately to your right is like a check-in desk that you
108 would have. There's an open space there where right now they have golf
109 shoes and clubs and things that you can purchase, but it's kind of an open

space right across from the door. You have a men's restroom and a women's restroom and you go a little bit down the hall. You have two different rooms which could be used as an exam room. Across on the other side you have an additional room which could be used as an exam room, an additional office and some storage space. And how this came about was they were needing, they were beginning to make arrangements to get this building moved. They reached out to the school system and said, Hey, we have this building. This might be something beneficial for somebody if they need office spaces and probably a month, month and a half passed and I really didn't think anything about it. And then this came up with the insurance stuff and that's when this came to my mind.

Elizabeth Stull: A couple questions. You said we have the money in the line item to be able to purchase this.

Rebecca Farley: Yes Ma'am.

Elizabeth Stull: Given the amount, is this not something that we have to actually vote on to purchase?

Rebecca Farley: Yes.

Elizabeth Stull: So we're not voting on this tonight?

Rebecca Farley: Apparently not. Because you made the motion for this to be informational.

Elizabeth Stull: But it needs to be moved by June, I mean July 6th.

Rebecca Farley: Correct.

Elizabeth Stull: So that's not a possibility because we're not voting on it tonight.

Rebecca Farley: Apparently not. And they have told me that there is somebody else interested.

Elizabeth Stull: And then where would this building go?

Rebecca Farley: And I'm sorry I don't have that drawing but I can explain it to you. So this building would go at Stone Memorial High School, which is kind of centrally located in town. If you enter the entrance to go into stone and you see the football stadium and then you have the field house, so the driveway goes on back behind to the softball and baseball, right. There is this level spot of ground that they trim and mow already and it would fit right there. We've already checked for the ease of getting just in case we've

156 checked for the ease of getting all of the utilities added.
157
158 Elizabeth Stull: So then just question here with that is that then we would be
159 adding additional people coming onto the school property while school is in
160 session to go to the clinic.
161
162 Rebecca Farley: School employees only.
163
164 Sheri Nichols: Yes.
165
166 Rebecca Farley: School employees and their families only
167
168 Shannon Stout: Those covered by our insurance plan.
169
170 Sheri Nichols: Yes.
171
172 Rebecca Farley: But that's why it's kind of off that end of the parking lot.
173
174 Elizabeth Stull: And we feel that we need to have this clinic.
175
176 Rebecca Farley: Well, so when we were having our insurance discussions,
177 and I don't know if you were able to.
178
179 Elizabeth Stull: She was here.
180
181 Rebecca Farley: One of the benefits, they do have this in Warren County,
182 Warren County school system and the county work cooperatively to have
183 this and they have seen a benefit that their teacher absentee has cut down
184 because they have the opportunity to go and then they can go back to work
185 if they're able and can feel like it or if they have to take their kids, maybe
186 they can go back to work as well. And this would be at no cost to our
187 employees
188
189 Elizabeth Stull: So then our students would be able to use that as well or no?
190
191 Rebecca Farley: No, just our employees.
192
193 Elizabeth Stull: Just the employees.
194
195 Shannon Stout: Be part of the benefits package for them with us re-looking
196 at what our benefits look like and what we can afford going forward.
197
198 Elizabeth Stull: No, I do remember that conversation.
199
200 Rebecca Farley: It's been a few months ago.
201

202 Shannon Stout: So working with Gallagher on this, not only are we talking
203 about the building, we're talking about staffing. Right. So we've budgeted the
204 monies for our benefits this year and I know they're coming to do
205 presentation next month. We've got the money in the budget in order to
206 make sure that we can staff a clinic if we're purchasing this clinic and putting
207 it on the ground.

208
209 Rebecca Farley: Yes. So I had Ms. Delk to run those numbers a few weeks
210 ago and then when I met with, of course she knows she runs 'em a little bit
211 differently than Gallagher. She has to run 'em and figure them manually.
212 When I met with Gallagher on Tuesday, Mr. Dozier, the guy with the beard,
213 he said he would put them into their calculate their benefits calculator. He
214 ran them and I spoke to him tonight right before the meeting and his
215 numbers are very, very close to the same numbers that Ms. Delk came up
216 with.

217
218 Travis Cole: We talked about the building, we've talked about personnel.
219 What about the medical equipment supplies and stuff you have to keep on
220 hand.

221
222 Rebecca Farley: From my understanding all of that is included in the price to
223 get the startup price. The startup price is \$500,000.

224
225 Elizabeth Stull: That we would be paying.

226
227 Jon Matthews: I mean I know it's a great deal and on the building itself, but I
228 think it's a little premature for where we're at in the planning process of the
229 clinic itself and especially with the timeline of July 6th and trying to rush to do
230 all of that. My personal opinion is there'll be other great deals whenever time
231 comes. I mean I'm not trying to say that we have to jump on it or we don't,
232 but I think it's premature yet to buy a building before we have. You don't buy
233 the cart before you buy the horse, more or less.

234
235 Shannon Stout: Sir. Has there been any discussion about wiggle room with
236 the purchase and move date? Would there be anything where we could
237 revisit this after our meeting with Gallagher next month?

238
239 Rebecca Farley: Nope.

240
241 Shannon Stout: No discussion or no wiggle room?

242
243 Rebecca Farley: No wiggle room. Because the first date I was told that it had
244 to be moved was July the first. And when I did speak to them today about it
245 again and they did say that they could move that back to the sixth, but it has
246 to be gone the sixth because apparently where it is sitting, it is preventing
247 them from completing their project.

248
249 Dan Schlafer: I've got some other information if you want it.
250

251 Rebecca Farley: Sure. You want to come to the?
252

253 Dan Schlafer: Sure. Hey, good evening. So I have the privilege to work part-
254 time for Fairfield Glades golf department. That's why I look. I look like I look
255 tonight because I just came from a stone hinge pro shop, but I've been in
256 that building several times. It's in great shape. It's almost brand new. They
257 take phenomenal care of it. The July 5th deadline, whether you approve or
258 not, and I'm not here to try to convince you, I just want you to have the full
259 picture where the building is sitting is going to be parking lot. Druid Hills Golf
260 Club will close effective June 30th and will not be open until September 1st.
261 So there will be no play. Nobody's coming in and out. What they're doing is
262 finishing up the brand new building, got to move the pro shop to put in the
263 new parking lot and through the fifth is to get all of their stuff out of there and
264 into the new building, which as you face that modular building is a nice new
265 facility to the left. It's also handicap accessible as you go in. That's
266 something for you to think about. And again, I'm not here to convince you
267 one way or the other, that's your call, but I did want you to have all the
268 information simply because I'm really familiar with it and it's just right around
269 the corner from where I live. And I'm happy to answer any questions if
270 you've got them.
271

272 Scott VanWinkle: Mr. Schlafer, I know most everybody in here knows who
273 you are, but can you state your name for.
274

275 Dan Schlafer: Absolutely, I will. I'm Dan Schlafer. I live at 126 Baltusrol and
276 that's who I am.
277

278 Scott VanWinkle: Thank you.
279

280 Elizabeth Stull: Thank you.
281

282 Dan Schlafer: Questions?
283

284 (Silence)
285

286 Dan Schlafer: I'll slide out of here.
287

288 Scott VanWinkle: Thank you.
289

290 Shannon Stout: If we wanted to seriously consider this and the clinic option,
291 because I think everybody, it sounds like everybody has a little bit of a
292 concern about putting the cart before the horse as Jonathan said. I know
293 we're coming into the holiday, but wizards there be any way for us to

expedite the information from Gallagher and us to, I mean if we really want to do this, what we'd have to do is schedule a meeting with Gallagher sooner and then vote on whether we're going to do this or not. I don't know if that's something that's possible, but until I think we see the full picture with the budget and how everything's going to work.

Elizabeth Stull: So timeline wise, that would be next week is what we would be doing. We would have to get all that information and vote on it and have a special call next week because the sixth is the following Monday.

Rebecca Farley: So what I can do is this is all I can do. I will not be here next week. Gallagher, both of the individuals that we have dealt with and are working with us on this, they are not available this week or next either they're on vacation and here's the thing, it is TSSAA dead period and that's when a lot of these families go on vacation if they have high school kids because their kids are not going to miss practice. So both of them have kids that play sports in high school, so that's why they're gone for these two weeks. She has given me a timeline. I can reach out to them and see if they can come and present and do a special called on Monday. I would ask if you do a special called on Monday, why not go ahead and do your work session following your special call to meeting? Just saying that way you kill two birds with one stone. That's just a thought down the road though. And good one, I can reach out to the folks at Druid Hills and say, okay, here's where we are. We're going to have a meeting Monday, July 6th. Can you give us until Tuesday the seventh? And whether they will or not, I don't know, but that's about all I can do.

Sheri Nichols: I think the building is an incredible opportunity. I really do. I believe this is the direction. I know we haven't made any decision and I know it's up for discussion all that. I really believe this is the direction we'll be heading.

Shannon Stout: If we're going to go this direction. We don't want to miss out on this opportunity.

Sheri Nichols: We don't this building is amazing and the fact that it's only a year old and they paid that much for it and they're willing to.

Jon Matthews: But we have, my mind is we haven't even decided to even go that direction yet. And then we're buying the building before we've even decided.

Sheri Nichols: I agree.

Jon Matthews: What we're going to do if we decide not to go that way.

Rebecca Farley: Well maybe what you could do then is you could have your work session, do the work session at four o'clock like you normally do and if Gallagher can come and I will text them right here in just a moment and see if they can come and present to you all on Monday the sixth. And then after you have that, then have your special called. That's just a suggestion.

Chris King: That way if we decide to do something, we can do it.

Shannon Stout: Yeah.

Elizabeth Stull: Here's the other option. Just as a possibility. I mean if we would choose to go forward with the great deal of the building, is that something that if we decide not to go ahead and go forward with the clinic, that we could go ahead and turn around and.

Shannon Stout: Sell it?

Elizabeth Stull: Sell it. I mean, how easy would that be then to sell the building?

Rebecca Farley: Well, there's somebody that's interested besides us, so maybe if you all choose to do that, they would let us know who that person is and if it doesn't work out for us, then we could sell it to that person.

Sheri Nichols: Do you have a need for it in any other? No?

Rebecca Farley: Not really. I mean that's one of the things that the school system, we could replace it with an existing portable somewhere, but typically the school system has tried to get rid of portable buildings.

Sheri Nichols: Very true.

Shannon Stout: So what's the consensus then? Do we want to try to have Dr. Farley reach out and see if that's something that we can do and if they'll give us an opportunity to meet one more time and give us a little bit more time on the meeting to make the decision.

Sheri Nichols: Think it hinges all on Gallagher, doesn't it?

Rebecca Farley: Well, I just sent them a text saying, asking if they can come and present on July 6th. So do you want to go on with the rest of the agenda and then we come back to this?

Scott VanWinkle: We can, I just have want to voice a concern is if there's going to be changes in the insurance, this would obviously be a benefit in the insurance route. Does that have to be discussed with employees?

386
387 Jon Matthews: It would have to be. They'd have to go through the MOU and
388 all that stuff too, right?

389
390 Travis Cole: To add a service?

391
392 Shannon Stout: Not the clinic.

393
394 Jon Matthews: To add a service? Well it's changing. It's changing their
395 benefit.

396
397 Scott VanWinkle: Benefit.the.

398
399 Shannon Stout: Yeah. I think the package would go through the MOU, but
400 this wouldn't be the actual insurance package. Right?

401
402 Scott VanWinkle: I don't know. That's what I was asking. I don't know.

403
404 Jon Matthews: Yeah, I don't know what the.

405
406 Rebecca Farley: And when Gallagher came and presented to you all that
407 night, they did recommend that you give them an amount. So what we're
408 doing is we are, you've set aside 11.8 million so we can make that work. I
409 don't think even with anything else, any other plan, whether or not you do
410 this clinic with how we doing, how we have talked about doing insurance to
411 this point that we can afford any other plan other than what we've got now.
412 And I don't think if we can't afford it that that's even a suggestion. But Mr.
413 Shannon is sitting down there and he can answer.

414
415 Scott VanWinkle: Is the plan the same as what we are doing now?

416
417 Rebecca Farley: What?

418
419 Scott VanWinkle: That what you said the plan is what we're doing now?

420
421 Rebecca Farley: No, the plan is what we had talked about doing, which
422 insurance plans the folks could choose. That's what we had talked about
423 doing and what he came and presented that night and he explained to us the
424 different types of plans, the premier plan, the standard plan, and the limited
425 plan.

426
427 Scott VanWinkle: I'm not clear on what the plan is.

428
429 Rebecca Farley: Okay, well how they figured it is we would pay 100% of the
430 employees still, but it would be the limited plan for the classified and the
431 certified. We would then pay 85% of the classified and the certified

employee plus children.

Scott VanWinkle: So does that changes the insurance benefits what?

Rebecca Farley: Correct. But I don't think when you pay 100% of the employee classified and certified and then you pay 85% of the classified and certified employee plus children, that any other plan will stay under your 11.8 that you all allotted in the budget for.

Scott VanWinkle: Okay. So that's not been clearly communicated in a public meeting. I don't think that's the first I've heard that plan.

Shannon Stout: I think that was coming, right? Yeah. I mean that was something that was going to be coming before some final part of their presentation and what we be making a decision.

Rebecca Farley: So if you remember when we had the discussion with Gallagher, they were recommended 11.7 and you said you figured it up.

Scott VanWinkle: I asked for 11.8 yeah.

Rebecca Farley: And you asked for 11.8 because you said based on our expenses now the 11.8 would put us at the 10% and we were expecting a 10 to 12% increase on the insurance at the time. So that's why.

Shannon Stout: And we're making benefits consistent across the district.

Rebecca Farley: Yes, for classified staff and certified staff. You're doing that and to me this is a unique opportunity that not many districts do, but.

Elizabeth Stull: Question?

Scott VanWinkle: We.

Rebecca Farley: Yes.

Scott VanWinkle: Go ahead. Sorry.

Elizabeth Stull: You mentioned that it was going to cost us 500,000 to get the clinic set up though. Where would that be coming from?

Rebecca Farley: That we have, our insurance premiums are going to be around 11.2 and you have 11.8 budgeted. So you've got 600,000 there.

Shannon Stout: And it gives them an onsite no cost.

478 Rebecca Farley: And we could also use this clinic to do physicals and we
479 could also use this clinic to do drug testing,

480
481 Shannon Stout: Which saves us money.

482
483 Elizabeth Stull: So then our students would be going in?

484
485 Rebecca Farley: No, this is not for students.

486
487 Jon Matthews: But you're also talking about

488
489 Rebecca Farley: Drug testing for employees.

490
491 Sheri Nichols: Employees.

492
493 Jon Matthews: But you're also talking about dropping the plan down from the
494 premier down to the limited.

495
496 Elizabeth Stull: Right.

497
498 Jon Matthews: That's a big drop. That's a big drop in benefits.

499
500 Shannon Stout: Only for the people who would need it per se. So remember
501 we talked a lot about how we were paying for the top plan when everybody
502 wasn't using the top plan benefits. So we're paying to over insure the
503 majority of the employees in the district where we want to make sure that
504 we're taking that money and applying it to the best benefit package we can
505 that would allow everyone the most coverage that they could get versus us
506 over insuring with the plan with benefits that not everybody needs or uses.

507
508 Scott VanWinkle: So would that be part of the presentation that we're going
509 to see? Is that what Gallagher's going to present?

510
511 Rebecca Farley: Yeah, I think what her presentation was is walking through
512 how this would work and what all she has to do. They have to put out bids
513 and specifications and all of that and the timeline when they would do that,
514 she and I talked if the clinic is a go, and this is something you all decide on,
515 we would hope to have the clinic up and operational on January the 11th,
516 2027 because you got to go through all of the bid process and that has to go
517 through the finance at courthouse.

518
519 Scott VanWinkle: So it sounds like we need a little bit more information to
520 make a decision on a meeting date. Can you get that before?

521
522 Rebecca Farley: I have sent them a text.

524 Scott VanWinkle: Before.
525
526 Rebecca Farley: You leave, before we leave tonight? I'll try my best. I've
527 sent 'em both the texts. It's not showing that it's delivered but I don't know
528 why it's not but it's not. But yes, I will come back to that and let you all know.
529
530 Scott VanWinkle: Okay, let's move on to the FYI and then come back to that.
531 Thank you.
532
533 (The rest of the Clinc discussion can be found at the end of item 21.)
534
535 16.H. FYI
536
537 16.H.1. Personnel Report
538
539 16.H.2. Substitute List
540
541 16.H.3. School News Articles
542
543 16.H.4. School Calendar of Events
544
545 17. *First Reading of Policies
546
547 Scott VanWinkle: All right. That brings us to first reading of policies.
548
549 Shannon Stout: Mr. Chair move to approve the slate of the first reading of
550 policies under item number 17.
551
552 Chris King: Second. But I have a question.
553
554 Scott VanWinkle: Okay, been a motion. The second to approve first readings.
555 Discussion? Ms. Stout nothing? Okay, Mr. King?
556
557 Chris King: In policy 6.306, line 25. It says some of all students. I don't
558 understand that. Should it be "some or all"?
559
560 Rebecca Farley: reseller probably should say.
561
562 Chris King: Or just all students?
563
564 Rebecca Farley: Some of all students should.
565
566 Travis Cole: I think it should be "or" maybe "some or all" students may be
567 removed from the classroom.
568
569 Rebecca Farley: Yes.
570

Chris King: That's the way I would put it, but.

Rebecca Farley: Yes it is. It should be "or".

Chris King: So if we could change that to "or".

Shannon Stout: Modify the motion to approve with the change.

Scott VanWinkle: Need to go back just a second. There's also a concern on 2.2 before we.

Rebecca Farley: So 2.2 bless it. This is all over the place. This has TSBA's recommendations and then we have added, if you remember, red is TSBA blue is our recommendations or suggestions. So this policy came about, we had had some questions about it. So then we went in and we made another change and my changes are in pink. Do you have that one? Because I can't remember how the discussion came about, but this policy was shared and it was said that someone would ask me to come up with a deadline that TSBA is requiring. So this policy, all that you see in black was approved on second reading on February the 22nd of 2024. So anything that's in black was approved then so that you've kind of got a little bit of wiggle room, but if you read line 21 through line 30, it's kind of locking you in to a certain date. So I've added that the proposed budget would be presented to the board at the March regular board meeting. Okay. Because it says all this stuff is going to happen no later than March 1st, and then the chairman of the board and the director will have the budget reviewed on the appropriate forms by March the 20th. Okay. So that's going to put you needing it by the March board meeting. But if you scroll up just a little bit. So then when you get down to here, it talks about, and the key here is that the director of schools will present this budget to you no later than April 1st. So you're going to have to see it at the March meeting. So you can see it before the April 1st deadline. So that's why I added the proposed budget presented to the board at the March regular board meeting. OK and then we would put it out inspection and I said March the 31st through April 15th. That's the same number of days, but it's going to get you in a timeframe that you need because if you keep going, this says that it has to be presented to the county commission by May 1st. So if we do this and collect the feedback by April 15th, which is the middle of April, this budget can be presented and approved by you all at the fourth Thursday of the month in April, which is typically going to be after the 15th. And we would have it ready to go to county commission by May 1st. So I said all that to say this, I've added April the 15th as to when public feedback would be gathered by, which was TSBA's recommendation, but they left the date blank. So I added the 15th. I added that we would allow feedback March the 31st through April the 15th. And I also added that the proposed budget would be presented to you all at the regular March board meeting.

Scott VanWinkle: So this is not nearly as aggressive as the schedule we put

611 together last year.

612
613 Rebecca Farley: So what we can do is this also says that we have to do a
614 schedule and have that presented by January one. So we did that last year at
615 December. So what we will do is Ms. Delk and I, when this time comes, we will
616 work on that schedule and we will make that schedule to match this policy.

617
618 Scott VanWinkle: Gotcha.

619
620 Rebecca Farley: So that's my suggestions and this is just first reading but
621 wanted to throw that out there.

622
623 Scott VanWinkle: So thank you for doing that. Any other discussion on first
624 reading policies?

625
626 Chris King: Scroll back up there just a little bit to the 17%.

627
628 Scott VanWinkle: Yep.

629
630 Rebecca Farley: So the blue piece is what, as I said, the blue piece is what
631 we've added. That's talking about our fund balance. That is the request of
632 county commission that we maintain the 17% in our fund balance.

633
634 Scott VanWinkle: The county commission has a policy that says that already,
635 right?

636
637 Rebecca Farley: I do believe so. However, remember it's in red. So that's a
638 TSBA recommendation. So it just said.

639
640 Scott VanWinkle: 17 percent's in blue, right?

641
642 Rebecca Farley: Right. so that's why I said the blue is our part. So I don't know
643 that it was the original one. Just a blank for us to add.

644
645 Scott VanWinkle: So what state law say?

646
647 Rebecca Farley: 3%, TSBA recommends 16.3.

648
649 Scott VanWinkle: So what was in there a blank?

650
651 Rebecca Farley: But they do recommend 16.3. They didn't put it in there but
652 they recommend it.

653
654 Diane McCartney: It was blank for the county to fill in, the district to fill in. And
655 their parentheses was we recommended at least 16.3.
656

657 Scott VanWinkle: 2 months of operating expense is basically what that's
658 supposed to be. Right?

659 Rebecca Farley: Yes.

660 Chris King: Pretty much.

661
662
663 Scott VanWinkle: Would be better to word it that way. Two months of operating
664 expense.

665
666 Rebecca Farley: So you want it to say an unrestricted fund balance covering two
667 months of operating expenses.

668
669 Scott VanWinkle: I mean that's an option, I'm just saying.

670
671 Rebecca Farley: Sure. I mean that's an option. This is first reading you all. Let
672 me know how you want it worded. We can change it.

673
674 Jon Matthews: Well I guess my concern is if we put the 17% then we're dead
675 locked on 17% because that's policy. And I hate locking us into a policy that just
676 goes above and beyond what is state law requires.

677
678 Elizabeth Stull: Right.

679
680 Jon Matthews: And goes that far above what state law requires and the 17% is a
681 great number to shoot for, but to lock us in at it.

682
683 Rebecca Farley: And I do want.

684
685 Jon Matthews: Without violating policy, you know, never know what may come
686 up and we may need to.

687
688 Elizabeth Stull: Right.

689
690 Rebecca Farley: So if you remember, and I don't remember for, maybe it was for
691 when we did the budget, it was when we did the budget, I had had Ms. Delk to
692 look and see and she made a chart, she gets up or Ms. Bray had gotten up and
693 had presented what our running fund balance was. It started obviously July 1st.
694 We reached, we were blessed this year. We reached the 17% threshold in
695 November and we've maintained it since then and we are above 17% right now.
696 But I just want to go on record and let you know that as well.

697
698 Jon Matthews: Yeah.

699
700 Elizabeth Stull: But that's not guarantee every year.

703 Rebecca Farley: No it's not.

704
705 Jon Matthews: That's the only thing. I just don't want to make a policy, create a
706 policy that we can't live by it at all times. That's the whole reason for writing for
707 having these policies.

708
709 Sheri Nichols: TSBA suggests, some type of percentage put in there was that

710
711 Elizabeth Stull: 16.3.

712
713 Sheri Nichols: 16?

714
715 Scott VanWinkle: They just left a blank.

716
717 Diane McCartney: So you'll have to lemme look at their model policy.

718
719 Rebecca Farley: So what she's saying that they did, Ms. Nichols, is that they left
720 it blank for us to fill in like the date where it said that we would collect feedback
721 from, but they had in parentheses that they recommend boards establish a fund
722 balance of 16.3%.

723
724 Scott VanWinkle: Can we check and see what we've been for the last five years
725 over fund balance on average?

726
727 Rebecca Farley: I can try my best.

728
729 Scott VanWinkle: So like you said, it is first reading, right?

730
731 Rebecca Farley: Correct. First reading, yeah. We're not having to approve it
732 right at this moment.

733
734 Diane McCartney: TSBA's model policy on that.

735
736 Scott VanWinkle: 16.7.

737
738 (Audio)

739
740 Scott VanWinkle: 2 months of operating expense. Yeah.

741
742 Rebecca Farley: Oh, sorry. 16.7.

743
744 Scott VanWinkle: So that's their recommendation.

745
746 Elizabeth Stull: But it's also not state law.

747
748 Scott VanWinkle: It's not.

749
750 Shannon Stout: I think, do we know why they're recommending that we were at
751 this point? Did they indicate why it's something that they're wanting to add at this
752 point? If it's not state law?

753
754 Diane McCartney: They referenced comptroller in the treasury in that portion.

755
756 Scott VanWinkle: That's the comptroller's recommendation is two months of
757 operating expense.

758
759 Shannon Stout: Okay. .If you look

760
761 Rebecca Farley: And see, I looked on the policy and that had been number two.
762 Obviously it's footnote too, but they had marked out the Tennessee code and
763 then they put the comptrollers in the treasury.

764
765 Scott VanWinkle: So we would not be in violation of TCA if we just referenced
766 TCA there and said we will maintain a fund balance above what that code
767 references, 3%. We could just say, we'll make sure we have an unrestricted fund
768 balance of more than what TCA code requires.

769
770 Rebecca Farley: Is that how you?

771
772 Scott VanWinkle: And we would meet state law.

773
774 Rebecca Farley: Okay. Is that how you want it worded?

775
776 Scott VanWinkle: Well, I'm just throwing things out there.

777
778 Shannon Stout: Does our attorney have an opinion on that?

779
780 Scott VanWinkle: Yeah.

781
782 Attorney: I think you could say something no less than whatever that number is.

783
784 Scott VanWinkle: No less.

785
786 Attorney: I'm not familiar with that exact law that you all are referencing, but I
787 wouldn't see any issue that way.

788
789 Scott VanWinkle: No less than that.

790
791 Chris King: Dollar amount changes with each year.

792
793 Scott VanWinkle: Yes, it does.

795 Shannon Stout: Yeah.

796 Elizabeth Stull: It just keeps us without having to go outside of our policy.

798
799 Jon Matthews: Yeah.

800
801 Elizabeth Stull: In the event that something does arise.

802
803 Scott VanWinkle: And we've tried to maintain that and we will continue to do
804 that, but we don't want to strap ourselves with a policy that says we're going to
805 have to do that. If something comes up and we need it, we just need it.

806
807 Rebecca Farley: So I'm hearing two different options. So let me make sure I'm
808 clear on what you all are wanting.

809
810 (Laughter)

811
812 Sheri Nichols: You only hearing more than two?

813
814 Scott VanWinkle: Sure. I'm going to have to try to repeat this in a motion.

815
816 Rebecca Farley: Okay. Well my first question is this. My first question is this. Are
817 you good with the dates that I have put in?

818
819 Sheri Nichols: Yes.

820
821 Scott VanWinkle: Yes.

822
823 Elizabeth Stull: Yes.

824
825 Rebecca Farley: And that may not be the appropriate way to do this, and I'm not
826 trying to single this one budget out, but it's got a lot going on. Okay. So
827 everybody's good with that? Okay. So then you need number five changed.
828 Okay. So I'm hearing to say an unrestricted fund balance to meet the
829 requirement of Tennessee code and put the code in .

830
831 Shannon Stout: To meet the minimum requirement. I would put in minimum
832 requirement.

833
834 Sheri Nichols: Yeah, that's good.

835
836 Rebecca Farley: Got that Ms. Diane? To meet the minimum requirement?

837
838 Diane McCartney: Sure. (Laughter)

839
840 Rebecca Farley: Okay. To meet the minimum requirement, established, stated,

841 or established, what word do y'all want?
842
843 Scott VanWinkle: That's fine, established works.
844
845 Rebecca Farley: Established in Tennessee Code. And we'll get the TCA code.
846 Okay. So that'll be fixed.
847
848 Shannon Stout: Okay. We done with all the changes? With everything?
849
850 Scott VanWinkle: Anything else?
851
852 Rebecca Farley: I don't have anything else on the others.
853
854 Shannon Stout: Okay. So I make a motion to go ahead and approve the first
855 reading of policies with the changes from policy. What was the first one, Chris?
856
857 Chris King: 6.306.
858
859 Shannon Stout: Okay. Six three. Say again?
860
861 Chris King: 6306.
862
863 Shannon Stout: 6306 and the budget Policy
864
865 Chris King: 2.
866
867 Shannon Stout: Which was?
868
869 Rebecca Farley: 2.200.
870
871 Shannon Stout: 2.00. Thank you. Chris. I think you seconded it, didn't you?
872
873 Chris King: I did, yeah.
874
875 Scott VanWinkle: Can you repeat that one more time?
876
877 Shannon Stout: Oh my God, don't make me repeat that again.
878
879 (Laughter)
880
881 Shannon Stout: Seriously? Honestly, I didn't circle the policy numbers.
882
883 Rebecca Farley: 6.306 and 2.200.
884
885 Shannon Stout: Thank you.
886

887 Scott VanWinkle: Alright, been a motion to approve the first reading the policies
888 with modifications to 6.306 and 2.200. We have noted those changes in the
889 minutes. Any other discussion?

890
891 (Silence)

892
893 Scott VanWinkle: All those in favor say aye.

894
895 All Board Members: Aye.

896
897 Scott VanWinkle: All those opposed say nay.

898
899 (Silence)

900
901 Scott VanWinkle: The ayes have it.

902
903 Rebecca Farley: So apparently we are having some issues tonight with our
904 streaming. It is not streaming live. It's showing it is, but I dunno that you can
905 hear or see it, but it will be reviewed and put on Facebook or YouTube. It'll be
906 put on YouTube tomorrow. The meeting. Just wanted to let everybody know
907 that.

908 Motion to approve the first reading the policies with modifications to 6.306 and
909 2.200 that are recorded in the minutes.

VOICE (mover-yes) Stout
VOTE:

(seconder-yes) King

Yes: 7, No: 0

MOTION: Motion Carried

910

911 18. *Second Reading of Policies

912

913 Scott VanWinkle: So that brings us to second reading.

914

915 Rebecca Farley: Second reading of policies. We have all seen these. We had
916 these all last week as well.

917

918 Chris King: Mr. Chair, move to approve second reading of policies. All of them.
919 18.

920

921 Shannon Stout: Second.
922
923 Scott VanWinkle: Been a motion and a second to approve. Number 18. Second
924 reading of policies. Any discussion Mr. King?
925
926 Chris King: I think we went to 'em pretty well last time.
927
928 Scott VanWinkle: Any other discussion?
929
930 (Silence)
931
932 Scott VanWinkle: All those in favor of approving item 18, Say aye.
933
934 All Board Members: Aye.
935
936 Scott VanWinkle: All those opposed say nay.
937
938 (Silence)
939
940 Scott VanWinkle: The ayes have.
941
942 Motion to approve Second Reading of Policies.

VOICE (mover-yes) King
VOTE:

(seconder-yes) Stout

Yes: 7, No: 0

MOTION: Motion Carried

942
943 19. *First and Second Reading
944
945 Scott VanWinkle: That brings us to number 19, first and second reading of
946 policies. I'm going to make a recommendation that we suspend the rules just for
947 number 19, because it is first and second reading.
948
949 Travis Cole: I'll second them.
950
951 Scott VanWinkle: All those in favor say aye.
952
953 All Board Members: Aye.
954

955 Scott VanWinkle: All those opposed say nay.
956
957 (Silence)
958
959 Scott VanWinkle: The ayes have it.
960
961 Shannon Stout: So I will make a motion to go ahead and approve the policies for
962 first and second reading under item 19 with one modification that I saw in there.
963 That's just a spelling change on policy number two. The 5.303 personnel and
964 professional leave line number 15. We need the in there. And it was only a
965 portion "the".
966
967 Sheri Nichols: Oh.
968
969 Scott VanWinkle: "TH".
970
971 (Laughter)
972
973 Sheri Nichols: "TH"
974
975 Chris King: Last word on 15 should be "the", instead of "TH"
976
977 Shannon Stout: That was all that I noticed.
978
979 Scott VanWinkle: Any other discussion?
980
981 Shannon Stout: We need a second, right?
982
983 Scott VanWinkle: We do need a second.
984
985 Shannon Stout: We need a second.
986
987 Chris King: I second.
988
989 Scott VanWinkle: Any other discussion, Mr. King? Okay, there's been a motion
990 and a second to approve. Item 19. First and second reading of policies with one
991 modification on 5.303. Line 15. Add the "E" to "TH". All those in favor say aye.
992
993 All Board Members: Aye.
994
995 Scott VanWinkle: All those opposed say nay.
996
997 (Silence)
998
999 Scott VanWinkle: The ayes have it. So with our motion, the rules are now back
000 in place.

001 Motion to suspend the rules for item 19 because it is first and second reading.

VOICE (mover-yes) VanWinkle
VOTE:

(seconder-yes) Cole

Yes: 7, No: 0

MOTION: Motion Carried

002

003 Motion to approve First and Second Reading with a spelling correction on 5.303
004 Line 15.

VOICE (mover-yes) Stout
VOTE:

(seconder-yes) King

Yes: 7, No: 0

MOTION: Motion Carried

005

006 20. Chief Financial Officer's Report

007

008 Scott VanWinkle: That brings us to the monthly financials.

009 20.A. Monthly Financial Report

010 20.B. Monthly Sales Tax Report

011 20.C. *141 Budget Amendments

012

013 Travis Cole: Mr. Chairman, I'd move to approve all four attachments in 20 C
014 141 budget amendments.

015

016 Shannon Stout: Second.

017

018 Scott VanWinkle: This motion is second to approve all the budget
019 amendments in 20 C. Any discussion Mr. Cole?

020

021 Travis Cole: No, sir. We went over these in detail in the work session.

022
023 Scott VanWinkle: Ms. Stout?
024
025 Shannon Stout: Same.
026
027 Scott VanWinkle: Okay, roll call.
028
029 Diane McCartney: Mr. Matthews?
030
031 Jon Matthews: Yes.
032
033 Diane McCartney: Ms. Nichols?
034
035 Sheri Nichols: Yes.
036
037 Diane McCartney: Ms. Stout?
038
039 Shannon Stout: Yes.
040
041 Diane McCartney: Ms. Stull?
042
043 Elizabeth Stull: Yes.
044
045 Diane McCartney: Mr. Cole?
046
047 Travis Cole: Yes.
048
049 Diane McCartney: Mr. King?
050
051 Chris King: Yes.
052
053 Diane McCartney: Mr. VanWinkle?
054
055 Scott VanWinkle: Yes.
056
057 Diane McCartney: Yeses have it.
058
059 Shannon Stout: Thank you.
060
061 Sheri Nichols: Thank you.
062
Motion to approve 141 Budget Amendments.

VOICE (mover-yes) Cole
VOTE:

(seconder-yes) Stout

Yes: 7, No: 0

MOTION: Motion Carried

063

064 21. *Consent Agenda

065

066 Scott VanWinkle: That brings us to the consent agenda.

067

068 Shannon Stout: Mr. Chair moved to approve the consent agenda.

069

070 Travis Cole: Second.

071

072 Scott VanWinkle: Been a motion and a second to approve the consent agenda.
073 Any discussion?

074

075 Shannon Stout: Nope.

076

077 Scott VanWinkle: All those in favor say aye.

078

079 All Board Members: Aye.

080

081 Scott VanWinkle: All those opposed say nay.

082

083 (Silence)

084

085 Scott VanWinkle: The ayes have it.

086

087 (The below continues the Clinc discussion that took place at the end of 16.G)

088

089 Rebecca Farley: OK before you.

090

091 Scott VanWinkle: Yeah.

092

093 Rebecca Farley: So I have heard back from Gallagher, they can meet on the
094 sixth. So that brings me to the question of do you all want to move your work
095 session from the seventh to the sixth, or do you want to meet on the sixth and
096 the seventh? Oh, I am good Either way,

097

098 Elizabeth Stull: One meeting would be preferable.

099

100 Sheri Nichols: One meeting would be preferable.

101

102 Rebecca Farley: So do y'all want to meet on the sixth then? And just move the
103 work session to the sixth?
104
105 Elizabeth Stull: I mean, I know that that may cause some issues with Ms. Diane
106 there.
107
108 Rebecca Farley: We just won't have the items because the seventh is the
109 deadline when they're due to us. So we just won't have those items.
110
111 Diane McCartney: I don't think it's going to have anything major that you all
112 would need to see. But I say that, but I mean it just.
113
114 Elizabeth Stull: Well, we will just work with it the way it is then, right?
115
116 Diane McCartney: That's right because I prefer one meeting for if my opinion
117 matters.
118
119 Elizabeth Stull: Okay.
120
121 Sheri Nichols: Yes it does.
122
123 Diane McCartney: Thank you.
124
125 Rebecca Farley: So do you all want to move that to the sixth then?
126
127 Sheri Nichols: Be okay on the sixth?
128
129 Shannon Stout: I will probably not be here, but you all move on. We're returning
130 from a trip that day, so I don't know if I'll be back in time.
131
132 Scott VanWinkle: I'll be the same, we'll be doing the same.
133
134 Travis Cole: I'm not going to be here either day, so I'm going to stay out of it. I'm
135 gone the whole week, so.
136
137 Rebecca Farley: Well that's four.
138
139 Elizabeth Stull: So we can't have the meeting on the sixth.
140
141 Jon Matthews: We won't.
142
143 (Audio)
144
145 Jon Matthews: We won't even have enough.
146
147 Scott VanWinkle: Will we even have enough for a quorum anyway?

148 Elizabeth Stull: Nope.
149
150 Jon Matthews: On the seventh?
151
152 Scott VanWinkle: On the
153
154 Sheri Nichols: On the Sixth?
155
156 Rebecca Farley: Well, you'll have, if you can be here, then you would have Mr.
157 Matthews, Mr. King, yourself, Ms. Nichols and Ms. Stull.
158
159 Shannon Stout: On the seventh? I counted earlier for the seventh to make sure
160 we were good for the seventh. But the sixth we.
161
162 Scott VanWinkle: I mean, I'll make sure I'm here if that's what everybody wants
163 to do.
164
165 Sheri Nichols: What are we talking the seventh now?
166
167 Scott VanWinkle: Sixth.
168
169 Rebecca Farley: The sixth. Because that's the date. That's the day that we
170 would need to see.
171
172 Scott VanWinkle: Make it work.
173
174 Rebecca Farley: Okay.
175
176 Scott VanWinkle: Yeah.
177
178 Rebecca Farley: So Mr. Matthews, you can be here the sixth. Mr. King, you can
179 be here the sixth. Mr. VanWinkle, you said you were going to make it work. Ms.
180 Nichols, you'll be here the sixth. Ms. Stull, you'll be here the sixth.
181
182 Scott VanWinkle: Okay.
183
184 Rebecca Farley: And I do want to remind you all as well, Ms. Delk did say that
185 she is working on finalizing our budget and moving those, moving, cleaning up
186 everything and adding what needs to be added and deleting. Just want to make
187 sure everybody knew that. Just wanted make sure. Okay.
188
189 Scott VanWinkle: So you'll send out a notice, public notice on the meeting for the
190 sixth?
191
192 Rebecca Farley: Yes. We'll send one out from here.
193

194
195 Scott VanWinkle: Then.
196
197 Diane McCartney: And I'm just going to put the notice that a special call will
198 immediately follow the work session.
199
200 Scott VanWinkle: Yeah. Whether it does or not. Yeah.
201
202 Diane McCartney: And I have to put a time frame in, but just ignore that on the
203 BOE connect.
204
205 Scott VanWinkle: Yeah gotcha.
206
207 Rebecca Farley: It will not let us not.
208
209 Motion to approve the Consent Agenda.

VOICE (mover-yes) Stout

VOTE:

(seconder-yes) Cole

Yes: 7, No: 0

MOTION: Motion Carried

209
210 21.A. School Board Reports
211 21.A.1. TLN Report
212 21.B. *Approval of Overnight and Out of State Field Trips
213 21.C. *Approval of Contracts
214 21.D. *School Wide Fundraisers
215 21.E. *Approval of Disposal of Surplus Property
216 22. Questions from Media
217
218 Media: What time is the meeting on the sixth?
219
220 Rebecca Farley: It starts at four.
221
222 Media: Four, OK just making sure of that.

223 23. Adjournment

224
225 (Silence)

226
227 Scott VanWinkle: Meeting adjourned.

228
229 (Meeting adjourned at approximately 7:35 PM)

230
231
232
233
234 _____
235 Rebecca Farley
236 Director of Schools

237
238
239 _____
240 Scott VanWinkle
241 Chairperson of the Board

242
243 Comment I, Jason McGhee hereby certify that I reported the foregoing minutes
244 and that I delivered said minutes to the office of the Director of Schools on June
245 29th 2026.

246
247
248
249
250 _____
251 Jason McGhee
Board of Education Recorder

252 (*) Indicates Board Approval Required

The Board of Education met in a work session on Tuesday, July 7 at Central Office boardroom where the chairman called the meeting to order at approximately 4pm followed by a moment of silence and the Pledge of Allegiance.

Agenda Approval

- **Addition to Agenda:** Policy **2.804** (Expenses and Reimbursements) was added to the meeting agenda following a request.
- **Approval:** The updated agenda was officially motioned, seconded, and approved by the board.

Public Comment: Donna Rogusla (Crossville, TN)

Ms. Rogusla raised several questions and concerns regarding a proposed clinic project:

- **Financial & Cost Concerns:**
 - Questioned who would absorb potential year-over-year cost increases (the employees or the school board).
 - Urged a thorough cost analysis comparing current prices to projected costs.
- **Alternative Locations:**
 - Suggested exploring existing community structures for retrofitting, leasing, or purchasing rather than building new (e.g., Dr. Clark's old office on Lantana Road or Dr. McShan's building on Jamestown Highway).
- **Partnership Opportunities:**
 - Proposed partnering with other elected officials/government employees to spread out the operational costs.
- **Safety & Location Objections:**
 - Strongly opposed placing the clinic on a school campus due to the lack of security checkpoints for unknown visitors, creating a safety risk for students.
 - Expressed specific concern regarding the proposed site at Stone Memorial, noting that clinic traffic would cut right through campus areas used for PE classes and agricultural activities.

Next the board listened to the presentation from Gallagher.

Gallagher Presentation

- **Presenters:** Marissa Combs Smith and Wes Dozier from Gallagher.

- **Role and Philosophy:** They emphasized that their role is to provide information as a consulting resource, leaving final decisions up to the board and school administration based on community dynamics and budget constraints.
- **View on the Clinic:** Gallagher views the clinic as an employee benefit addition rather than a subtraction, but they agree it requires extensive due diligence and careful thought.
- **State Health Plan Integration:**
 - It was clarified that the school board is a participant in the state health plan and has no intention of leaving it.
 - Because of this, permission must be granted by the state health plan for any new healthcare programs. Gallagher has other state health plan clients utilizing a clinic model, so they do not anticipate this being a significant hurdle, though it is a required procedural step.
- **Procedural and Procurement Recommendations:**
 - To satisfy due diligence, they generally recommend either piggybacking on an existing prior public bid or running an independent public bidding process.
 - This process would address key concerns such as contract length, manners of service, clinic features ("bells and whistles"), and potential community partnerships.
- **Procurement Process Assistance:**
 - Gallagher reiterated their recommendation for a formal procurement process to establish the clinic.
 - They have extensive experience handling this for school systems, most recently conducting a procurement process for Wilson County Schools (who are also on a state health plan).
 - Gallagher handles the entire process: assembling the proposal package, coordinating with the local procurement office, publishing the bid notices, and scoring/evaluating the received bids. They also frequently run a "best and final" round to negotiate with top contenders.
- **Vendor Model & Rate Caps:**
 - The specific vendor option initially presented by Wes in a previous meeting (either February or March) utilizes a capped fee model. While they are not the only vendor offering this, it directly addresses the board's concerns regarding contract length and rate increases.
 - Because vendors prefer long-term stability, Gallagher can typically secure three- to five-year written contracts pretty easily.
 - Under this capped model, the professional services fee for the clinic is set at a fixed amount for a period of time. Any rate escalation provisions are tied to an index like the Consumer Price Index (CPI) inflation rate to allow

for modest staff pay increases, keeping total costs securely capped for the duration of the contract.

- **Contract Structure Recommendations & Lessons Learned:**

- **Standard Model:** Typically, contracts are structured for three years at a set price, with a small escalation in years four and five.
- **Lesson Learned:** The presenter recommended structuring the contract as a "three-year plus one, plus one, plus one" formula to easily extend up to six years based on inflation.
- **Preventing Disruption:** If a clinic is going well, putting it back out for bid unnecessarily makes clinic staff nervous, which can cause them to look for other jobs. A properly structured extension prevents this staffing disruption.

- **Building and Location Insights:**

- **Gallagher's Position:** They do not directly weigh in on choosing specific building locations, other than advising on minimum square footage and ensuring adequate space.
- **Internal Layout:** Space is critically important to separate sick individuals from well-visit individuals (e.g., those there for primary care or pre-employment physicals) in the waiting area.
- **Examples of Existing District Models:** The presenter shared three examples of other districts on the state health plan:
 - One district has a clinic physically attached to a school.
 - One district uses a shared clinic (county schools, county government, and city) that took over an old health department building.
 - One district shares a clinic between the schools and government, located at the central office.
- **Location Criteria:** There is no single "right or wrong" location; the priority is finding a place with adequate space where people feel safe, has good lighting, and offers open space.
- **Parking:** Accessible parking is a critical piece of clinic success; if employees have to park far away, clinic usage drops significantly.
- **Cost-Saving Buildouts:** To limit front-end investment costs, some districts have creatively utilized their internal school system or government maintenance teams to "pretty up" the location and make it employee-ready.

- **Clinic Usage:**

- In response to a question about whether the majority of teachers use these clinics, the presenter noted that usage is typically pretty high.

- **Clinic Hours & Service Optimization:**
 - **Operational Hours:** Gallagher recommends aligning clinic hours slightly outside standard school hours (before and after school) a couple of days a week to boost utilization.
 - **Weekend Hours:** They explicitly do not recommend weekend hours, as their experience shows that weekend utilization is historically very poor.
 - **Location & Accessibility:** Friendly and accessible design is key. For example, the location should feel safe for an expectant mother walking in alone from the parking lot.
- **Employee Benefits & Barrier Removal:**
 - **Zero Out-of-Pocket Cost:** Strong communication is needed within the school system to emphasize that the clinic features a \$0 out-of-pocket cost and does not impact the state health plan. Its purpose is to treat employees efficiently, get them back to work, and serve as a convenient point of care.
 - **Financial Relief:** By offering this clinic, the board removes financial barriers to care. The presenter gave a personal anecdote illustrating how winter illnesses on a high-deductible family plan can lead to massive out-of-pocket costs (such as an \$84.67 clinic visit bill just the day before).
 - **Early Diagnosis Success Stories:** Due to the clinic's accessibility, employees have successfully caught early warning signs of conditions like diabetes through timely primary care visits and blood work.
- **Pros & Cons of a Shared Clinic Model:**
 - **The Pro:** Splitting a clinic with a city or county entity is a viable way to split the operational costs.
 - **The Cons:**
 - **Wait Times:** High utilization can turn into a negative; adding more entities means more patients, which can lead to longer wait times and make it harder to book appointments.
 - **Trickier Renewals:** When the contract comes up for renewal, negotiations become much more complicated because two or three separate governing entities must all agree on the renewal terms.
- **Shared Clinic Dynamics & Goal Alignment:**
 - In a shared clinic setup, different entities may have competing health plan goals. For example, a city or county government might be on a private health plan, while the school system is on the state health plan.
- **Financial Realities of the State Health Plan Pool:**
 - **No Premium Reductions:** Because the school district is part of a large state insurance pool, opening a clinic will not result in lowered premiums on a district-by-district basis. While it might technically help the overall

state pool, it will not reduce costs enough to outpace inflation or alter local premiums.

- **Not a Cost-Savings Driver:** The board should not view the clinic as a direct method for financial savings; rather, it is a way to deliver an alternative care method for employees.
- **True Value:** The main benefit is providing free access to care. It can also be leveraged for employee recruitment and extended to staff who aren't typically eligible for regular health insurance, such as substitute teachers and transportation department staff.
- **Front-End Decision Making & Employee Polling:**
 - **Board Inquiry:** A board member asked about previous experiences regarding front-end collaboration, data gathering, or polling to help a district decide whether to move forward with a clinic.
 - **Gallagher's Response:** The presenter noted they have not seen a situation where a board polls employees regarding their preference. Practically speaking, if you ask employees if they want a new benefit, they will always say yes, which becomes problematic if the board ultimately cannot pass or fund it.
- **Clinic Value Across Employee Types:**
 - The clinic is heavily utilized by both certified staff and classified employees. It serves as an especially meaningful benefit for hourly wage earners.
 - **Shrinking Primary Care Options:** In many communities, primary care options are shrinking because providers are moving toward medical specialties. Clinics get maximum utilization in areas experiencing this trend by offering a reliable local alternative.
- **Front-End Collaboration and Decision-Making:**
 - **Lack of Polling/Consultation:** The presenter clarified that past boards they worked with did not poll or collaborate with employees prior to making the decision. They simply made the choice, implemented the project, and it was widely accepted because it is overwhelmingly viewed as a strong employee benefit.
 - **Board Budget Allocation:** A board member noted that they have currently budgeted **\$11.8 million** for healthcare for the upcoming year. However, they have not yet seen a definitive plan or a concrete cost number for the clinic itself.
 - **Typical Budgeting Process:** Generally, boards pass a line item in the budget and leave the execution to the Local Education Agency (LEA) or district leadership. Spending is later projected precisely when plan designs and final rate charts arrive from the state.

- **Potential Strategy Shifting:**
 - Gallagher noted that based on how the district has been handling things for a while, they see some areas where they would recommend shifting strategies.
 - They believe that with careful analysis of the budget and options, they can optimize the existing funds to "make more people happy" with the same amount of money.
- **Data Availability & Meeting Agenda Timing:**
 - **Fresh Numbers:** The presenter received new data numbers the previous day, which are ready to be projected to the public during the meeting.
 - **Open Meeting Compliance:** These numbers were not added to the official agenda because they arrived too late to meet the 48-hour notice limit required for an open public meeting.
 - **Fund Balance Update:** A copy of the updated five-year fund balance was provided by Miss Delt, who updated it right before 4:00 PM after a phone call with Miss Turner.
- **New Plan Design & Employee Behavior:**
 - **Unpredictable Variables:** A new plan design is being introduced this year that is outside of the district's and Gallagher's direct control. It is difficult to predict how many employees will choose this plan.
 - **Rate Impact:** How the board sets contribution rates could heavily drive employee enrollment behavior between the plan options.
- **Budgeting Recommendations & Network Strategy:**
 - **Avoid Budgeting for Richest Network:** Gallagher strongly recommends that the board *not* base its entire budget on the richest, highest-level insurance network (such as the OAP with the Sigma network), calling it an unnecessarily high spend.
 - **The "Skinnier" Network Alternative:** In a taxpayer-funded environment, Gallagher advises basing the budget on the lower-level or "skinnier" network. Most local healthcare providers participate in this lower network anyway, and it remains an excellent network.
 - **Shifting Premium Costs:** If employees specifically want or need the ultra-rich network, they should pay the premium difference ("pay the freight") between the two plans themselves. The vast majority of Gallagher's clients avoid making equal percentage contributions to both networks because it constitutes an unnecessary expenditure.
- **Board Inquiry on Employee Outreach:**
 - A board member asked if there is a plan to sit down directly with employees to go through all available health options to help them understand which plan works best for them.

- **Strategic Fit for Younger Employees:**
 - Younger teachers who rarely visit the doctor derive very little value from a traditional high-premium plan.
 - For these individuals, investing in an alternative option like a health savings fund might offer a much more meaningful benefit over the next five to seven years.
- **Employee Education Constraints & Capabilities:**
 - **State Contract Limitations:** Because the district is contracted with the state health plan, Gallagher's team faces strict limitations. They cannot log into the state's system (Edison), create official enrollment materials, or craft custom messaging. The district is legally required to use specific state-mandated forms and processes.
 - **Gallagher's Educational Support:** Despite these limits, Gallagher can heavily support employee education externally by providing educational videos and creating a structured communications methodology. This approach supplements the state-approved materials with practical, real-world examples.
- **High-Deductible Plans & Tax Advantages:**
 - The presenter highlighted how high-deductible plans can serve as incredible retirement and investment vehicles due to their dual "tax-free in, tax-free out" benefits, noting they would personally fund a health savings account before a traditional 401k.
 - **The Hurdle for Staff:** Many teachers and staff are fearful of high-deductible plans because they require upfront cash flow to cover immediate medical expenses before realizing the long-term tax advantages.
- **Total Cost of Care Transparency:**
 - Gallagher has the tools and intent to thoroughly educate staff on these concepts. Their presentation includes a "Total Cost of Healthcare" sample slide that explicitly compares plan offerings.
 - Standard enrollment materials often fail to highlight that the true cost of going to the doctor isn't just the copay at treatment—it must be calculated by combining the out-of-pocket costs with the ongoing premium dollars spent.

- **Budget Modeling and Strategy Execution:**
 - **Uncertain Variables:** State premium rates just came out for a newly introduced insurance plan, though exact coverage details are still being finalized.
 - **Scenario Modeling:** Gallagher can model out various budget scenarios for the board. For example, they can project the total budget required if the board pays 100% of employee premiums, 85% for dependents (children/spouses), and bases the remaining contributions on the "limited" plan option.
 - **Strategic Education:** Once the board selects a strategy, Gallagher can build side-by-side educational comparisons tailored to different employee personas (such as a young employee who never uses insurance) to help them choose the best option.
- **The Problem with 100% Employer-Paid Premiums:**
 - Gallagher pointed out that if employee-only coverage is paid at 100% for the highest-tier plan, employees have no incentive to choose any other option. Consequently, they generally do not recommend structuring contributions this way.
 - A board member agreed, noting that because the district covers the premium completely, most employees automatically pick that top option without looking further. They voiced concerns about how new hires navigate these selections and who explains better alternative options to them.
- **Using Sample Claim Scenarios for Education:**
 - **Bottom-Dollar Costs:** Gallagher creates educational materials designed to show the true "bottom-dollar" cost of each plan, combining both the premium and the cost at the point of service.
 - **Targeted Examples:** They utilize roughly seven distinct, real-world claim scenarios so employees can find a situation that best fits their life.
 - **Scenario Scope:** While these examples can't account for unforeseen surprises like a major car wreck or a sudden illness diagnosis, they cover standard medical events. These include wellness visits (which are fully covered with \$0 out-of-pocket under the Affordable Care Act), scenarios where a well-visit transitions into further testing, and major life events like a baby's birth involving complications.
- **Common Claim Examples & Plan Choices:**
 - Gallagher's standard educational samples include scenarios like a healthy pregnancy, a typical pregnancy, knee surgery, kidney dialysis, or a birth where both baby and mom face complications.

- These numbers help chronically ill employees see if buying up to the "premiere" plan makes financial sense. However, the highest plan isn't always the best option once point-of-service fees and premiums are combined.
- This educational modeling serves as a tool to supplement—not replace—the mandatory state-provided materials.
- **LEA Autonomy and Group Specifics:**
 - While the base cost of the plans is identical across the state health plan, each Local Education Agency (LEA) has the autonomy to choose its own contribution strategy.
 - Gallagher tailors its materials to the district's group specifics, blending potential claim costs with the exact monthly premium an employee will pay based on the board's contribution layout.
- **In-Person Employee Outreach & Education:**
 - **On-Site Meetings:** Especially in a year with meaningful state-level changes or new plan options, Gallagher recommends holding group meetings. They are willing to send representatives to several designated spots across the district—such as the bus garage—to run these sessions.
 - **Proven Success:** For employees who actively participate instead of blowing it off, these meetings have a strong track record of clearing up confusion and making staff feel truly informed about their choices.
 - **Board Response:** A board member confirmed that group meetings have been discussed and noted that the employees would deeply appreciate this approach.
- **Transition to Insurance Document Review:**
 - The Q&A session with Gallagher concluded, though they agreed to remain available for further questions.
 - The board requested "Miss Diane" to project an insurance document originally shared during a March 26 meeting.
 - It was noted that during that March meeting, **\$11.7 million** had been requested for insurance because rate increases were unknown at the time but were projected to be between **10% to 12%**.
- **Budget Approvals & Current Projections:**
 - The county commission has tentatively approved a budget line item of **\$11.8 million** for insurance.
 - If the district moves forward strictly with the "limited plan" for current classified and certified employees, the baseline cost is calculated at **\$11,210,842.56**.

- **Insurance Plan Scenarios & Variable Shifts:**
 - **Classified Employee Impact:** Since classified staff have never previously had their children's insurance paid for by the district, it is difficult to predict their behavior. If 100 classified employees upgrade from "employee-only" to "employee plus child," the cost under the limited plan would rise to \$11,458,725.66.
 - **Standard Plan Calculations:** Under the standard plan numbers, the current baseline stands at \$11,500,547.76. If 100 classified employees make that same upgrade to include a child, the cost increases to \$11,775,117.76.
 - **Negotiation & Legality Concerns:** Making changes to what was previously agreed upon with the teachers would require completely renegotiating their plan. The speaker confirmed they have discussed the legality of this with Mr. McCarti.
- **Fund Balance & Deficit Realities:**
 - **The 17% Requirement:** Following a previous request by Mr. Van Winkle, the last five years of the fund balance were reviewed. The county commission requires the district to maintain a 17% fund balance.
 - **The Deficit Drawdown:** The projected overall budget for the upcoming school year is \$80 million, and the fund balance currently sits at \$17 million. However, because the budget has a \$10 million deficit, the county commission approved drawing this deficit directly from the reserves.
 - **Resulting Balance:** This drawdown means the district will start the year with a drastically reduced fund balance of \$7,097,683, raising serious concerns about whether the district can afford to continue spending at its current rate. Mr. McCarti is en route to clarify questions regarding this financial standing.
- **Good Faith Bargaining Concerns:**
 - A board member pointed out that during negotiations for the salary linear model, it was understood in good faith that no health benefits would change from their current state.
 - Another speaker validated this concern, acknowledging that any final decision made regarding insurance directly impacts them as a certified employee.
- **Clarification on Previous Salary Negotiations:**
 - A speaker clarified that past negotiation meetings focused strictly on salaries and running numbers related to pay.
 - They noted that explicit agreements regarding insurance benefits were not made because they had not yet reached the point of discussing benefits in detail.

- **Financial Summary Provided to Mr. McCarti:**
 - Mr. McCarty arrived at the meeting and was briefed on the district's current financial situation:
 - The projected budget has \$11 million set aside.
 - The budget was presented to the county commission with a \$10 million deficit.
 - The commission approved pulling that \$10 million from the \$17 million fund balance, which drops the reserves down to \$7 million.
 - The district is expected to maintain a 17% fund balance, raising concerns about future affordability.
- **Legal Interpretation of Funding & Benefits (PECCA):**
 - **The Legal Piece:** Paraphrasing the Professional Employees Collective Bargaining Act (PECCA) statute, Mr. McCarti explained that while there is a binding agreement, the law contains specific provisions regarding funding shortages.
 - **Insufficient Funds Provision:** If there is not enough money available to continue funding a specific benefit or provision, the parties must legally return to the negotiating table.
 - **Requirement for Communication:** The statute dictates that there must be open communication and that both sides must work through the funding issue collaboratively at the table.
- **Meeting Protocol:**
 - The attorney emphasized the importance of maintaining an orderly public meeting by recognizing individuals properly and giving them time to speak, while ensuring the board receives appropriate legal advice and that he would not, respectfully, be engaging with the audience as they tried to talk.
- **Legal Counsel Advice on Collaborative Conferencing:**
 - Mr. McCarti noted that the board will likely enter an executive session following the current discussion to review the legalities and answer specific questions privately.
 - He emphasized that the board always has the legal option to return to collaborative conferencing and continue conversations with the employee groups.
- **Comparing the Premier vs. Standard Insurance Plans:**
 - A speaker noted that while the overall total cost represents "big numbers," there is not actually a massive difference in real coverage or benefits between the premier and standard plans.
 - They stated that if employees had to pay the cost difference entirely out of their own pockets, the premier plan would not be worth the extra expense over the standard plan.

- **Disagreement Over Fund Balance and Legal Obligations:**
 - **State vs. County Mandate:** A speaker pointed out that the district is legally obligated by the *state* to maintain a 3% fund balance, not the 17% requested by the county commission.
 - **Pushback on Budget Deficits:** The speaker argued that using the 17% target to claim "there isn't enough money" is an invalid excuse to avoid their good-faith bargaining agreements. In their view, the board cannot legally justify breaking terms by claiming a lack of funds when they are well above the state's 3% statutory minimum.
- **The Negotiation "Understanding" and Call for Transparency:**
 - It was reiterated that the majority understood the pay scale agreement was accepted on the condition that employee insurance benefits would remain untouched.
 - A board member recommended being completely transparent: lay out all the options, clearly state that costs are going up and past coverage levels cannot be maintained, and work through the next steps in good faith.
 - They highlighted that staff will have major unanswered questions and anxiety regarding how these insurance changes, alongside the new pay scales, will affect their personal medical concerns and out-of-pocket costs.
- **Right to Return to the Table:**
 - A speaker concluded that the teachers' association has every right to ask the board to obligate themselves to return to the negotiating table over these shifts.
- **HSA Contributions from District Savings:**
 - **Board Inquiry:** A board member asked if shifting to the less expensive "limited plan" would create financial wiggle room to allow the district to contribute directly into employees' Health Savings Accounts (HSAs).
 - **Gallagher's Response:** Gallagher confirmed this is a common strategy. They can model out scenarios where a portion of the cost savings from moving to a limited plan is redirected to fund HSAs for employees who choose a high-deductible plan.
 - **Surprising Math:** The presenter noted that sometimes modeling "\$X" dollars toward an HSA actually eclipses the benefit of contributing to a traditional plan that pays earlier with lower out-of-pocket costs. A full analysis is required to see what works best.
- **Perception of the "Limited Plan":**
 - A board member noted that despite the name "limited," the plan is actually excellent and still vastly superior to most insurance options available in the general market.

- **Gallagher's Request for Board Direction:**
 - **Clear Dollar Amount Needed:** To properly run these analyses and model plan options, Gallagher requested explicit direction from the board regarding the exact total dollar amount they have to allocate.
 - **Avoiding Option Overload:** The presenter compared the process to going to a fancy grocery store where having too many choices leads to confusion. They advised narrowing down the scenarios to a few key options that are truly important to the board.
- **Deciding on the Clinic Inclusion:**
 - Gallagher pointed out that the clinic proposal has significantly impacted how the board is evaluating its insurance options.
 - They requested that the board officially decide whether they want future modeled options to include a clinic scenario as part of the examples.

Parallel Procurement and Strategy Modeling:

Parallel Paths: Gallagher noted that the board has enough time to run multiple strategic options simultaneously. The procurement bidding process can move forward without a guarantee of implementation; if structured correctly, the board is under no legal obligation to actually award the bid if they choose a different health plan route.

Limiting the Scenarios: A board member proposed that Dr. Farley and her team work up three "best scenario" models with Gallagher aimed at maximizing coverage within the budget. These three scenarios can then be brought back to the collaborative conferencing table for employee feedback. Gallagher agreed to prioritize modeling three (or up to five) preferred scenarios based on the board's workspace ideas.

Collaborative Conferencing Support:

On-Call Availability: A board member asked if a Gallagher representative could be available via phone on the day of the collaborative conferencing sessions to answer immediate questions about the plan options. Gallagher confirmed they are happy to do this and can share industry best practices during that process.

Employee Alignment: Gallagher emphasized that all models they prepare will actively work to bring classified and certified staff benefits into alignment.

Clinic Partnership Status & Soft Cost Savings:

No Current Partners: A board member updated the group that they checked with the county government regarding the clinic project, but they expressed no interest in joining. As a result, the district must look at starting the clinic entirely on its own, with the possibility of looping in other entities later.

Financial Nuances: Gallagher warned against letting the clinic project entirely dictate the broader insurance strategy ("the tail wagging the dog"). However, they noted that a clinic does introduce valuable "soft cost" savings, including quicker employee return-to-work timelines and higher staff retention.

Workers' Comp Considerations: Real financial implications and costs should also be analyzed regarding whether the clinic is formally added to the district's worker's compensation medical panel.

- **Operational Cost Offsets:**

- The district can potentially use the clinic during designated hours to handle routine operational services, such as pre-employment physicals and drug screens, to offset existing expenditures.
- However, the presenter cautioned that saving these specific operational dollars should not be the primary driver for opening a clinic.

- **District Budget vs. Employee Impact:**

- **No Direct Pool Savings:** Because the district is locked into a state health insurance pool, a clinic will not generate direct claim or premium savings for the overall budget.
- **Direct Value to Staff:** The true "needle-moving" impact is felt by employees, who benefit from a \$0 co-pay, immediate care, assistance with network referrals, and a direct path to establishing primary care relationships.
- **Expanded Eligibility:** The board has the option to expand clinic access to non-full-time staff, board members, and their families if they choose.

- **Combating Plan Inflation:**

- To offset rising costs and inflation, typical health plans frequently raise deductibles, out-of-pocket maximums, and prescription deductibles.
- These cost-alleviating measures for the insurance plans ultimately shift the financial burden directly onto the back of the employee.

Clinic Services as Potential Cost Offsets:

The district can use the clinic within certain hours to handle operational expenses like pre-employment physicals and drug screens, treating those incurred costs as potential offsets.

However, Gallagher reiterated that a clinic shouldn't be implemented solely to chase these specific cost savings ("the tail wagging the dog").

Impact on the District vs. Individual Employees:

No Direct Budget Savings: Because the district is part of the state insurance pool, implementing a clinic will not change the overall budget or yield direct premium/claim savings.

An Additional Benefit: The primary purpose of the clinic is to serve as an additional benefit that increases access to care.

Value to Employees: The clinic truly moves the needle for individual employees by offering \$0 co-pays, easy treatment, and a pathway to establish primary care relationships and network referrals.

Expanded Eligibility Option: If the board chooses, clinic access can also be extended to non-full-time staff, board members, and their families.

Combating Shifting Insurance Costs & Inflation:

To fight inflation, traditional health plans routinely raise deductibles and out-of-pocket maximums, which ultimately passes the financial burden onto the employees.

The majority of employees fall into the category of claimants who spend money strictly within these rising deductibles and out-of-pocket thresholds.

Strategic Choice in Plan Selection:

While the clinic cannot fix the financial reality of severely sick individuals who always max out their plans, it opens up a unique strategic window for standard consumers.

Having a clinic allows employees to confidently select a plan with a higher out-of-pocket maximum—thereby lowering premium costs—without hurting their personal finances at home, provided they utilize the clinic for their care.

Without a clinic, employees must practice lower-cost consumerism on their own by finding cheaper points of entry, such as choosing a Kroger clinic over an expensive urgent care facility.

Operational Cost Offsets:

The district can potentially use the clinic during designated hours to handle routine operational services, such as pre-employment physicals and drug screens, to offset existing expenditures.

However, the presenter cautioned that saving these specific operational dollars should not be the primary driver for opening a clinic.

District Budget vs. Employee Impact:

No Direct Pool Savings: Because the district is locked into a state health insurance pool, a clinic will not generate direct claim or premium savings for the overall budget.

Direct Value to Staff: The true "needle-moving" impact is felt by employees, who benefit from a \$0 co-pay, immediate care, assistance with network referrals, and a direct path to establishing primary care relationships.

Expanded Eligibility: The board has the option to expand clinic access to non-full-time staff, board members, and their families if they choose.

Combating Plan Inflation:

To offset rising costs and inflation, typical health plans frequently raise deductibles, out-of-pocket maximums, and prescription deductibles.

These cost-alleviating measures for the insurance plans ultimately shift the financial burden directly onto the back of the employee.

Strategic Value of the Clinic for Plan Optimization:

The Sickest Patients: The presenter acknowledged that very sick individuals who always max out their plans will not see their situations fixed by a clinic.

Confident Plan Choices: However, for the majority of standard claimants who spend within their deductibles, a clinic opens up a unique strategic window. It allows employees to confidently choose a lower-tier plan with a higher out-of-pocket maximum—thereby lowering premium costs—without hurting their personal finances at home, provided they use the clinic for care.

Alternative for Consumers: Without a clinic, employees must practice lower-cost consumerism entirely on their own, actively choosing cheaper points of entry like a Kroger clinic over an expensive urgent care facility when they are sick.

Next Steps for Plan Options and Union Outreach:

A board member suggested narrowing the selection down to three or four solid options for the analyst to work on.

Once those specific options are drafted, the board intends to reach out directly to the union to move forward from there.

Exclusion of the "Premier" Plan from Calculations:

Board Question: A board member noticed that the first sheet only listed the "standard" and "limited" options, and asked about the difference between the standard and the "premier" plan.

The \$11.8 Million Budget Cap: The speaker explained they intentionally did not have the analyst run calculations for the premier plan because they knew it would exceed their \$11.8 million budget ceiling.

Confidence in Data Accuracy: The speaker can still request those numbers if the board wants them, but noted that early calculations yielded \$11.2 million for the limited plan. They expressed high confidence in the analyst's accuracy, noting that Mr. Doer vetted the figures alongside her.

- **Clarification on the \$11.8 Million Vote:**

- A board member explained they originally voted "no" on the \$11.8 million budget allocation because they wanted clarity on what changes were being made.

- The general understanding when the board approved \$11.8 million was that they were expecting a 10% bump in costs while keeping insurance benefits exactly the same. The \$11.8 million figure was intended to fully cover that anticipated 10% increase.
- **Current Projections vs. Original Expectations:**
 - The speaker noted a shift in perspective, stating that they are no longer "anywhere close" to staying within \$11.8 million if absolutely everything remains identical.
 - If the district keeps things as they are right now—paying 100% for classified and certified employees, and covering certified employees plus their children—the cost would likely land right around the \$11.8 million mark, equating to roughly an 8.5% increase.
 - However, this close margin leaves no wiggle room if classified employees decide to upgrade their coverage to "employee plus children," which would inevitably push the final total past the budgeted amount.
- **Status of Modeled Options:**
 - The board is revisiting how many concrete options (four or five) they want Gallagher's team to figure out and present.
 - It was confirmed that the analyst has already run the "limited plan" model based on the district's current setup. Keeping things structured exactly as they are now under the limited plan came in right at \$11.2 million.
 - The analyst has not yet run alternative scenarios because they were strictly directed to double-check the initial work completed by Miss Delk.
- **Budget Wiggle Room and Plan Comparisons:**
 - The speaker noted that their suggestions are based directly on the funds approved by the county commission, though they will present a higher amount if the board requests a raise.
 - If the district keeps the "standard" plan and leaves a little wiggle room for 100 classified employees to upgrade to "employee plus child," the cost sits right at the maximum budget amount.
 - A speaker initially thought shifting to the "limited" plan would provide enough wiggle room to fund the consideration of an employee clinic.
- **The Reality of Clinic Funding & Startup Costs:**
 - Another speaker corrected this assumption, stating that even under the limited plan, if 100 people add children, the cost goes to "114" (referring to \$11.458 million). Adding the required \$600,000 for the clinic startup means the total would exceed the \$11.8 million budget by roughly \$200,000.
 - Because of this deficit, the clinic is not currently a viable financial option within the standalone insurance numbers provided on the sheet.

- It was clarified that the analyst was not explicitly recommending or dismissing a clinic; she was simply presenting the raw baseline costs of the limited versus standard plans based on current enrollment.
- **Scenario Planning for Future Discussions:**
 - **Clinic Budget Splits:** A speaker noted that the standard plan completely rules out a clinic due to its high base cost. A clinic might only be possible alongside the limited plan if funding is split between the insurance budget and the capital budget (for an actual physical building).
 - **Final Suggestion:** To prepare options for an upcoming discussion, a board member suggested running concrete scenarios for the highest (premier) plan, the standard plan, and the limited plan, while keeping the clinic completely out of the equations for now.
- **Directives for Scenario Modeling:**
 - The board clarified that no voting is occurring during this meeting; rather, the focus is solely on discussing which specific scenarios to move forward with.
 - Representatives Marissa and Wes noted they will run whatever configurations the board voices.
 - The board agreed that the easiest approach to put all options on the table is to itemize and run the numbers for each plan both with a clinic and without a clinic. This clear dataset will provide the information needed to return to the table for employee discussions.
- **Health Savings Account (HSA) Contributions:**
 - A board member inquired about running a scenario that includes a health spending account contribution alongside one of the lower plans.
 - Gallagher noted that while it is unusual for a school district to base its entire budget on a high-deductible plan, many districts utilize a hybrid strategy. For example, a district might base its budget on the limited plan, and if an employee selects the high-deductible plan, the premium "delta" (difference) is contributed by the district directly into their health savings account.
 - While this can be closely evaluated later once a main trajectory is chosen, Gallagher advised considering it simultaneously because it directly impacts overall spend.
- **Employee Cost Comparison Layout:**
 - A board member emphasized the necessity of these models for employee education, noting that staff are looking at the large overall budget figures and trying to understand their individual financial options.

- The member recalled a previous attachment shared by Dr. Farley that placed the premier plan and standard plan side-by-side to illustrate an employee's exact out-of-pocket costs.
- As an example, the past document itemized benefits down the line, showing clear comparisons such as a \$20 copay for a doctor's visit under the premier plan versus a \$25 copay under the standard plan (a \$5 difference). The board requested a similar detailed breakdown for the upcoming models to clearly call out each benefit tier.
- **Structure of the Upcoming Presentation Package:**
 - **Two Main Components:** The presenter explained that when the final package is brought to the board, it will visually consist of "two pictures" for clear comparison.
 - **Option A (The Premier Baseline):** This component bases calculations on the premier plan tier, which automatically brings classified employees up into alignment with certified staff. Without double-checking the exact data, the presenter estimated this option would cost "north of 12 million".
 - **Employee Education Component:** The second part of the package will serve as an educational piece to show employees what their exact out-of-pocket costs look like at the point of service, incorporating premiums and different healthcare claim scenarios.
- **Modeling Strategies and HSA Additions:**
 - Gallagher confirmed they can seamlessly run separate, comprehensive models based entirely off the premier plan, the standard plan, or the limited plan.
 - They will also model a strategy showing the premium "delta" between the limited and standard plans being repurposed as a direct district contribution into employee Health Savings Accounts (HSAs) to provide a long-term ballpark perspective.
- **The Clinic as an Independent Add-On:**
 - The clinic will be presented as a standalone add-on option that can be paired with any of the main insurance plans, as its baseline operational cost remains identical regardless of the selected health plan.
 - The presenter noted that clinic data will not change the "employee experience piece" from slide to slide. For instance, if a well-child visit is already free under a specific insurance plan, it is also free at the clinic, making it a financial wash.
 - However, the clinic still adds distinct value for routine check-ins, such as an expectant mother wanting to check on her baby during the first trimester before transitioning to a specialty doctor.

- **Clinic Accounting and Network Variables:**
 - The presenter clarified that while routine care (such as a first-trimester wellness check) would be free at the clinic, these specific concepts will not be directly reflected in the premium numbers because the clinic is treated as an independent add-on, not an embedded feature of the core health insurance plans.
 - Beyond the main plan tiers (premier, standard, limited, and high-deductible), the presenter reminded the board of an important network variable. They reiterated that it is "very unusual" for a school district to base its baseline budget entirely on the richest available provider network.
 - A board member emphasized that they are requesting these detailed breakdowns to support the collaborative conferencing portion of negotiations so that all involved parties fully understand the true costs. The presenter commended this approach, noting they wish more school boards evaluated their options with this level of transparency.
- **Timeline for Data Delivery:**
 - A board member confirmed they expect to receive the updated financial models and calculations by 4:00 PM the following afternoon.
 - The presenter noted that while they have already started playing with the numbers and are quite far along, the calculations still need to be fully double-checked.
- **The Volatility of Enrollment Migration:**
 - **The Disclaimer:** The presenter gave a standard disclaimer that the hardest factor to predict mathematically is employee plan migration.
 - **Unpredictable Shifts:** When plan adjustments are made, it is incredibly difficult to know exactly how many new people will join the insurance plan or how many existing employees will choose to switch from one plan tier to another.
 - **Margin of Error:** Because of these unknowns, the analytical models will always contain an inherent margin of error until formal open enrollment concludes. This is especially true given that the district is introducing a brand-new plan design this year featuring a new copay setup.
- **Historical Data vs. New Plan Designs:**
 - When asked if they have historical migration numbers from other school districts to base models on, the presenter replied that while they have baseline concepts, this unique copay plan will shift unpredictably based on how the district decides to contribute to it.

- The presenter concluded by noting that public perception of a new copay option varies heavily, stating there will inevitably be "lovers" and "haters" of the new configuration.
- **State Instructions and Information Restrictions on the New Plan:**
 - **Potential Risks of Misunderstanding:** The presenter noted that some employees will simply hear the word "copay" and immediately sign up for the new plan. Depending on their actual understanding of how the plan works, this could either turn out to be a "tragic" decision or "the best thing ever".
 - **State Embargo on Details:** Gallagher is unable to explain exactly how the plan will function yet because the state has strictly instructed that the new plan designs are not to be shared.
 - **Broker Clarification:** The presenter clarified that Gallagher does not work directly with the state, as the state does not work with brokers. Instead, this restriction was communicated to them by several of their other clients.
 - **Timeline for Reliable Data:** Because of these restrictions, details will remain an unpredictable variable unless the board wants to wait until September 1st. Reliable, published information on these plans is expected to be available for employee distribution by the end of August.
- **The Challenge of Historical Migration Data:**
 - A board member asked if there was generalized historical data available (e.g., seeing a typical 10% migration trend across 12 other districts).
 - The presenter responded that macro-trends cannot accurately predict behavior because each Local Education Agency (LEA) implements its own unique contribution strategy.
 - Predictive tracking is entirely dependent on a district's specific baseline setup, the precise nature of the changes being made, and how those factors influence employee behavior and communication. Communication was emphasized as a massive piece of the puzzle.
- **Conclusion of the Gallagher Presentation:**
 - The presenter asked the room for any final questions before wrapping up.
 - The board was instructed to pass any additional, late-breaking requests or strategic considerations through Dr. Farley so the Gallagher team can address them.
 - The board thanked the presenters, and the floor was opened up for any remaining internal board discussion on the topic.

Next, the board discussed the NDCC/JROTC program.

JROTC / NDCC Program Update

- **Current Program Status and Staffing:**
 - **NDCC Status:** The district is currently operating under the National Defense Cadet Corps (NDCC) program.
 - **CCHS Placement:** Cumberland County High School (CCHS) successfully hired Mr. Johnson, who has been with the program for a couple of years.
 - **SMHS Vacancy:** Stone Memorial High School (SMHS) has been unable to find an instructor candidate acceptable to both the military and local leadership.
 - **Path to JROTC (ROTC):** The district must sustain these programs under NDCC guidelines and meet all requirements before applying for full JROTC (ROC) status. Even after applying, there is no guarantee of immediate approval; the district would likely be placed on a waiting list.
- **Contractual Staffing Requirements:**
 - **Unmet Requirements:** The board confirmed that CCHS has not yet fully met the program's requirements.
 - **Mandated Positions:** According to an establishment contract letter dated July 16, 2024, each unit must be staffed by a minimum of one officer (Senior Army Instructor) and one non-commissioned officer (Army Instructor).
 - **Deadlines:** The first instructor was required to be hired by October 30, 2024 (which was completed), and the second instructor was supposed to be hired by January 31, 2025.
- **Communication Roadblocks with Fort Knox:**
 - The administration reported extreme difficulty getting in touch with the NDCC command office at Fort Knox to seek hiring assistance or program information.
 - The speaker noted that despite calling and leaving voicemails on seven or eight different occasions, they have received no responses or phone calls back, jokingly referencing Fort Knox' impenetrable "security".

- **Staffing Hardships and Student Impact:**
 - **Hiring Dilemma:** The district has been unable to secure a first instructor at Stone Memorial High School (SMHS) or a second instructor at Cumberland County High School (CCHS).
 - **Disrupted Schedules:** A board member raised concerns that students register for the program every year only to have their schedules forced to change because an instructor is missing. Students are missing out on program benefits and planned credits.
 - **SMHS Applicant Rejection:** The administration noted that SMHS had three interested candidates. One applicant worked as a substitute for over half a year while trying to complete his paperwork, but the military ultimately denied him the authority to instruct.
- **NDCC vs. JROTC Program Differences:**
 - **Financial and Resource Gap:** A board member emphasized that moving from NDCC to JROTC (referred to as "GROTC/ROC") status completely changes funding, status, approvals, equipment, uniforms, and instruction salaries, which are fully provided by the Army.
 - **Call to Action:** The member expressed that the district should pursue this persistence daily—even suggesting driving directly to the military base if needed—to secure these missing benefits for the students.
- **Recruitment Resources and Funding Reality:**
 - **District-Funded Salaries:** It was clarified that under the current NDCC program, the school district has to pay the instructor salaries entirely. Positions are advertised through standard teaching channels.
 - **Lack of Direct Military Aid:** While the establishment contract states the Army will "assist you in hiring certified instructors," the only resource provided is a basic website link. The military does not provide a pre-approved pool of local candidates, leaving the district vulnerable to vetting rejections.
 - **Administrative Oversight:** A suggestion was made to place this recruitment task under the incoming athletics and activities director once they arrive, ensuring a constant, dedicated person is taking care of it.
- **Strategic Networking with Neighboring Counties:**
 - A board member asked if the district had reached out to other counties with established JROTC programs for guidance. The speaker responded that they have not.
 - The board member recommended contacting Fentress County and Clarkrange, noting they historically operated strong programs and may have contacts that can help the district cut through the military's red tape.

Leveraging MOA and Higher Education Resources:

Surrounding Support: A board member noted that the district is surrounded by counties with active programs that receive support from an MOA (Military Officers Association), which assigns an officer to each unit for financial and structural program support. Because the district currently lacks this structure, they are not receiving that support.

Tennessee Tech Connection: It was shared that they even went to Tennessee Tech regarding "ROC2". The board believes reaching out to the broader local MOA organization could yield beneficial contacts to help move their own programs forward.

Congressional Outreach for Government Contacts:

Constituent Services: A board member suggested contacting their federal congressman. The congressman has dedicated representatives for each district who help cut through government red tape, similar to how they assist constituents with Medicare and visas.

Action Item: A member offered to secure the direct phone number for the congressman's local contract representative to assist the administration with military contacts.

Program Value: The board explicitly affirmed that JROTC/NDCC is a great program they want to build up rather than let disappear.

Next the Board moved on to discuss the addition of policy 2.804 (Expenses and Reimbursements)

A board member introduced an item they requested to be added to the agenda: Board Policy 2.804, which governs expenses and reimbursements.

Scheduling Oversight: The member apologized for handing out physical copies during the meeting rather than having it pre-listed, explaining that the short turnaround time between the scheduled work session and a holiday weekend prevented it from being officially added to the advance agenda.

Focus on Board Member Attendance and Stewardship:

Primary Responsibility: The member emphasized that all elected board representatives share a core, primary responsibility to show up and be physically present for meetings, work sessions, and special call meetings.

Attendance Challenges: It was openly noted that attendance has unfortunately been a persistent challenge for certain individuals on the board.

Fiscal Duty: The speaker concluded by reminding the group that alongside showing up, they share an equal responsibility to be good stewards of district funds and local taxpayer money.

- **TSBA Consultation and Proposed Changes:**

- The speaker held discussions with the TSBA (Tennessee School Boards Association) and reached out to Mr. McCarti regarding the policy.
- The draft provided to the board was modeled after a policy that the TSBA previously drafted for another county.
- Highlighted in red on the draft is a specific addition requiring that attendance at board meetings is mandatory to receive compensation in accordance with the approved budget. This clause is not currently a part of the district's active policy.

- **Modeling Good Attendance and Fiscal Accountability:**

- The speaker pointed out that while board member compensation is not a large sum of money, it is still taxpayer money going out. They questioned whether members should be paid for months when they do not show up to represent constituents or vote.
- Because the district enforces attendance guidelines for both employees and students, the speaker emphasized that board members need to model a good example.
- **Pay in Arrears:** After checking with the county, the speaker verified that board pay is distributed in arrears. For example, if a member misses a meeting in July, their check simply would not be cut or sent out in August, making it an easy administrative adjustment. This due diligence process is what delayed getting the item onto the agenda by Thursday morning.

- **Conferences, Expenses, and Reimbursements:**

- A board member raised concerns regarding paid travel for professional development, such as legal training or conferences. If the district pays significant funds for hotel stays and an individual decides to skip the conference to go fishing instead, that money should be reimbursed back to the school.
- It was agreed that valid emergencies, illnesses, or a child getting hurt would naturally be exempted. However, a speaker noted the difficulty of enforcement, questioning who would be responsible to "police" those situations.

- **Separating Policy Elements:**

- A member suggested that the policy should be approached in two distinct parts:

1. **Meeting Attendance and Base Pay:** This is straightforward, as board members are paid for showing up to meetings per the TCA (Tennessee Code Annotated) code.
 2. **Educational Travel and Conventions:** This covers expenses for conventions and school travel. The board would need to explicitly address accountability for missed events in this second section.
 - The group agreed they would want to keep any travel accountability language very cut and dry to avoid creating excessive variables that are
- **Legal Status and Compensation Thresholds:**
 - Legally, board members are treated essentially as employees, which is why they receive a \$W2\$ form at the end of the year.
 - State law dictates only that board members cannot be paid more in a calendar year than the county commission; how the funds are divvied up under that threshold is entirely at the board's discretion.
 - A speaker cautioned against making the policy too complex, noting that they shouldn't end up with a board member handbook that is as dense as the guidelines for regular employees. They recommended keeping it straightforward.
 - **Travel Cancellation and Refund Mechanics:**
 - To address Sherry's concerns about travel expenses, a member suggested implementing a "drop dead date" or cutoff time for courses and educational travel.
 - If a board member must cancel due to an emergency after the cutoff date, they should try to find another person to take their place. If a replacement can be found, no reimbursement to the school is necessary; however, if a replacement cannot be found, the cost must be reimbursed.
 - **Defining Applicable Meetings:**
 - A member asked if the policy applies to both voting meetings and work sessions.
 - It was clarified that the proposed draft specifically names "board meetings," which refers strictly to the voting meetings where official representation occurs. Work sessions are primarily for gathering information.
 - Based on TSBA feedback, it is best to limit the penalty to voting meetings, as adding work sessions or committees would overly complicate the rules. Mr. McCarti confirmed that the current wording would limit the scope to voting meetings based on how other policies are written.

- **Aligning with Existing Attendance Policies:**
 - A board member pointed out that they already have a separate policy regarding attendance requirements, which permits members to miss up to three meetings a year.
 - Instead of trying to police individual emergency excuses, the member suggested they modify that existing policy to mimic the new parameters. This would clearly limit total missing days while accounting for genuine emergencies or electronic attendance.
- **Electronic Attendance and Pay Eligibility:**
 - It was clarified that under the current drafting of the proposed policy, members who attend a meeting electronically would still get paid. Pay is only withheld if a member is completely absent from the voting meeting and fails to vote for their district.
- **Policy Placement for the Next Regular Meeting:**
 - The board is preparing to propose these changes for a first reading at the next regular meeting.
 - A member suggested inserting the new language right where the TSBA draft places it—at the beginning under the "board members" section.
 - Specifically, it would be added at line 23 in lieu of the current text. The existing content regarding transportation, lodging, meals, and expenses starting at lines 23 and 24 would then be pushed down to start the next paragraph.
- **Accounting for Emergency Situations:**
 - A board member emphasized that safety net language should be added to protect members experiencing sudden emergencies from being penalized. This applies if an emergency arises too late to set up electronic attendance or if a member's request to attend electronically is denied despite meeting the proper criteria.
 - Personal illness or having a sick child were discussed as valid situations that should be covered so members are not penalized. Another speaker noted that as long as the secondary board attendance policy is being properly followed, these emergency concerns should not be an issue.
- **State Law and Electronic Attendance Limits:**
 - A member questioned why electronic attendance is strictly capped at three times. Another speaker responded that the three-time limit is a reflection of state law.
 - The board noted that the policy protects against people "remoting in all the time" from vacation spots like Hawaii or Florida. While state parameters shifted back and forth during the pandemic, the post-pandemic versions remain strictly defined.

- The limits generally separate allowances into work-related categories and illness-related categories.
- **The Logistics of Vetting Emergencies and Privacy:**
 - A speaker noted that under the current conversational framework, the entire board would have to vote to determine if a member's absence constitutes a true emergency, which would be incredibly awkward.
 - To protect individual privacy regarding personal illnesses or a child's health, it was suggested that a single person, such as the Board Chairman, be designated to vet emergency situations rather than having the full board openly discuss a member's private business.
 - Another speaker pointed out that because board members cannot delegate their vote to a proxy in their absence, a missed meeting simply means a missed vote. To keep things entirely clean-cut and avoid getting bogged down in personal details, the bottom line could simply remain: if you are not physically present, you do not get paid for that month.
- **Travel Misuse and Strategic Next Steps:**
 - Sherry reiterated her frustration with travel expenses, noting that a couple of times over the past four years, the district has paid thousands of dollars for hotel stays and conferences where a member "knowingly" failed to attend the sessions. She emphasized that this is a misuse of funds that should otherwise support direct student and teacher needs, like textbooks and Chromebooks.
 - A board member suggested taking this specific travel accountability piece back to "Ben" to see if the TSBA has pre-written policy language addressing missed conference accountability. This could then be compiled alongside the base pay proposal into a unified draft for a first reading.
- **Agenda and Timeline Planning:**
 - Typically, the district attempts to push out an agenda the day immediately following a work session.
 - However, given the unique nature of these policy draftings and the extra time available, the administration plans to work on refining the text and hopes to send out a draft agenda by the following Tuesday.

Meeting Adjournment and Concluding Business

- **Agenda Publication Deadline:**
 - The administration requested that board members submit any additional items they want on the agenda so that it can be officially published by Friday, keeping with their regular schedule.
- **Executive Session and Meeting Cancellations:**

- The attorney requested to borrow the board members for a quick, timed 10-minute executive session immediately following the meeting's conclusion.
- It was noted that the board needed to formally adjourn the active work session first.
- The board confirmed that the previously planned "special called meeting"—which was originally intended to handle a clinic purchase—was officially canceled and no longer needed.
- **Final Adjournment:**
 - The floor was opened up for any potential questions from members of the media.
 - Hearing none, the meeting was officially adjourned at approximately 5:51pm.

(*) Indicates Board Approval Required
July 23, 2026 at 6:00 PM - Board of Education Meeting

1. Call to Order

Agenda Item Type: Procedural Item

2. Moment of Silence/Pledge of Allegiance

Agenda Item Type: Procedural Item

3. Welcome to Visitors/Acknowledgement of Elected Officials

Agenda Item Type: Procedural Item

4. Special Recognition

Student Representatives

Agenda Item Type: Information Item

5. Roll Call

Agenda Item Type: Procedural Item

6. Declaration of Conflict

Agenda Item Type: Action Item

7. *Approval of Regular Meeting and Work Session Minutes

Agenda Item Type: Action Item

Attachments: (2)

- [6-25-26 Minutes](#)
- [7-7-26 Work Session Minutes](#)

8. *Approval of Agenda

Agenda Item Type: Action Item

Attachments: (1)

- [Agenda](#)

9. Community Comments

Agenda Item Type: Information Item

10. Open Meetings

Agenda Item Type: Action Item

11. Board Member(s) Report from Training(s)

Agenda Item Type: Information Item

12. Legal Report

Agenda Item Type: Information Item

13. Insurance

Agenda Item Type: Action Item

Attachments: (3)

- [Cumberland County Schools - Contribution Strategy & Rates - 2027 - Memo](#)

- [Cumberland County Schools - Contribution Strategy & Rates - 2027 - PPT](#)
- [2026_LE_LG Comparison_chart_F](#)

14. Amazon Discussion

Agenda Item Type: Action Item

Attachments: (1)

- [Amazon Information](#)

15. Director's Report

Agenda Item Type: Information Item

15.A. *Approval of District Testing Coordinators

Agenda Item Type: Action Item

Attachments: (1)

- [District Testing Coordinators](#)

15.B. SRO Annual Report

Agenda Item Type: Action Item

Attachments: (2)

- [SRO Comparison Data](#)
- [SRO Numbers](#)

15.C. NDCC Update

Agenda Item Type: Information Item

Attachments: (1)

- [NDCC Update](#)

15.D. Strategic Plan Update

Agenda Item Type: Information Item

Attachments: (1)

- [Strategic Plan Update](#)

15.E. TCAP Data

Agenda Item Type: Action Item

Attachments: (1)

- [TCAP Data](#)

15.F. Coordinated School Health Annual Report

Agenda Item Type: Action Item

Attachments: (1)

- [Coordinated School Health & Health Services Annual Report](#)

15.G. Leadership Update

Agenda Item Type: Action Item

Attachments: (1)

- [Leadership Update](#)

15.H. Annual Planning Calendar

Agenda Item Type: Information Item

Attachments: (1)

- [Annual Planning Calendar](#)

15.I. FYI

Agenda Item Type: Information Item

15.I.1. Personnel Report

Agenda Item Type: Information Item

Attachments: (2)

- [CCSNP Personnel Report](#)
- [Personnel Report Template](#)

15.I.2. Substitute List

Agenda Item Type: Information Item

Attachments: (1)

- [Substitute List](#)

15.I.3. School News Articles

Agenda Item Type: Information Item

15.I.4. School Calendar of Events

Agenda Item Type: Information Item

Attachments: (4)

- [North Calendar](#)
- [PHS Calendar](#)
- [Pine View Calendar](#)
- [Stone Elem Calendar](#)

16. Athletic & Arts Director's Report

Agenda Item Type: Action Item

17. *First Reading of Policies

Agenda Item Type: Action Item

Attachments: (11)

- [2.200 Annual Operating Budget](#)
- [2.200 Annual Operating Budget draft 2](#)
- [2.804 Expenses and Reimbursements](#)
- [4.216 Instructional Use of Digital Devices](#)
- [4.301 Interscholastic Athletics](#)
- [5.401 Acquired Immune Deficiency Syndrome \(AIDS\)](#)
- [5.402 Hepatitis B \(HBV\)](#)
- [5.501 Complaints](#)
- [5.5011 Grievances](#)
- [6.301 Rights and Responsibilities of Students](#)
- [6.413 Prevention and Treatment of Sports Related Concussions](#)

18. *Second Reading of Policies

Agenda Item Type: Action Item

Attachments: (28)

- [1.400 School Board Meetings](#)
- [1.905 Charter School Renewal](#)
- [2.100 Fiscal Management Goals](#)
- [4.100 Instructional Program](#)
- [4.213 Family Life Education](#)
- [4.300 Extracurricular Activities](#)
- [4.301 Interscholastic Athletics](#)
- [4.600 Grading System](#)
- [4.603 Promotion and Retention](#)
- [4.605 Graduation Requirements](#)
- [5.104 Equal Opportunity Employment](#)
- [5.106 Application and Employment](#)
- [5.110 Compensation Guides and Contracts](#)
- [5.200 Separation Practices for Tenured Teachers](#)
- [5.201 Separation Practices for Non Tenured Teachers](#)
- [5.600 Staff Rights and Responsibilities](#)
- [5.801 Director of Schools Recruitment and Selection](#)
- [6.100 Student Goals](#)
- [6.202 Home Schools](#)
- [6.205 Student Assignments](#)
- [6.303 Questioning Students and Searches](#)
- [6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation](#)
- [6.3041 Title IX and Sexual Harassment](#)
- [6.306 Interference Disruption of School Activities](#)
- [6.318 Admission of Suspended or Expelled Students](#)
- [6.4053 Outside Applied Behavior Analysis Therapy](#)

- [6.412 Emergency Allergy Response Plan](#)
- [6.506 Students from Military Families](#)

19. Policies for Discussion

Agenda Item Type: Action Item

Attachments: (1)

- [1.302 School Attorney](#)

20. 2026-2027 Budget Update

Agenda Item Type: Action Item

Attachments: (1)

- [2026-2027 BOE Budget 7-10-26](#)

21. Chief Financial Officer's Report

Agenda Item Type: Information Item

21.A. Monthly Financial Report

Agenda Item Type: Information Item

Attachments: (1)

- [JUNE 2026 FIN SUMMARY](#)

21.B. Monthly Sales Tax Report

Agenda Item Type: Information Item

21.C. 141 Budget Amendments

Agenda Item Type: Action Item

Attachments: (5)

- [141 BA CTE Aviation Grant](#)
- [141 BA GEAR UP Grant](#)
- [141 BA Recruitment and Retention Grant](#)
- [141 BA Security Grant](#)
- [141 BA TNRMT](#)

21.D. *142 Budget Amendments

Agenda Item Type: Action Item

Attachments: (2)

- [142 BA Perkins Basic](#)
- [142 BA Perkins Reserve](#)

22. *Consent Agenda

Agenda Item Type: Consent Agenda

22.A. School Board Reports

Agenda Item Type: Consent Item

22.A.1. Legislative Report

Agenda Item Type: Action Item

22.B. *Approval of Overnight and Out of State Field Trips

Agenda Item Type: Consent Item

Attachments: (1)

- [District Archery Overnight Request](#)

22.C. *Approval/Renewal of Agreements

Agenda Item Type: Action Item

Attachments: (4)

- [CC Sheriff's Dept MOU](#)
- [CCBOE Positive Action MOA](#)
- [SMHS & STARS Agreement](#)
- [SPED School for the Blind Agreement](#)

22.D. *School Wide Fundraisers

Agenda Item Type: Consent Item

Attachments: (11)

- [HES Fundraiser Crowdfunding Amazon](#)
- [HES School-Wide Fundraiser-Gen Fund](#)
- [PHS Fundraiser Crowdfunding-Girls and Boys Basketball](#)
- [PHS School-Wide Fundraiser PTO](#)
- [PHS School-Wide Fundraiser](#)
- [SMHS Fundraiser Crowdfunding Dance Team](#)
- [Stone Elem Fundraiser Crowdfunding 2nd Grade-Amazon Whitson](#)
- [Stone Elem Fundraiser Crowdfunding Amazon K-Hawes](#)
- [Stone Elem Fundraiser Crowdfunding Amazon-Willis](#)
- [Stone Elem Fundraiser-Crowdfunding 8th Grade](#)
- [Stone Elem Fundraiser-Crowdfunding Amazon K-2 CDC](#)

22.E. *Approval of Disposal of Surplus Property

Agenda Item Type: Consent Item

Attachments: (2)

- [General and Food Service Retired Inventory](#)
- [PHS Retired Inventory](#)

23. Questions from Media

Agenda Item Type: Information Item

24. Adjournment

Agenda Item Type: Action Item

Comments:

Cumberland County Board of Education

2027 Contribution Strategy & Rate Review

Cover Memo

Purpose of This Packet

The purpose of this analysis is to assist the Board in evaluating contribution strategies for 2027, including the impact of network selection, employee affordability, and potential enrollment migration on the District's healthcare budget.

This packet presents the current contribution structure alongside eight modeled contribution scenarios. The scenarios reflect four plan design approaches, each evaluated under two network configurations. In other words, for each contribution strategy, the Board will review both a standard network approach and a buy-up network approach to understand the financial impact of expanded provider access.

The materials are intended to support the Board's evaluation of both District budget impact and employee cost considerations.

Collaborative Conferencing Impact Summary

Whether the District exceeds its \$11.8 million healthcare budget depends entirely on employee tier selection during open enrollment as applied to the Board's chosen contribution scenario. Just as would be unrealistic to assume that all ~320 classified employees will elect District-funded dependent coverage, it is unrealistic to assume that no migration will occur (Scenario 1A).

Based on the budget projections included in this packet and the terms of the binding MOU, Gallagher believes collaborative conferencing is necessary to address the financial impact of enrollment migration. For example, if 100 employees currently enrolled in employee-only coverage add dependents, with 50 moving to employee + child(ren) coverage and 50 moving to employee + family coverage, healthcare costs would exceed the \$11.8 million budget by approximately \$82,000 based on current enrollment assumptions (Scenarios 1A and 1B under Option 2 – Proportional Migration).

Key Questions for Board Consideration – Long Term Strategy

Gallagher recommends focusing on the following questions:

- Which contribution strategy best balances employee affordability and fiscal responsibility?
- Does the District wish to maintain multiple network options, or encourage participation through a lower cost but very adequate network approach? (Most Districts do limit their contributions to the cheaper network and allow employees to pay the cost of the richer network).
- What level of long-term contribution strategy is sustainable given future healthcare cost trends.

Packet Contents

- **Budget Analysis** – (Pages 2 – 12)

Projected District healthcare spending under each contribution strategy using current enrollment assumptions. We have accounted for both the calendar year and fiscal year budget impacts.

Each option reflects a different approach to sharing healthcare costs between the Board and employees. These exhibits are intended to answer a single question: "What is the projected financial impact to the District under each contribution strategy and enrollment assumption?"

- **Rate Charts** – (Pages 13 – 24)

Monthly premium contributions for the District and employees under each option.

These exhibits illustrate the monthly premium responsibility of the District and all certified and non-certified employees under each contribution strategy. They are intended to answer the question: "What will employees and the District pay for coverage under each option?"

- **Total Cost of Healthcare Illustrations** – (Pages 25 – 47)

Sample scenarios demonstrate how premium contributions and out-of-pocket costs combine to create an employee's total healthcare expense. Claim costs are estimates for illustration purposes only.

These exhibits are designed to help employees evaluate healthcare costs beyond premium contributions by illustrating how deductibles, copays, coinsurance, and premium payments work together in common healthcare utilization scenarios. They are intended to answer the question: "How might employees experience the financial impact of each option when both premiums and healthcare utilization are considered?" Actual healthcare costs will vary based on provider selection, claim complexity, utilization patterns, and negotiated network discounts.

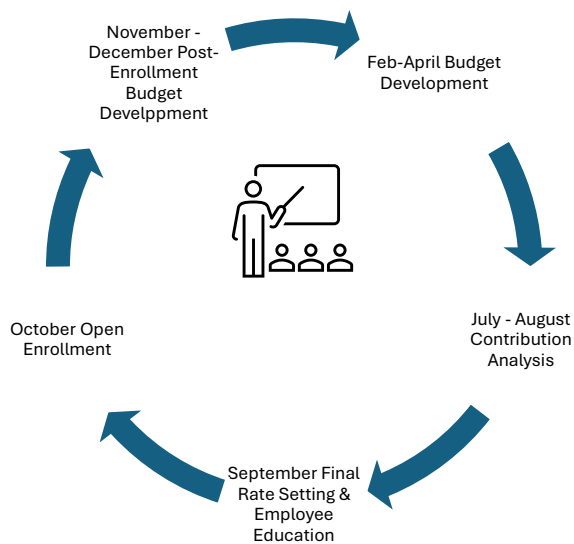
Clinic Consideration

Based on discussion at the June Board meeting, the contribution strategy options and budget models presented in this packet do not include an employee health clinic. If the Board wishes to evaluate the concept further, an employee interest survey and feasibility assessment could be conducted to better understand potential utilization and value.

Gallagher estimates a clinic serving Cumberland County Schools employees, dependents, and Board members could require an annual operating investment of approximately **\$450,000**, with an estimated first-year implementation cost of approximately **\$150,000** for building and startup expenses depending on location.

Such a clinic could provide convenient access to primary care, acute care, select laboratory services, and certain low-cost medications at no additional cost to eligible users. The clinic would not typically dispense maintenance medications for chronic conditions. Contract terms are commonly structured for three years or longer.

Budget Planning Process



Phase 1 – Budget Development (Completed)

Gallagher prepared preliminary projections using the State's initial guidance of a 10%–12% health plan increase. These estimates supported the Board's appropriation of approximately \$11.8 million for employee health benefits.

Phase 2 – Contribution Strategy Analysis (Current Phase)

The contribution options in this packet reflect direction provided by the Board at its June meeting. The State has released preliminary rates and plan information for planning and budget development purposes only. Final plan designs and rates are expected later this year and may result in revisions to the projections contained in this packet.

Phase 3 – Final Contribution Strategy Development (September 2026)

Following release of final State rates and plan information, Gallagher will update projections, employee rate sheets, and communication materials in advance of October open enrollment.

Phase 4 – Open Enrollment (October 2026)

The State Health Plan determines the open enrollment dates each year – usually in October. This is when employees must make their elections for the 2027 plan year.

Phase 5 – Post-Enrollment Analysis (November–December 2026)

After enrollment is finalized, Gallagher will compare actual enrollment against projections and advise the Board regarding any material budget variances.

Disclaimer: Actual District costs will depend on migration that occurs at open enrollment. Because affordability for non-certified employees improves under the proposed 2027 structure, dependent enrollment will increase. To illustrate this impact, budget projections have been modeled using multiple enrollment assumptions, including current enrollment patterns, moderate dependent migration, and higher-cost dependent migration scenarios. These varying migration assumptions are not intended to predict future enrollment behavior but provide a range of potential budget outcomes. This material is provided for educational, discussion, and planning purposes only. Gallagher Benefit Services, Inc. does not provide legal, accounting, or tax advice. The District should consult its own legal and tax advisors. Any projections, cost estimates, or illustrative scenarios contained in this document are based on assumptions and information available at the time of preparation and should not be interpreted as guarantees of future outcomes.

Cumberland County Schools 2027 Contribution Strategy & Rate Review

7/17/2026



Gallagher

Insurance | Risk Management | Consulting

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Health Plan Assumptions and Considerations

2026 State Plan - current plan

Scenario 1A: Premier – ER contributes 100% to EE and EC premiums; regular contribution strategy for ES and FF, regardless of network.

Scenario 1B: Premier Buy Up – S / LP contribution matches scenario 1A. The same employer contribution is applied to the P / OAP network. Employees buy up to the broad network.

Scenario 2A: Standard – ER contributes 100% to EE and EC premiums; regular contribution strategy for ES and FF, regardless of network.

Scenario 2B: Standard Buy Up – S / LP contribution matches scenario 2A. The same employer contribution is applied to the P / OAP network. Employees buy up to the broad network.

Scenario 3A: ER contributes 100% to EE and EC premiums; regular contribution strategy for ES and FF, regardless of network.

Scenario 3B: Limited Buy Up – S / LP contribution matches scenario 3A. The same employer contribution is applied to the P / OAP network. Employees buy up to the broad network.

Scenario 4A: CDHP with HSA contribution – ER contributes 100% to EE and EC premiums; regular contribution strategy for ES and FF; regardless of network. Includes HSA allocation.

Scenario 4B: CDHP with HSA contribution Buy Up - S / LP contribution matches scenario 4A. The same employer contribution is applied to the P / OAP network. Employees buy up to the broad network. Same HSA allocation as 4A.

Migration Assumptions & Enrollment Uncertainty

Key Disclaimer

Migration assumptions are the most uncertain part of this analysis.

They are not guarantees. Actual migration will depend on the group's unique factors and individual employee decisions during open enrollment—information that cannot be known until open enrollment is complete.

Modeled scenarios used to illustrate potential range

Not exhaustive — final results may differ from any modeled scenario.

1

Zero migration

Baseline view with no employees moving from one enrollment tier, network, or plan option to another.

2

Proportional migration

Models 50 employees moving from Employee Only to Employee + Child and 50 moving from Employee Only to Family, distributed proportionally across the current plan/network/tier mix.

3

Premier stress test

Uses the same 50 and 50 migration, but places the migrating employees into the highest-cost Premier plan/network/tier to illustrate a more conservative scenario.

Additional enrollment uncertainty

The modeling holds total enrolled employees constant. It does not add or remove employees, dependents, retirees, new hires, terminations, or other enrollment changes that may occur during open enrollment. Therefore, actual results may differ further from the estimates.

Planning takeaway

Because the ultimate migration cannot be known in advance, it may be prudent to apply a level of caution that the Board is comfortable with when making funding decisions.

Plan Participation and Migration Scenarios

Option 1 – Zero Migration

Option 1

Network P / OAP	EE Only	EE + Child(ren)	EE + Spouse	Family	Total
Premier Plan	56	17	2	14	89
Standard Plan	2	2	0	1	5
Limited Plan	0	0	0	0	0
CDHP Plan	0	0	0	0	0

Network S / Local Plus	EE Only	EE + Child(ren)	EE + Spouse	Family	Total
Premier Plan	409	147	38	105	699
Standard Plan	22	11	7	16	56
Limited Plan	0	3	2	6	11
CDHP Plan	0	2	0	0	2
CoPay Plan (S Network Only)	0	0	0	0	0

Network P/OAP - All Plans	94
Network S/LP- All Plans	768
Total All Plans	862

Health Plan Budget Options

Option 1 – Zero Migration – Calendar Year

Description	Insurance Cost	HSA Cost	Total Cost	Total Cost % Change	Employee Portion	Employer Portion	Employee HRA Spend % (Expected)	Employer Budget (After HRA Spend Reduction)	Employer % of Cost	Employer Budget \$ Change	Employer Budget Change %
2026 State Plan LEA	\$12,080,652	\$0	\$12,080,652		\$1,152,245	\$10,928,407	0.00%	\$10,928,407	90.46%	\$0	
Scenario 1 (A): Premier	\$13,095,480	\$0	\$13,095,480	8.40%	\$1,130,507	\$11,964,973	0.00%	\$11,964,973	91.37%	\$1,036,565	9.49%
Scenario 1 (B): Premier	\$13,095,480	\$0	\$13,095,480	8.40%	\$1,255,757	\$11,839,723	0.00%	\$11,839,723	90.41%	\$911,315	8.34%
Scenario 2 (A): Standard	\$13,095,480	\$0	\$13,095,480	8.40%	\$1,907,602	\$11,187,878	0.00%	\$11,187,878	85.43%	\$259,471	2.37%
Scenario 2 (B): Standard	\$13,095,480	\$0	\$13,095,480	8.40%	\$2,032,852	\$11,062,628	0.00%	\$11,062,628	84.48%	\$134,221	1.23%
Scenario 3 (A): Limited	\$13,095,480	\$0	\$13,095,480	8.40%	\$2,510,871	\$10,584,609	0.00%	\$10,584,609	80.83%	(\$343,798)	-3.15%
Scenario 3 (B): Limited	\$13,095,480	\$0	\$13,095,480	8.40%	\$2,636,121	\$10,459,359	0.00%	\$10,459,359	79.87%	(\$469,048)	-4.29%
Scenario 4 (A): CDHP w/ HSA	\$13,095,480	\$7,944	\$13,103,424	8.47%	\$1,130,507	\$11,972,917	100.00%	\$11,972,917	91.37%	\$1,044,509	9.56%
Scenario 4 (B): CDHP w/ HSA	\$13,095,480	\$7,944	\$13,103,424	8.47%	\$1,255,757	\$11,847,667	100.00%	\$11,847,667	90.42%	\$919,259	8.41%

Health Plan Budget Options

Option 1 – Zero Migration – Fiscal Year

Description	2027 Calendar Year Employer Budget Estimate	7/1/2026 - 12/31/2026 + 1/1/2027 - 6/30/2027 / 2 = Fiscal Year Estimate	Fiscal Year Budget	Difference in Budget and Estimated spend
2026 State Plan LEA	\$10,928,407			
Scenario 1 (A): Premier	\$11,964,973	\$11,446,690	\$11,800,000	\$353,310
Scenario 1 (B): Premier	\$11,839,723	\$11,384,065	\$11,800,000	\$415,935
Scenario 2 (A): Standard	\$11,187,878	\$11,058,143	\$11,800,000	\$741,858
Scenario 2 (B): Standard	\$11,062,628	\$10,995,518	\$11,800,000	\$804,483
Scenario 3 (A): Limited	\$10,584,609	\$10,756,508	\$11,800,000	\$1,043,492
Scenario 3 (B): Limited	\$10,459,359	\$10,693,883	\$11,800,000	\$1,106,117
Scenario 4 (A): CDHP w/ HSA	\$11,972,917	\$11,450,662	\$11,800,000	\$349,338
Scenario 4 (B): CDHP w/ HSA	\$11,847,667	\$11,388,037	\$11,800,000	\$411,963

Plan Participation and Migration Scenarios

Option 2 – Proportional Migration

Option 2

Network P / OAP	EE Only	EE + Child(ren)	EE + Spouse	Family	Total
Premier Plan	45	22	2	19	88
Standard Plan	2	3	0	1	6
Limited Plan	0	0	0	0	0
CDHP Plan	0	0	0	0	0

Network S / Local Plus	EE Only	EE + Child(ren)	EE + Spouse	Family	Total
Premier Plan	325	187	38	142	692
Standard Plan	17	14	7	22	60
Limited Plan	0	4	2	8	14
CDHP Plan	0	2	0	0	2
CoPay Plan (S Network Only)	0	0	0	0	0

Network P/OAP - All Plans	94
Network S/LP- All Plans	768
Total All Plans	862

Health Plan Budget Options

Option 2 – Proportional Migration – Calendar Year

Description	Insurance Cost	HSA Cost	Total Cost	Total Cost % Change	Employee Portion	Employer Portion	Employee HRA Spend % (Expected)	Employer Budget (After HRA Spend Reduction)	Employer % of Cost	Employer Budget \$ Change	Employer Budget Change %
2026 State Plan LEA	\$12,080,652	\$0	\$12,080,652		\$1,152,245	\$10,928,407	0.00%	\$10,928,407	90.46%	\$0	
Scenario 1 (A): Premier	\$14,235,204	\$0	\$14,235,204	17.83%	\$1,398,481	\$12,836,723	0.00%	\$12,836,723	90.18%	\$1,908,316	17.46%
Scenario 1 (B): Premier	\$14,235,204	\$0	\$14,235,204	17.83%	\$1,527,481	\$12,707,723	0.00%	\$12,707,723	89.27%	\$1,779,316	16.28%
Scenario 2 (A): Standard	\$14,235,204	\$0	\$14,235,204	17.83%	\$2,224,538	\$12,010,666	0.00%	\$12,010,666	84.37%	\$1,082,259	9.90%
Scenario 2 (B): Standard	\$14,235,204	\$0	\$14,235,204	17.83%	\$2,353,538	\$11,881,666	0.00%	\$11,881,666	83.47%	\$953,259	8.72%
Scenario 3 (A): Limited	\$14,235,204	\$0	\$14,235,204	17.83%	\$2,870,865	\$11,364,339	0.00%	\$11,364,339	79.83%	\$435,932	3.99%
Scenario 3 (B): Limited	\$14,235,204	\$0	\$14,235,204	17.83%	\$2,999,865	\$11,235,339	0.00%	\$11,235,339	78.93%	\$306,932	2.81%
Scenario 4 (A): CDHP w/ HSA	\$14,235,204	\$7,944	\$14,243,148	17.90%	\$1,398,481	\$12,844,667	100.00%	\$12,844,667	90.18%	\$1,916,260	17.53%
Scenario 4 (B): CDHP w/ HSA	\$14,235,204	\$7,944	\$14,243,148	17.90%	\$1,527,481	\$12,715,667	100.00%	\$12,715,667	89.28%	\$1,787,260	16.35%

Health Plan Budget Options

Option 2 - Proportional Migration – Fiscal Year

Description	2027 Calendar Year Employer Budget Estimate	7/1/2026 - 12/31/2026 + 1/1/2027 - 6/30/2027 / 2 = Fiscal Year Estimate	Fiscal Year Budget	Difference in Budget and Estimated spend
2026 State Plan LEA	\$10,928,407			
Scenario 1 (A): Premier	\$12,836,723	\$11,882,565	\$11,800,000	(\$82,565)
Scenario 1 (B): Premier	\$12,707,723	\$11,818,065	\$11,800,000	(\$18,065)
Scenario 2 (A): Standard	\$12,010,666	\$11,469,537	\$11,800,000	\$330,464
Scenario 2 (B): Standard	\$11,881,666	\$11,405,037	\$11,800,000	\$394,964
Scenario 3 (A): Limited	\$11,364,339	\$11,146,373	\$11,800,000	\$653,627
Scenario 3 (B): Limited	\$11,235,339	\$11,081,873	\$11,800,000	\$718,127
Scenario 4 (A): CDHP w/ HSA	\$12,844,667	\$11,886,537	\$11,800,000	(\$86,537)
Scenario 4 (B): CDHP w/ HSA	\$12,715,667	\$11,822,037	\$11,800,000	(\$22,037)

Plan Participation and Migration Scenarios

Option 3 – Premier Stress Test

Option 3

Network P / OAP	EE Only	EE + Child(ren)	EE + Spouse	Family	Total
Premier Plan	45	67	2	64	178
Standard Plan	2	2	0	1	5
Limited Plan	0	0	0	0	0
CDHP Plan	0	0	0	0	0

Network S / Local Plus	EE Only	EE + Child(ren)	EE + Spouse	Family	Total
Premier Plan	325	147	38	105	615
Standard Plan	17	11	7	16	51
Limited Plan	0	3	2	6	11
CDHP Plan	0	2	0	0	2
CoPay Plan (S Network Only)	0	0	0	0	0

Network P/OAP - All Plans	183
Network S/LP- All Plans	679
Total All Plans	862

Health Plan Budget Options

Option 3 – Premier Stress Test – Calendar Year

Description	Insurance Cost	HSA Cost	Total Cost	Total Cost % Change	Employee Portion	Employer Portion	Employee HRA Spend % (Expected)	Employer Budget (After HRA Spend Reduction)	Employer % of Cost	Employer Budget \$ Change	Employer Budget Change %
2026 State Plan LEA	\$12,080,652	\$0	\$12,080,652		\$1,152,245	\$10,928,407	0.00%	\$10,928,407	90.46%	\$0	
Scenario 1 (A): Premier	\$14,426,400	\$0	\$14,426,400	19.42%	\$1,428,827	\$12,997,573	0.00%	\$12,997,573	90.10%	\$2,069,165	18.93%
Scenario 1 (B): Premier	\$14,426,400	\$0	\$14,426,400	19.42%	\$1,697,177	\$12,729,223	0.00%	\$12,729,223	88.24%	\$1,800,815	16.48%
Scenario 2 (A): Standard	\$14,426,400	\$0	\$14,426,400	19.42%	\$2,273,302	\$12,153,098	0.00%	\$12,153,098	84.24%	\$1,224,691	11.21%
Scenario 2 (B): Standard	\$14,426,400	\$0	\$14,426,400	19.42%	\$2,541,652	\$11,884,748	0.00%	\$11,884,748	82.38%	\$956,341	8.75%
Scenario 3 (A): Limited	\$14,426,400	\$0	\$14,426,400	19.42%	\$2,922,711	\$11,503,689	0.00%	\$11,503,689	79.74%	\$575,282	5.26%
Scenario 3 (B): Limited	\$14,426,400	\$0	\$14,426,400	19.42%	\$3,191,061	\$11,235,339	0.00%	\$11,235,339	77.88%	\$306,932	2.81%
Scenario 4 (A): CDHP w/ HSA	\$14,426,400	\$7,944	\$14,434,344	19.48%	\$1,428,827	\$13,005,517	100.00%	\$13,005,517	90.10%	\$2,077,109	19.01%
Scenario 4 (B): CDHP w/ HSA	\$14,426,400	\$7,944	\$14,434,344	19.48%	\$1,697,177	\$12,737,167	100.00%	\$12,737,167	88.24%	\$1,808,759	16.55%

Health Plan Budget Options

Option 3 – Premier Stress Test – Fiscal Year

Description	2027 Calendar Year Employer Budget Estimate	7/1/2026 - 12/31/2026 + 1/1/2027 - 6/30/2027 / 2 = Fiscal Year Estimate	Fiscal Year Budget	Difference in Budget and Estimated spend
2026 State Plan LEA	\$10,928,407			
Scenario 1 (A): Premier	\$12,997,573	\$11,962,990	\$11,800,000	(\$162,990)
Scenario 1 (B): Premier	\$12,729,223	\$11,828,815	\$11,800,000	(\$28,815)
Scenario 2 (A): Standard	\$12,153,098	\$11,540,753	\$11,800,000	\$259,248
Scenario 2 (B): Standard	\$11,884,748	\$11,406,578	\$11,800,000	\$393,423
Scenario 3 (A): Limited	\$11,503,689	\$11,216,048	\$11,800,000	\$583,952
Scenario 3 (B): Limited	\$11,235,339	\$11,081,873	\$11,800,000	\$718,127
Scenario 4 (A): CDHP w/ HSA	\$13,005,517	\$11,966,962	\$11,800,000	(\$166,962)
Scenario 4 (B): CDHP w/ HSA	\$12,737,167	\$11,832,787	\$11,800,000	(\$32,787)

2027 Monthly Costs and Contributions

Premier Strategy A

P Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 956.00	\$ -	\$ 956.00
Employee + Child(ren)	\$ 1,521.00	\$ -	\$ 1,521.00
Employee + Spouse	\$ 1,520.75	\$ 690.25	\$ 2,211.00
Family	\$ 1,927.80	\$ 497.20	\$ 2,425.00
STANDARD PPO			
Employee Only	\$ 894.00	\$ -	\$ 894.00
Employee + Child(ren)	\$ 1,419.00	\$ -	\$ 1,419.00
Employee + Spouse	\$ 1,421.85	\$ 645.15	\$ 2,067.00
Family	\$ 1,799.70	\$ 465.30	\$ 2,265.00
LIMITED PPO			
Employee Only	\$ 850.00	\$ -	\$ 850.00
Employee + Child(ren)	\$ 1,346.00	\$ -	\$ 1,346.00
Employee + Spouse	\$ 1,350.85	\$ 612.15	\$ 1,963.00
Family	\$ 1,707.80	\$ 442.20	\$ 2,150.00
LOCAL CDHP/HSA			
Employee Only	\$ 755.00	\$ -	\$ 755.00
Employee + Child(ren)	\$ 1,190.00	\$ -	\$ 1,190.00
Employee + Spouse	\$ 1,198.25	\$ 541.75	\$ 1,740.00
Family	\$ 1,510.85	\$ 392.15	\$ 1,903.00

S Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 856.00	\$ -	\$ 856.00
Employee + Child(ren)	\$ 1,411.00	\$ -	\$ 1,411.00
Employee + Spouse	\$ 1,375.75	\$ 635.25	\$ 2,011.00
Family	\$ 1,777.30	\$ 447.70	\$ 2,225.00
STANDARD PPO			
Employee Only	\$ 794.00	\$ -	\$ 794.00
Employee + Child(ren)	\$ 1,309.00	\$ -	\$ 1,309.00
Employee + Spouse	\$ 1,276.85	\$ 590.15	\$ 1,867.00
Family	\$ 1,649.20	\$ 415.80	\$ 2,065.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ -	\$ 750.00
Employee + Child(ren)	\$ 1,236.00	\$ -	\$ 1,236.00
Employee + Spouse	\$ 1,205.85	\$ 557.15	\$ 1,763.00
Family	\$ 1,557.30	\$ 392.70	\$ 1,950.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ -	\$ 655.00
Employee + Child(ren)	\$ 1,080.00	\$ -	\$ 1,080.00
Employee + Spouse	\$ 1,053.25	\$ 486.75	\$ 1,540.00
Family	\$ 1,360.35	\$ 342.65	\$ 1,703.00
Copay Plan			
Employee Only	\$ 629.00	\$ -	\$ 629.00
Employee + Child(ren)	\$ 1,037.00	\$ -	\$ 1,037.00
Employee + Spouse	\$ 1,011.05	\$ 466.95	\$ 1,478.00
Family	\$ 1,306.55	\$ 329.45	\$ 1,636.00

2027 Monthly Costs and Contributions

Premier Strategy A – Buy Up

P Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 856.00	\$ 100.00	\$ 956.00
Employee + Child(ren)	\$ 1,411.00	\$ 110.00	\$ 1,521.00
Employee + Spouse	\$ 1,375.75	\$ 835.25	\$ 2,211.00
Family	\$ 1,777.30	\$ 647.70	\$ 2,425.00
STANDARD PPO			
Employee Only	\$ 794.00	\$ 100.00	\$ 894.00
Employee + Child(ren)	\$ 1,309.00	\$ 110.00	\$ 1,419.00
Employee + Spouse	\$ 1,276.85	\$ 790.15	\$ 2,067.00
Family	\$ 1,649.20	\$ 615.80	\$ 2,265.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ 100.00	\$ 850.00
Employee + Child(ren)	\$ 1,236.00	\$ 110.00	\$ 1,346.00
Employee + Spouse	\$ 1,205.85	\$ 757.15	\$ 1,963.00
Family	\$ 1,557.30	\$ 592.70	\$ 2,150.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ 100.00	\$ 755.00
Employee + Child(ren)	\$ 1,080.00	\$ 110.00	\$ 1,190.00
Employee + Spouse	\$ 1,053.25	\$ 686.75	\$ 1,740.00
Family	\$ 1,360.35	\$ 542.65	\$ 1,903.00

S Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 856.00	\$ -	\$ 856.00
Employee + Child(ren)	\$ 1,411.00	\$ -	\$ 1,411.00
Employee + Spouse	\$ 1,375.75	\$ 635.25	\$ 2,011.00
Family	\$ 1,777.30	\$ 447.70	\$ 2,225.00
STANDARD PPO			
Employee Only	\$ 794.00	\$ -	\$ 794.00
Employee + Child(ren)	\$ 1,309.00	\$ -	\$ 1,309.00
Employee + Spouse	\$ 1,276.85	\$ 590.15	\$ 1,867.00
Family	\$ 1,649.20	\$ 415.80	\$ 2,065.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ -	\$ 750.00
Employee + Child(ren)	\$ 1,236.00	\$ -	\$ 1,236.00
Employee + Spouse	\$ 1,205.85	\$ 557.15	\$ 1,763.00
Family	\$ 1,557.30	\$ 392.70	\$ 1,950.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ -	\$ 655.00
Employee + Child(ren)	\$ 1,080.00	\$ -	\$ 1,080.00
Employee + Spouse	\$ 1,053.25	\$ 486.75	\$ 1,540.00
Family	\$ 1,360.35	\$ 342.65	\$ 1,703.00
Copay Plan			
Employee Only	\$ 629.00	\$ -	\$ 629.00
Employee + Child(ren)	\$ 1,037.00	\$ -	\$ 1,037.00
Employee + Spouse	\$ 1,011.05	\$ 466.95	\$ 1,478.00
Family	\$ 1,306.55	\$ 329.45	\$ 1,636.00

2027 Monthly Costs and Contributions

Standard Strategy A

P Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 894.00	\$ 62.00	\$ 956.00
Employee + Child(ren)	\$ 1,419.00	\$ 102.00	\$ 1,521.00
Employee + Spouse	\$ 1,421.85	\$ 789.15	\$ 2,211.00
Family	\$ 1,799.70	\$ 625.30	\$ 2,425.00
STANDARD PPO			
Employee Only	\$ 894.00	\$ -	\$ 894.00
Employee + Child(ren)	\$ 1,419.00	\$ -	\$ 1,419.00
Employee + Spouse	\$ 1,421.85	\$ 645.15	\$ 2,067.00
Family	\$ 1,799.70	\$ 465.30	\$ 2,265.00
LIMITED PPO			
Employee Only	\$ 850.00	\$ -	\$ 850.00
Employee + Child(ren)	\$ 1,346.00	\$ -	\$ 1,346.00
Employee + Spouse	\$ 1,350.85	\$ 612.15	\$ 1,963.00
Family	\$ 1,707.80	\$ 442.20	\$ 2,150.00
LOCAL CDHP/HSA			
Employee Only	\$ 755.00	\$ -	\$ 755.00
Employee + Child(ren)	\$ 1,190.00	\$ -	\$ 1,190.00
Employee + Spouse	\$ 1,198.25	\$ 541.75	\$ 1,740.00
Family	\$ 1,510.85	\$ 392.15	\$ 1,903.00

S Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 794.00	\$ 62.00	\$ 856.00
Employee + Child(ren)	\$ 1,309.00	\$ 102.00	\$ 1,411.00
Employee + Spouse	\$ 1,276.85	\$ 734.15	\$ 2,011.00
Family	\$ 1,649.20	\$ 575.80	\$ 2,225.00
STANDARD PPO			
Employee Only	\$ 794.00	\$ -	\$ 794.00
Employee + Child(ren)	\$ 1,309.00	\$ -	\$ 1,309.00
Employee + Spouse	\$ 1,276.85	\$ 590.15	\$ 1,867.00
Family	\$ 1,649.20	\$ 415.80	\$ 2,065.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ -	\$ 750.00
Employee + Child(ren)	\$ 1,236.00	\$ -	\$ 1,236.00
Employee + Spouse	\$ 1,205.85	\$ 557.15	\$ 1,763.00
Family	\$ 1,557.30	\$ 392.70	\$ 1,950.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ -	\$ 655.00
Employee + Child(ren)	\$ 1,080.00	\$ -	\$ 1,080.00
Employee + Spouse	\$ 1,053.25	\$ 486.75	\$ 1,540.00
Family	\$ 1,360.35	\$ 342.65	\$ 1,703.00
Copay Plan			
Employee Only	\$ 629.00	\$ -	\$ 629.00
Employee + Child(ren)	\$ 1,037.00	\$ -	\$ 1,037.00
Employee + Spouse	\$ 1,011.05	\$ 466.95	\$ 1,478.00
Family	\$ 1,306.55	\$ 329.45	\$ 1,636.00

2027 Monthly Costs and Contributions

Standard Strategy B – Buy Up

P Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 794.00	\$ 162.00	\$ 956.00
Employee + Child(ren)	\$ 1,309.00	\$ 212.00	\$ 1,521.00
Employee + Spouse	\$ 1,276.85	\$ 934.15	\$ 2,211.00
Family	\$ 1,649.20	\$ 775.80	\$ 2,425.00
STANDARD PPO			
Employee Only	\$ 794.00	\$ 100.00	\$ 894.00
Employee + Child(ren)	\$ 1,309.00	\$ 110.00	\$ 1,419.00
Employee + Spouse	\$ 1,276.85	\$ 790.15	\$ 2,067.00
Family	\$ 1,649.20	\$ 615.80	\$ 2,265.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ 100.00	\$ 850.00
Employee + Child(ren)	\$ 1,236.00	\$ 110.00	\$ 1,346.00
Employee + Spouse	\$ 1,205.85	\$ 757.15	\$ 1,963.00
Family	\$ 1,557.30	\$ 592.70	\$ 2,150.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ 100.00	\$ 755.00
Employee + Child(ren)	\$ 1,080.00	\$ 110.00	\$ 1,190.00
Employee + Spouse	\$ 1,053.25	\$ 686.75	\$ 1,740.00
Family	\$ 1,360.35	\$ 542.65	\$ 1,903.00

S Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 794.00	\$ 62.00	\$ 856.00
Employee + Child(ren)	\$ 1,309.00	\$ 102.00	\$ 1,411.00
Employee + Spouse	\$ 1,276.85	\$ 734.15	\$ 2,011.00
Family	\$ 1,649.20	\$ 575.80	\$ 2,225.00
STANDARD PPO			
Employee Only	\$ 794.00	\$ -	\$ 794.00
Employee + Child(ren)	\$ 1,309.00	\$ -	\$ 1,309.00
Employee + Spouse	\$ 1,276.85	\$ 590.15	\$ 1,867.00
Family	\$ 1,649.20	\$ 415.80	\$ 2,065.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ -	\$ 750.00
Employee + Child(ren)	\$ 1,236.00	\$ -	\$ 1,236.00
Employee + Spouse	\$ 1,205.85	\$ 557.15	\$ 1,763.00
Family	\$ 1,557.30	\$ 392.70	\$ 1,950.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ -	\$ 655.00
Employee + Child(ren)	\$ 1,080.00	\$ -	\$ 1,080.00
Employee + Spouse	\$ 1,053.25	\$ 486.75	\$ 1,540.00
Family	\$ 1,360.35	\$ 342.65	\$ 1,703.00
Copay Plan			
Employee Only	\$ 629.00	\$ -	\$ 629.00
Employee + Child(ren)	\$ 1,037.00	\$ -	\$ 1,037.00
Employee + Spouse	\$ 1,011.05	\$ 466.95	\$ 1,478.00
Family	\$ 1,306.55	\$ 329.45	\$ 1,636.00

2027 Monthly Costs and Contributions

Limited Strategy A

P Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 850.00	\$ 106.00	\$ 956.00
Employee + Child(ren)	\$ 1,346.00	\$ 175.00	\$ 1,521.00
Employee + Spouse	\$ 1,350.85	\$ 860.15	\$ 2,211.00
Family	\$ 1,707.80	\$ 717.20	\$ 2,425.00
STANDARD PPO			
Employee Only	\$ 850.00	\$ 44.00	\$ 894.00
Employee + Child(ren)	\$ 1,346.00	\$ 73.00	\$ 1,419.00
Employee + Spouse	\$ 1,350.85	\$ 716.15	\$ 2,067.00
Family	\$ 1,707.80	\$ 557.20	\$ 2,265.00
LIMITED PPO			
Employee Only	\$ 850.00	\$ -	\$ 850.00
Employee + Child(ren)	\$ 1,346.00	\$ -	\$ 1,346.00
Employee + Spouse	\$ 1,350.85	\$ 612.15	\$ 1,963.00
Family	\$ 1,707.80	\$ 442.20	\$ 2,150.00
LOCAL CDHP/HSA			
Employee Only	\$ 755.00	\$ -	\$ 755.00
Employee + Child(ren)	\$ 1,190.00	\$ -	\$ 1,190.00
Employee + Spouse	\$ 1,198.25	\$ 541.75	\$ 1,740.00
Family	\$ 1,510.85	\$ 392.15	\$ 1,903.00

S Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 750.00	\$ 106.00	\$ 856.00
Employee + Child(ren)	\$ 1,236.00	\$ 175.00	\$ 1,411.00
Employee + Spouse	\$ 1,205.85	\$ 805.15	\$ 2,011.00
Family	\$ 1,557.30	\$ 667.70	\$ 2,225.00
STANDARD PPO			
Employee Only	\$ 750.00	\$ 44.00	\$ 794.00
Employee + Child(ren)	\$ 1,236.00	\$ 73.00	\$ 1,309.00
Employee + Spouse	\$ 1,205.85	\$ 661.15	\$ 1,867.00
Family	\$ 1,557.30	\$ 507.70	\$ 2,065.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ -	\$ 750.00
Employee + Child(ren)	\$ 1,236.00	\$ -	\$ 1,236.00
Employee + Spouse	\$ 1,205.85	\$ 557.15	\$ 1,763.00
Family	\$ 1,557.30	\$ 392.70	\$ 1,950.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ -	\$ 655.00
Employee + Child(ren)	\$ 1,080.00	\$ -	\$ 1,080.00
Employee + Spouse	\$ 1,053.25	\$ 486.75	\$ 1,540.00
Family	\$ 1,360.35	\$ 342.65	\$ 1,703.00
Copay Plan			
Employee Only	\$ 629.00	\$ -	\$ 629.00
Employee + Child(ren)	\$ 1,037.00	\$ -	\$ 1,037.00
Employee + Spouse	\$ 1,011.05	\$ 466.95	\$ 1,478.00
Family	\$ 1,306.55	\$ 329.45	\$ 1,636.00

2027 Monthly Costs and Contributions

Limited Strategy B – Buy Up

P Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 750.00	\$ 206.00	\$ 956.00
Employee + Child(ren)	\$ 1,236.00	\$ 285.00	\$ 1,521.00
Employee + Spouse	\$ 1,205.85	\$ 1,005.15	\$ 2,211.00
Family	\$ 1,557.30	\$ 867.70	\$ 2,425.00
STANDARD PPO			
Employee Only	\$ 750.00	\$ 144.00	\$ 894.00
Employee + Child(ren)	\$ 1,236.00	\$ 183.00	\$ 1,419.00
Employee + Spouse	\$ 1,205.85	\$ 861.15	\$ 2,067.00
Family	\$ 1,557.30	\$ 707.70	\$ 2,265.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ 100.00	\$ 850.00
Employee + Child(ren)	\$ 1,236.00	\$ 110.00	\$ 1,346.00
Employee + Spouse	\$ 1,205.85	\$ 757.15	\$ 1,963.00
Family	\$ 1,557.30	\$ 592.70	\$ 2,150.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ 100.00	\$ 755.00
Employee + Child(ren)	\$ 1,080.00	\$ 110.00	\$ 1,190.00
Employee + Spouse	\$ 1,053.25	\$ 686.75	\$ 1,740.00
Family	\$ 1,360.35	\$ 542.65	\$ 1,903.00

S Network	Employer	Employee	Monthly
PREMIER PPO			
Employee Only	\$ 750.00	\$ 106.00	\$ 856.00
Employee + Child(ren)	\$ 1,236.00	\$ 175.00	\$ 1,411.00
Employee + Spouse	\$ 1,205.85	\$ 805.15	\$ 2,011.00
Family	\$ 1,557.30	\$ 667.70	\$ 2,225.00
STANDARD PPO			
Employee Only	\$ 750.00	\$ 44.00	\$ 794.00
Employee + Child(ren)	\$ 1,236.00	\$ 73.00	\$ 1,309.00
Employee + Spouse	\$ 1,205.85	\$ 661.15	\$ 1,867.00
Family	\$ 1,557.30	\$ 507.70	\$ 2,065.00
LIMITED PPO			
Employee Only	\$ 750.00	\$ -	\$ 750.00
Employee + Child(ren)	\$ 1,236.00	\$ -	\$ 1,236.00
Employee + Spouse	\$ 1,205.85	\$ 557.15	\$ 1,763.00
Family	\$ 1,557.30	\$ 392.70	\$ 1,950.00
LOCAL CDHP/HSA			
Employee Only	\$ 655.00	\$ -	\$ 655.00
Employee + Child(ren)	\$ 1,080.00	\$ -	\$ 1,080.00
Employee + Spouse	\$ 1,053.25	\$ 486.75	\$ 1,540.00
Family	\$ 1,360.35	\$ 342.65	\$ 1,703.00
Copay Plan			
Employee Only	\$ 629.00	\$ -	\$ 629.00
Employee + Child(ren)	\$ 1,037.00	\$ -	\$ 1,037.00
Employee + Spouse	\$ 1,011.05	\$ 466.95	\$ 1,478.00
Family	\$ 1,306.55	\$ 329.45	\$ 1,636.00

2027 Employee Monthly Cost Comparison

Premier Strategy A

P Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 594.00	\$ 690.25	\$ 96.25	\$ 1,155.00
Family	\$ 458.15	\$ 497.20	\$ 39.05	\$ 468.60
STANDARD PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 555.50	\$ 645.15	\$ 89.65	\$ 1,075.80
Family	\$ 429.00	\$ 465.30	\$ 36.30	\$ 435.60
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 528.00	\$ 612.15	\$ 84.15	\$ 1,009.80
Family	\$ 407.55	\$ 442.20	\$ 34.65	\$ 415.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 466.40	\$ 541.75	\$ 75.35	\$ 904.20
Family	\$ 361.35	\$ 392.15	\$ 30.80	\$ 369.60

S Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 544.50	\$ 635.25	\$ 90.75	\$ 1,089.00
Family	\$ 414.15	\$ 447.70	\$ 33.55	\$ 402.60
STANDARD PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 506.00	\$ 590.15	\$ 84.15	\$ 1,009.80
Family	\$ 385.00	\$ 415.80	\$ 30.80	\$ 369.60
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 478.50	\$ 557.15	\$ 78.65	\$ 943.80
Family	\$ 363.55	\$ 392.70	\$ 29.15	\$ 349.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 416.90	\$ 486.75	\$ 69.85	\$ 838.20
Family	\$ 317.35	\$ 342.65	\$ 25.30	\$ 303.60
Copay Plan				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ -	\$ 466.95	\$ 466.95	\$ 5,603.40
Family	\$ -	\$ 329.45	\$ 329.45	\$ 3,953.40

2027 Employee Monthly Cost Comparison

Premier Strategy B – Buy Up

P Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 594.00	\$ 835.25	\$ 241.25	\$ 2,895.00
Family	\$ 458.15	\$ 647.70	\$ 189.55	\$ 2,274.60
STANDARD PPO				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 555.50	\$ 790.15	\$ 234.65	\$ 2,815.80
Family	\$ 429.00	\$ 615.80	\$ 186.80	\$ 2,241.60
LIMITED PPO				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 528.00	\$ 757.15	\$ 229.15	\$ 2,749.80
Family	\$ 407.55	\$ 592.70	\$ 185.15	\$ 2,221.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 466.40	\$ 686.75	\$ 220.35	\$ 2,644.20
Family	\$ 361.35	\$ 542.65	\$ 181.30	\$ 2,175.60

S Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 544.50	\$ 635.25	\$ 90.75	\$ 1,089.00
Family	\$ 414.15	\$ 447.70	\$ 33.55	\$ 402.60
STANDARD PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 506.00	\$ 590.15	\$ 84.15	\$ 1,009.80
Family	\$ 385.00	\$ 415.80	\$ 30.80	\$ 369.60
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 478.50	\$ 557.15	\$ 78.65	\$ 943.80
Family	\$ 363.55	\$ 392.70	\$ 29.15	\$ 349.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 416.90	\$ 486.75	\$ 69.85	\$ 838.20
Family	\$ 317.35	\$ 342.65	\$ 25.30	\$ 303.60
Copay Plan				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ -	\$ 466.95	\$ 466.95	\$ 5,603.40
Family	\$ -	\$ 329.45	\$ 329.45	\$ 3,953.40

2027 Employee Monthly Cost Comparison

Standard Strategy A

P Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 62.00	\$ 62.00	\$ 744.00
Employee + Child(ren)	\$ -	\$ 102.00	\$ 102.00	\$ 1,224.00
Employee + Spouse	\$ 594.00	\$ 789.15	\$ 195.15	\$ 2,341.80
Family	\$ 458.15	\$ 625.30	\$ 167.15	\$ 2,005.80
STANDARD PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 555.50	\$ 645.15	\$ 89.65	\$ 1,075.80
Family	\$ 429.00	\$ 465.30	\$ 36.30	\$ 435.60
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 528.00	\$ 612.15	\$ 84.15	\$ 1,009.80
Family	\$ 407.55	\$ 442.20	\$ 34.65	\$ 415.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 466.40	\$ 541.75	\$ 75.35	\$ 904.20
Family	\$ 361.35	\$ 392.15	\$ 30.80	\$ 369.60

S Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 62.00	\$ 62.00	\$ 744.00
Employee + Child(ren)	\$ -	\$ 102.00	\$ 102.00	\$ 1,224.00
Employee + Spouse	\$ 544.50	\$ 734.15	\$ 189.65	\$ 2,275.80
Family	\$ 414.15	\$ 575.80	\$ 161.65	\$ 1,939.80
STANDARD PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 506.00	\$ 590.15	\$ 84.15	\$ 1,009.80
Family	\$ 385.00	\$ 415.80	\$ 30.80	\$ 369.60
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 478.50	\$ 557.15	\$ 78.65	\$ 943.80
Family	\$ 363.55	\$ 392.70	\$ 29.15	\$ 349.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 416.90	\$ 486.75	\$ 69.85	\$ 838.20
Family	\$ 317.35	\$ 342.65	\$ 25.30	\$ 303.60
Copay Plan				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ -	\$ 466.95	\$ 466.95	\$ 5,603.40
Family	\$ -	\$ 329.45	\$ 329.45	\$ 3,953.40

2027 Employee Monthly Cost Comparison

Standard Strategy B – Buy Up

P Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 162.00	\$ 162.00	\$ 1,944.00
Employee + Child(ren)	\$ -	\$ 212.00	\$ 212.00	\$ 2,544.00
Employee + Spouse	\$ 594.00	\$ 934.15	\$ 340.15	\$ 4,081.80
Family	\$ 458.15	\$ 775.80	\$ 317.65	\$ 3,811.80
STANDARD PPO				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 555.50	\$ 790.15	\$ 234.65	\$ 2,815.80
Family	\$ 429.00	\$ 615.80	\$ 186.80	\$ 2,241.60
LIMITED PPO				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 528.00	\$ 757.15	\$ 229.15	\$ 2,749.80
Family	\$ 407.55	\$ 592.70	\$ 185.15	\$ 2,221.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 466.40	\$ 686.75	\$ 220.35	\$ 2,644.20
Family	\$ 361.35	\$ 542.65	\$ 181.30	\$ 2,175.60

S Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 62.00	\$ 62.00	\$ 744.00
Employee + Child(ren)	\$ -	\$ 102.00	\$ 102.00	\$ 1,224.00
Employee + Spouse	\$ 544.50	\$ 734.15	\$ 189.65	\$ 2,275.80
Family	\$ 414.15	\$ 575.80	\$ 161.65	\$ 1,939.80
STANDARD PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 506.00	\$ 590.15	\$ 84.15	\$ 1,009.80
Family	\$ 385.00	\$ 415.80	\$ 30.80	\$ 369.60
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 478.50	\$ 557.15	\$ 78.65	\$ 943.80
Family	\$ 363.55	\$ 392.70	\$ 29.15	\$ 349.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 416.90	\$ 486.75	\$ 69.85	\$ 838.20
Family	\$ 317.35	\$ 342.65	\$ 25.30	\$ 303.60
Copay Plan				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ -	\$ 466.95	\$ 466.95	\$ 5,603.40
Family	\$ -	\$ 329.45	\$ 329.45	\$ 3,953.40

2027 Employee Monthly Cost Comparison

Limited Strategy A

P Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 106.00	\$ 106.00	\$ 1,272.00
Employee + Child(ren)	\$ -	\$ 175.00	\$ 175.00	\$ 2,100.00
Employee + Spouse	\$ 594.00	\$ 860.15	\$ 266.15	\$ 3,193.80
Family	\$ 458.15	\$ 717.20	\$ 259.05	\$ 3,108.60
STANDARD PPO				
Employee Only	\$ -	\$ 44.00	\$ 44.00	\$ 528.00
Employee + Child(ren)	\$ -	\$ 73.00	\$ 73.00	\$ 876.00
Employee + Spouse	\$ 555.50	\$ 716.15	\$ 160.65	\$ 1,927.80
Family	\$ 429.00	\$ 557.20	\$ 128.20	\$ 1,538.40
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 528.00	\$ 612.15	\$ 84.15	\$ 1,009.80
Family	\$ 407.55	\$ 442.20	\$ 34.65	\$ 415.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 466.40	\$ 541.75	\$ 75.35	\$ 904.20
Family	\$ 361.35	\$ 392.15	\$ 30.80	\$ 369.60

S Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 106.00	\$ 106.00	\$ 1,272.00
Employee + Child(ren)	\$ -	\$ 175.00	\$ 175.00	\$ 2,100.00
Employee + Spouse	\$ 544.50	\$ 805.15	\$ 260.65	\$ 3,127.80
Family	\$ 414.15	\$ 667.70	\$ 253.55	\$ 3,042.60
STANDARD PPO				
Employee Only	\$ -	\$ 44.00	\$ 44.00	\$ 528.00
Employee + Child(ren)	\$ -	\$ 73.00	\$ 73.00	\$ 876.00
Employee + Spouse	\$ 506.00	\$ 661.15	\$ 155.15	\$ 1,861.80
Family	\$ 385.00	\$ 507.70	\$ 122.70	\$ 1,472.40
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 478.50	\$ 557.15	\$ 78.65	\$ 943.80
Family	\$ 363.55	\$ 392.70	\$ 29.15	\$ 349.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 416.90	\$ 486.75	\$ 69.85	\$ 838.20
Family	\$ 317.35	\$ 342.65	\$ 25.30	\$ 303.60
Copay Plan				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ -	\$ 466.95	\$ 466.95	\$ 5,603.40
Family	\$ -	\$ 329.45	\$ 329.45	\$ 3,953.40

2027 Employee Monthly Cost Comparison

Limited Strategy B – Buy Up

P Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 206.00	\$ 206.00	\$ 2,472.00
Employee + Child(ren)	\$ -	\$ 285.00	\$ 285.00	\$ 3,420.00
Employee + Spouse	\$ 594.00	\$ 1,005.15	\$ 411.15	\$ 4,933.80
Family	\$ 458.15	\$ 867.70	\$ 409.55	\$ 4,914.60
STANDARD PPO				
Employee Only	\$ -	\$ 144.00	\$ 144.00	\$ 1,728.00
Employee + Child(ren)	\$ -	\$ 183.00	\$ 183.00	\$ 2,196.00
Employee + Spouse	\$ 555.50	\$ 861.15	\$ 305.65	\$ 3,667.80
Family	\$ 429.00	\$ 707.70	\$ 278.70	\$ 3,344.40
LIMITED PPO				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 528.00	\$ 757.15	\$ 229.15	\$ 2,749.80
Family	\$ 407.55	\$ 592.70	\$ 185.15	\$ 2,221.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ 100.00	\$ 100.00	\$ 1,200.00
Employee + Child(ren)	\$ -	\$ 110.00	\$ 110.00	\$ 1,320.00
Employee + Spouse	\$ 466.40	\$ 686.75	\$ 220.35	\$ 2,644.20
Family	\$ 361.35	\$ 542.65	\$ 181.30	\$ 2,175.60

S Network	2026 Employee	2027 Employee	Monthly Difference	Annual Difference
PREMIER PPO				
Employee Only	\$ -	\$ 106.00	\$ 106.00	\$ 1,272.00
Employee + Child(ren)	\$ -	\$ 175.00	\$ 175.00	\$ 2,100.00
Employee + Spouse	\$ 544.50	\$ 805.15	\$ 260.65	\$ 3,127.80
Family	\$ 414.15	\$ 667.70	\$ 253.55	\$ 3,042.60
STANDARD PPO				
Employee Only	\$ -	\$ 44.00	\$ 44.00	\$ 528.00
Employee + Child(ren)	\$ -	\$ 73.00	\$ 73.00	\$ 876.00
Employee + Spouse	\$ 506.00	\$ 661.15	\$ 155.15	\$ 1,861.80
Family	\$ 385.00	\$ 507.70	\$ 122.70	\$ 1,472.40
LIMITED PPO				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 478.50	\$ 557.15	\$ 78.65	\$ 943.80
Family	\$ 363.55	\$ 392.70	\$ 29.15	\$ 349.80
LOCAL CDHP/HSA				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ 416.90	\$ 486.75	\$ 69.85	\$ 838.20
Family	\$ 317.35	\$ 342.65	\$ 25.30	\$ 303.60
Copay Plan				
Employee Only	\$ -	\$ -	\$ -	\$ -
Employee + Child(ren)	\$ -	\$ -	\$ -	\$ -
Employee + Spouse	\$ -	\$ 466.95	\$ 466.95	\$ 5,603.40
Family	\$ -	\$ 329.45	\$ 329.45	\$ 3,953.40

Total Cost of Healthcare

Your Insurance Premium Cost

+ Your Out-of-Pocket Expenses

= Your Total Cost

Total Cost of Healthcare Scenario – Premier 1A

S / Local Plus Network

Total Cost – Wellness (No Claims)

Hospital and Doctor Bills	\$0	\$0	\$0	\$0
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$0	\$0	\$0	\$0
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$0	\$0	\$0	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$0	\$0	\$0	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$0	\$0	\$0	\$0
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$0	\$0	\$0	\$0
EC	\$0	\$0	\$0	\$0
ES	\$7,623	\$7,082	\$6,686	\$5,841
FF	\$5,372	\$4,990	\$4,712	\$4,112
Participation Weighted TCH	\$1,318	\$1,225	\$1,156	\$1,009

Total Cost – Average Joe

Hospital and Doctor Bills	\$840	\$840	\$840	\$840
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$0	\$0	\$0	\$840
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$168	\$336	\$336	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$243	\$426	\$441	\$840
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$243	\$426	\$441	\$840
EC	\$486	\$852	\$882	\$1,680
ES	\$8,109	\$7,934	\$7,568	\$7,521
FF	\$6,182	\$6,290	\$6,082	\$7,152
Participation Weighted TCH	\$1,720	\$1,909	\$1,869	\$2,437

Total Cost – Average Jones Family

Hospital and Doctor Bills	\$3,140	\$3,140	\$3,140	\$3,140
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$0	\$0	\$0	\$3,040
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$90	\$100	\$110	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$300	\$360	\$420	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$420	\$840	\$840	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$810	\$1,300	\$1,370	\$3,040
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	N/A	N/A	N/A	N/A
EC	\$486	\$852	\$882	\$1,680
ES	\$8,109	\$7,934	\$7,568	\$7,521
FF	\$6,182	\$6,290	\$6,082	\$7,152
Participation Weighted TCH	\$3,656	\$3,852	\$3,740	\$4,530

Total Cost – Managing Diabetes

Hospital and Doctor Bills	\$5,630	\$5,630	\$5,630	\$5,630
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$411	\$438	\$506	\$2,768
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$168	\$336	\$336	\$0
Non-Preferred Drugs Copays	\$1,080	\$1,200	\$1,320	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$2,754	\$3,664	\$4,397	\$4,768
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$2,754	\$3,664	\$4,397	\$4,768
EC	\$2,754	\$3,664	\$4,397	\$6,168
ES	\$10,377	\$10,745	\$11,083	\$12,009
FF	\$8,126	\$8,653	\$9,110	\$10,280
Participation Weighted TCH	\$4,072	\$4,888	\$5,554	\$6,384

Total Cost – Outpatient Knee Surgery

Hospital and Doctor Bills	\$8,750	\$8,750	\$8,750	\$8,750
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$1,313	\$1,641	\$2,312	\$2,864
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$63	\$126	\$126	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$2,471	\$3,457	\$4,673	\$4,864
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$2,471	\$3,457	\$4,673	\$4,864
EC	\$2,471	\$3,457	\$4,673	\$6,264
ES	\$10,094	\$10,539	\$11,359	\$12,105
FF	\$7,844	\$8,447	\$9,385	\$10,376
Participation Weighted TCH	\$3,790	\$4,682	\$5,829	\$6,479

Total Cost – Having a Baby

Hospital and Doctor Bills	\$9,220	\$9,220	\$9,220	\$9,220
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$1,754	\$2,228	\$3,192	\$3,000
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$0	\$0	\$0	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$2,849	\$3,918	\$5,427	\$5,000
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$2,849	\$3,918	\$5,427	\$5,000
EC	\$2,849	\$3,918	\$5,427	\$7,090
ES	\$10,472	\$11,000	\$12,113	\$12,931
FF	\$8,221	\$8,908	\$10,140	\$11,202
Participation Weighted TCH	\$4,167	\$5,143	\$6,584	\$6,914

Total Cost – Outpatient Dialysis

Hospital and Doctor Bills	\$34,586	\$34,586	\$34,586	\$34,586
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$2,850	\$3,100	\$5,000	\$3,000
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$0	\$0	\$0	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	(\$345)	(\$390)	(\$435)	\$0
Net OOP Cost	\$3,600	\$4,400	\$6,800	\$5,000
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$3,600	\$4,400	\$6,800	\$5,000
EC	\$3,600	\$4,400	\$6,800	\$10,000
ES	\$11,223	\$11,482	\$13,486	\$15,841
FF	\$8,972	\$9,390	\$11,512	\$14,112
Participation Weighted TCH	\$4,918	\$5,625	\$7,956	\$8,173

Total Cost – Complications of Pregnancy

Hospital and Doctor Bills	\$96,385	\$96,385	\$96,385	\$96,385
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$1,125	\$1,950	\$2,500	\$4,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$4,275	\$4,650	\$11,100	\$6,000
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$252	\$504	\$504	\$0
Non-Preferred Drugs Copays	\$3,240	\$3,600	\$3,960	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	(\$3,837)	(\$4,494)	(\$4,899)	\$0
Net OOP Cost	\$5,400	\$6,600	\$13,600	\$10,000
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	N/A	N/A	N/A	N/A
EC	\$5,400	\$6,600	\$13,600	\$10,000
ES	\$14,823	\$15,882	\$20,286	\$15,841
FF	\$14,372	\$15,990	\$18,312	\$14,112
Participation Weighted TCH	\$10,054	\$11,394	\$16,272	\$12,333

Total Cost – Avg Joe w/ Specialty Drugs

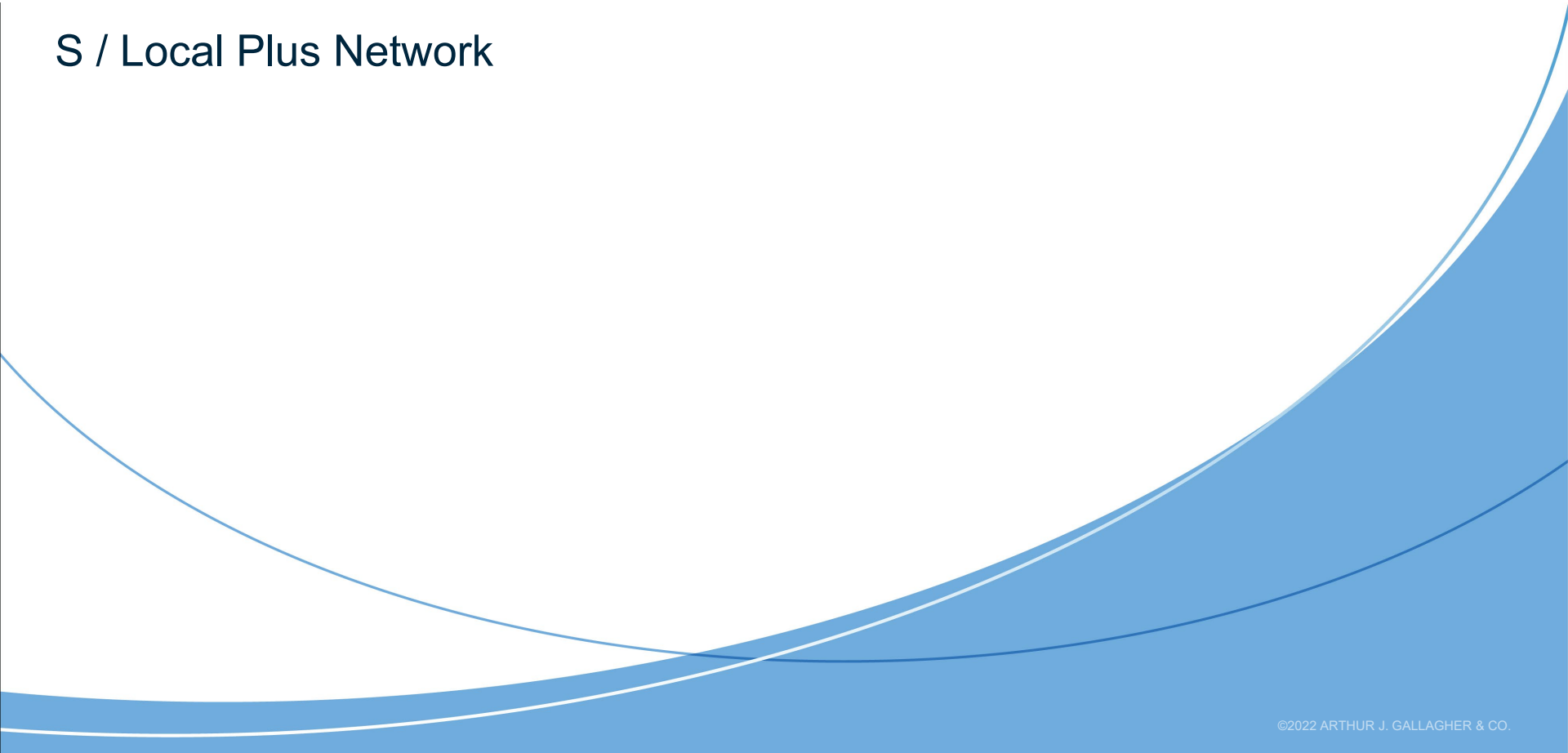
Hospital and Doctor Bills	\$840	\$840	\$840	\$840
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$750	\$840	\$840	\$840
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$168	\$336	\$336	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Coinsurance – Specialty Drugs	\$2,400	\$2,400	\$2,400	\$2,400
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$3,393	\$3,666	\$3,681	\$3,240
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$3,393	\$3,666	\$3,681	\$3,240
EC	\$4,011	\$4,932	\$4,962	\$4,080
ES	\$12,009	\$12,014	\$11,648	\$9,921
FF	\$10,457	\$11,730	\$11,522	\$9,552
Participation Weighted TCH	\$5,177	\$5,736	\$5,696	\$4,837

Total Cost – High Claims w/ Specialty Drugs Gallagher

Hospital and Doctor Bills	\$31,940	\$31,940	\$31,940	\$31,940
Employee Pays These OOP Expenses	2027 Premier Premier 1A	2027 Standard Premier 1A	2027 Limited Premier 1A	2027 CDHP Premier 1A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$2,850	\$3,100	\$5,000	\$3,000
Urgent Care Copay	\$45	\$50	\$55	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$42	\$84	\$84	\$0
Non-Preferred Drugs Copays	\$540	\$600	\$660	\$0
Coinsurance – Specialty Drugs	\$2,400	\$2,400	\$2,400	\$2,400
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	(\$972)	(\$1,124)	(\$1,234)	\$0
Net OOP Cost	\$6,000	\$6,800	\$9,200	\$7,400
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$6,000	\$6,800	\$9,200	\$7,400
EC	\$7,800	\$9,000	\$14,736	\$12,400
ES	\$17,223	\$18,282	\$21,632	\$18,241
FF	\$16,341	\$18,390	\$20,712	\$16,512
Participation Weighted TCH	\$8,722	\$9,826	\$12,972	\$10,573

Total Cost of Healthcare Scenario – Standard 2A

S / Local Plus Network



Total Cost – Wellness (No Claims)

Hospital and Doctor Bills	\$0	\$0	\$0	\$0
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$0	\$0	\$0	\$0
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$0	\$0	\$0	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$0	\$0	\$0	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$0	\$0	\$0	\$0
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$744	\$0	\$0	\$0
EC	\$1,224	\$0	\$0	\$0
ES	\$8,810	\$7,082	\$6,686	\$5,841
FF	\$6,910	\$4,990	\$4,712	\$4,112
Participation Weighted TCH	\$2,320	\$1,225	\$1,156	\$1,009

Total Cost – Average Joe

Hospital and Doctor Bills	\$840	\$840	\$840	\$840
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$0	\$0	\$0	\$840
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$168	\$336	\$336	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$243	\$426	\$441	\$840
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$987	\$426	\$441	\$840
EC	\$1,710	\$852	\$882	\$1,680
ES	\$9,296	\$7,934	\$7,568	\$7,521
FF	\$7,720	\$6,290	\$6,082	\$7,152
Participation Weighted TCH	\$2,721	\$1,909	\$1,869	\$2,437

Total Cost – Average Jones Family

Hospital and Doctor Bills	\$3,140	\$3,140	\$3,140	\$3,140
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$0	\$0	\$0	\$3,040
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$90	\$100	\$110	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$300	\$360	\$420	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$420	\$840	\$840	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$810	\$1,300	\$1,370	\$3,040
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	N/A	N/A	N/A	N/A
EC	\$1,710	\$852	\$882	\$1,680
ES	\$9,296	\$7,934	\$7,568	\$7,521
FF	\$7,720	\$6,290	\$6,082	\$7,152
Participation Weighted TCH	\$4,994	\$3,852	\$3,740	\$4,530

Total Cost – Managing Diabetes

Hospital and Doctor Bills	\$5,630	\$5,630	\$5,630	\$5,630
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$411	\$438	\$506	\$2,768
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$168	\$336	\$336	\$0
Non-Preferred Drugs Copays	\$1,080	\$1,200	\$1,320	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$2,754	\$3,664	\$4,397	\$4,768
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$3,498	\$3,664	\$4,397	\$4,768
EC	\$3,978	\$3,664	\$4,397	\$6,168
ES	\$11,564	\$10,745	\$11,083	\$12,009
FF	\$9,663	\$8,653	\$9,110	\$10,280
Participation Weighted TCH	\$5,073	\$4,888	\$5,554	\$6,384

Total Cost – Outpatient Knee Surgery

Hospital and Doctor Bills	\$8,750	\$8,750	\$8,750	\$8,750
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$1,313	\$1,641	\$2,312	\$2,864
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$63	\$126	\$126	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$2,471	\$3,457	\$4,673	\$4,864
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$3,215	\$3,457	\$4,673	\$4,864
EC	\$3,695	\$3,457	\$4,673	\$6,264
ES	\$11,281	\$10,539	\$11,359	\$12,105
FF	\$9,381	\$8,447	\$9,385	\$10,376
Participation Weighted TCH	\$4,791	\$4,682	\$5,829	\$6,479

Total Cost – Having a Baby

Hospital and Doctor Bills	\$9,220	\$9,220	\$9,220	\$9,220
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$1,754	\$2,228	\$3,192	\$3,000
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$0	\$0	\$0	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$2,849	\$3,918	\$5,427	\$5,000
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$3,593	\$3,918	\$5,427	\$5,000
EC	\$4,073	\$3,918	\$5,427	\$7,090
ES	\$11,658	\$11,000	\$12,113	\$12,931
FF	\$9,758	\$8,908	\$10,140	\$11,202
Participation Weighted TCH	\$5,168	\$5,143	\$6,584	\$6,914

Total Cost – Outpatient Dialysis

Hospital and Doctor Bills	\$34,586	\$34,586	\$34,586	\$34,586
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$2,850	\$3,100	\$5,000	\$3,000
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$0	\$0	\$0	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	(\$345)	(\$390)	(\$435)	\$0
Net OOP Cost	\$3,600	\$4,400	\$6,800	\$5,000
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$4,344	\$4,400	\$6,800	\$5,000
EC	\$4,824	\$4,400	\$6,800	\$10,000
ES	\$12,410	\$11,482	\$13,486	\$15,841
FF	\$10,510	\$9,390	\$11,512	\$14,112
Participation Weighted TCH	\$5,920	\$5,625	\$7,956	\$8,173

Total Cost – Complications of Pregnancy

Hospital and Doctor Bills	\$96,385	\$96,385	\$96,385	\$96,385
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$1,125	\$1,950	\$2,500	\$4,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$4,275	\$4,650	\$11,100	\$6,000
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$252	\$504	\$504	\$0
Non-Preferred Drugs Copays	\$3,240	\$3,600	\$3,960	\$0
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	(\$3,837)	(\$4,494)	(\$4,899)	\$0
Net OOP Cost	\$5,400	\$6,600	\$13,600	\$10,000
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	N/A	N/A	N/A	N/A
EC	\$6,624	\$6,600	\$13,600	\$10,000
ES	\$16,010	\$15,882	\$20,286	\$15,841
FF	\$15,910	\$15,990	\$18,312	\$14,112
Participation Weighted TCH	\$11,392	\$11,394	\$16,272	\$12,333

Total Cost – Avg Joe w/ Specialty Drugs

Hospital and Doctor Bills	\$840	\$840	\$840	\$840
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$750	\$840	\$840	\$840
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$0	\$0	\$0	\$0
Urgent Care Copay	\$0	\$0	\$0	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$0	\$0	\$0	\$0
Generic Drugs Copays	\$168	\$336	\$336	\$0
Non-Preferred Drugs Copays	\$0	\$0	\$0	\$0
Coinsurance – Specialty Drugs	\$2,400	\$2,400	\$2,400	\$2,400
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	\$0	\$0	\$0	\$0
Net OOP Cost	\$3,393	\$3,666	\$3,681	\$3,240
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$4,137	\$3,666	\$3,681	\$3,240
EC	\$5,235	\$4,932	\$4,962	\$4,080
ES	\$13,196	\$12,014	\$11,648	\$9,921
FF	\$11,995	\$11,730	\$11,522	\$9,552
Participation Weighted TCH	\$6,178	\$5,736	\$5,696	\$4,837

Total Cost – High Claims w/ Specialty Drugs Gallagher

Hospital and Doctor Bills	\$31,940	\$31,940	\$31,940	\$31,940
Employee Pays These OOP Expenses	2027 Premier Standard 2A	2027 Standard Standard 2A	2027 Limited Standard 2A	2027 CDHP Standard 2A
Deductibles	\$750	\$1,300	\$1,800	\$2,000
Separate Prescription Deductible	\$0	\$0	\$0	\$0
Coinsurance	\$2,850	\$3,100	\$5,000	\$3,000
Urgent Care Copay	\$45	\$50	\$55	\$0
Emergency Room Copay	\$0	\$0	\$0	\$0
Primary Care Office Visit Copay	\$75	\$90	\$105	\$0
Specialist Copay	\$270	\$300	\$330	\$0
Generic Drugs Copays	\$42	\$84	\$84	\$0
Non-Preferred Drugs Copays	\$540	\$600	\$660	\$0
Coinsurance – Specialty Drugs	\$2,400	\$2,400	\$2,400	\$2,400
Employer HRA / HSA Contributions	\$0	\$0	\$0	\$0
Gap Reimb. For OOP Costs	\$0	\$0	\$0	\$0
Adjustment for Max OOP	(\$972)	(\$1,124)	(\$1,234)	\$0
Net OOP Cost	\$6,000	\$6,800	\$9,200	\$7,400
Your Total Cost= OOP + Annual Premiums	2027 Premier	2027 Standard	2027 Limited	2027 CDHP
EE	\$6,744	\$6,800	\$9,200	\$7,400
EC	\$9,024	\$9,000	\$14,736	\$12,400
ES	\$18,410	\$18,282	\$21,632	\$18,241
FF	\$17,878	\$18,390	\$20,712	\$16,512
Participation Weighted TCH	\$9,723	\$9,826	\$12,972	\$10,573

Coverage Disclaimer

This proposal is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal is not a contract and offers no contractual obligation on behalf of GBS. Policy forms for your reference will be made available upon request.

Renewal / Financial Disclaimer

This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard.

Legal

The intent of this analysis is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area.

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The information contained herein is offered as insurance Industry guidance and provided as an overview of current market risks and available coverages and is intended for discussion purposes only. This publication is not intended to offer legal advice or client-specific risk management advice. Any description of insurance coverages is not meant to interpret specific coverages that your company may already have in place or that may be generally available. General insurance descriptions contained herein do not include complete Insurance policy definitions, terms, and/or conditions, and should not be relied on for coverage interpretation. Actual insurance policies must always be consulted for full coverage details and analysis.

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Gallagher

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2026 Health Plan Comparison of Member Costs — Local Education and Local Government



PPO services in this table ARE NOT subject to a deductible. CDHP/HSA services in this table ARE subject to a deductible and coinsurance with the exception of in-network preventive care and maintenance medications.

Coverage for ALL services is subject to medical necessity as determined by the Third Party Administrator.

Health Plan Option	Premier PPO Network Status & Cost ^[1]		Standard PPO Network Status & Cost ^[1]		Limited PPO Network Status & Cost ^[1]		Local CDHP/HSA Network Status & Cost ^[1]	
Covered Services	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Preventive Care — Office Visits – As Recommended & Medically Necessary								
- Well-baby, well-child visits - Adult annual physical exam - Annual well-woman exam - Immunizations - Annual hearing and non-refractive vision screening - Screenings, labs, nutritional guidance, & tobacco cessation counseling	\$0	\$45	\$0	\$50	\$0	\$50	\$0	50%
Outpatient Services — Services Subject to Coinsurance May Be Extra								
Primary Care Office Visit ^[8] - Family practice, general practice, internal medicine, OB/GYN and pediatrics - Nurse practitioners, physician assistants and nurse midwives (licensed health care facility only) - Initial maternity visit - Surgery in office setting - Provider-based telehealth - Allergy injections and serum	\$25	\$45	\$30	\$50	\$35	\$55	30%	50%
Specialist Office Visit ^[8] - Nurse practitioners, physician assistants and nurse midwives (licensed health care facility only) - Surgery in office setting - Provider-based telehealth - Allergy injections and serum	\$45	\$70	\$50	\$75	\$55	\$80	30%	50%
Behavioral Health and Substance Use ^{[2] [8]} Including provider-based virtual visits	\$25	\$45	\$30	\$50	\$35	\$55	30%	50%
Telehealth Programs (MDLive/Teladoc/Talkspace)	\$15	N/A	\$15	N/A	\$15	NA	30%	N/A
Chiropractic and Acupuncture Annual limit of 50 visits each	\$25/visit 1-20 \$45/visit 21-50	\$45/visit 1-20 \$70/visit 21-50	\$30/visit 1-20 \$50/visit 21-50	\$50/visit 1-20 \$75/visit 21-50	\$35/visit 1-20 \$55/visit 21-50	\$55/visit 1-20 \$80/visit 21-50	30%	50%
Convenience Clinic	\$25	\$45	\$30	\$50	\$35	\$55	30%	50%
Urgent Care Facility	\$45	\$70	\$50	\$75	\$55	\$80	30%	50%
Pharmacy – Generic/Preferred/Non-Preferred								
30-Day Supply	\$7/\$40/\$90	copay + amount > MAC	\$14/\$50/\$100	copay + amount > MAC	\$14/\$60/\$110	copay + amount > MAC	30%	50% + amount >MAC
90-Day Supply 90-day pharmacy or mail order	\$14/\$80/\$180	N/A - no network	\$28/\$100/\$200	N/A - no network	\$28/\$120/\$220	N/A - no network	30%	N/A - no network
90-Day Supply Certain Maintenance Medications 90-day pharmacy or mail order ^[3]	\$7/\$40/\$160	N/A - no network	\$14/\$50/\$180	N/A - no network	\$14/\$60/\$200	N/A – no network	20% before deductible	N/A - no network
30-Day Supply Medications Prescribed for Obesity	25%	N/A - no network	25%	N/A - no network	25%	N/A - no network	25%	N/A - no network
Specialty Pharmacy Medications – 30-Day Supply								
Generic/Preferred/Non-Preferred	30%	N/A - no network	30%	N/A - no network	30%	N/A – no network	30%	N/A - no network

2026 Local Education and Local Government Comparison. PPO services in this table ARE subject to a deductible unless noted with a [5]. Local CDHP/HSA services in this table ARE subject to a deductible and coinsurance except for in-network preventive care. **Coverage for ALL services is subject to medical necessity as determined by the Third Party Administrator.**

HEALTH PLAN OPTION	PREMIER PPO NETWORK STATUS & COST ^[1]		STANDARD PPO NETWORK STATUS & COST ^[1]		LIMITED PPO NETWORK STATUS & COST ^[1]		LOCAL CDHP/HSA NETWORK STATUS & COST ^[1]	
COVERED SERVICES	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
PREVENTIVE CARE – OUTPATIENT FACILITIES – AS RECOMMENDED & MEDICALLY NECESSARY								
Screenings such as colonoscopy, mammogram, colorectal, lung imaging and bone density scans ^[5]	\$0	40%	\$0	40%	\$0	50%	\$0	50%
OTHER SERVICES								
Hospital/Facility Services ^{[4] [8]} • Inpatient care ^[7] ; outpatient surgery ^[7] • Inpatient behavioral health and substance use ^{[2] [6]}	15%	40%	20%	40%	30%	50%	30%	50%
• Emergency room services ^[7]	15%		20%		30%		30%	
Maternity • Global billing after first visit; Routine services & labor and delivery	15%	40%	20%	40%	30%	50%	30%	50%
Home Care ^{[4] [8]} • Home health; home infusion therapy	15%	40%	20%	40%	30%	50%	30%	50%
Rehabilitation and Therapy Services • Inpatient and skilled nursing facility ^[4] • Outpatient PT/ST/OT/ABA ^[5] ; Other therapy	15%	40%	20%	40%	30%	50%	30%	50%
X-Ray, Lab and Diagnostics (Excludes advanced studies below) ^[5]	15%		20%		30%		30%	50%
Advanced X-Ray, Scans and Imaging • Including MRI, MRA, MRS, CT, CTA, PET and nuclear cardiac imaging studies ^[4]	15%	40%	20%	40%	30%	50%	30%	50%
Pathology and Radiology Reading, Interpretation and Results ^[5]	15%		20%		30%		30%	
Ambulance (air and ground)	15%		20%		30%		30%	
Durable Medical Equipment, External Prosthetics and Medical Supplies ^[4]	15%	40%	20%	40%	30%	50%	30%	50%
Also Covered	Limited Dental benefits, Hospice Care and Out-of-Country Charges. See Member Handbook for coverage details.							
DEDUCTIBLE — ONLY ELIGIBLE EXPENSES COUNT TOWARD THE DEDUCTIBLE								
Employee Only	\$750	\$1,500	\$1,300	\$2,600	\$1,800	\$3,600	\$2,000	\$4,000
Employee + Child(ren)	\$1,125	\$2,250	\$1,950	\$3,900	\$2,500	\$4,800	\$4,000	\$8,000
Employee + Spouse	\$1,500	\$3,000	\$2,600	\$5,200	\$2,800	\$5,500	\$4,000	\$8,000
Employee + Spouse + Child(ren)	\$1,875	\$3,750	\$3,250	\$6,500	\$3,600	\$7,200	\$4,000	\$8,000
OUT-OF-POCKET MAXIMUM — ELIGIBLE EXPENSES— MEDICAL, BEHAVIORAL, AND NON-SPECIALTY PHARMACY, COMBINED, INCLUDING APPLICABLE DEDUCTIBLE EXPENSES								
Employee Only	\$3,600	\$7,200	\$4,400	\$8,800	\$6,800	\$13,600	\$5,000	\$10,000
Employee + Child(ren)	\$5,400	\$10,800	\$6,600	\$13,200	\$13,600	\$27,200	\$10,000	\$20,000
Employee + Spouse	\$7,200	\$14,400	\$8,800	\$17,600	\$13,600	\$27,200	\$10,000	\$20,000
Employee + Spouse + Child(ren)	\$9,000	\$18,000	\$11,000	\$22,000	\$13,600	\$27,200	\$10,000	\$20,000
OUT-OF-POCKET MAXIMUM — ELIGIBLE EXPENSES— SPECIALTY PHARMACY (ONLY), INCLUDING SPECIALTY PHARMACY DEDUCTIBLE EXPENSES								
Employee Only	\$2,400	N/A	\$2,400	N/A	\$2,400	N/A	\$2,400	N/A
Employee + Child(ren)	\$3,600	N/A	\$3,600	N/A	\$4,800	N/A	\$4,800	N/A
Employee + Spouse	\$4,800	N/A	\$4,800	N/A	\$4,800	N/A	\$4,800	N/A
Employee + Spouse + Child(ren)	\$6,000	N/A	\$6,000	N/A	\$4,800	N/A	\$4,800	N/A

For PPO Plans, no single family member will be subject to a deductible or out-of-pocket maximum greater than the “employee only” amount. Once two or more family members (depending on premium level) have met the total deductible and/or out-of- pocket maximum, it will be met by all covered family members. **For CDHP Plan**, the deductible and out-of-pocket maximum amount can be met by one or more persons but must be met in full before it is considered satisfied.

[1] Subject to maximum allowable charge. The MAC is the most a plan will pay for a covered service. For non-emergent care from an out-of-network provider who charges more than the MAC, you will pay the copay or coinsurance PLUS the difference between MAC and actual charge, unless otherwise specified by state or federal law.

[2] The following behavioral health services are treated as “inpatient” for the purpose of determining member cost-sharing: residential treatment, partial hospitalization/day treatment programs and intensive outpatient therapy. In addition to services treated as “inpatient,” prior authorization is required for certain outpatient behavioral health services including, but not limited to, applied behavioral analysis, transcranial magnetic stimulation, psychological testing, and other behavioral health services as determined by the Contractor’s clinical staff.

[3] Additional information on the maintenance drug benefit and a list of participating Retail-90 pharmacies can be found at <https://www.tn.gov/partnersforhealth/health-options/pharmacy.html>.

[4] Prior authorization required for non-emergent services. When using out-of-network providers, benefits for non-emergent medically necessary services will be reduced by half if PA is required but not obtained, subject to the maximum allowable charge. If services are not medically necessary, no benefits will be provided.

[5] For PPO plans, the deductible DOES NOT apply to IN-NETWORK outpatient PT/ST/OT/ABA and other PPO services as noted.

[6] Enhanced benefit for select preferred Substance Use Treatment Facilities - PPO members won't pay a deductible or coinsurance for facility-based substance use treatment; CDHP members must meet their deductible first, then coinsurance is waived. Copays for PPO and deductible/coinsurance for CDHP will apply for standard outpatient treatment services. Call 855-Here4TN for assistance.

[7] In-network benefits apply to certain out-of-network professional services at certain in-network facilities.

[8] Member cost share for medications administered by a provider is determined by the place of service at the time of administration, i.e. provider office, infusion center, inpatient, or home.



Amazon Information

- We had a total of 16 accounts within the district ordering from Amazon. This includes the individual schools, as well as departments such as maintenance and food service. 13 of them were paying annual prime memberships which ranged from \$129/year to \$349/year. Three of the accounts did not have a prime membership which means they were paying shipping for each of their orders and they also were not receiving prime discounts.
- By merging the accounts, we will not have an annual prime membership for the first 2 years, and as long as our spending does not markedly drop off, we can request no annual fee from their finance department moving forward.
- We also get even deeper discounts on the products we order because we have a catalogue that the employees can choose from that contains tens of thousands of products that have a 7% to 70% savings on them depending on the item.
- The schools nor the individual departments will be able to see what the other one orders or how much money is flowing through. All of that is still separate.
- Another positive note for this change is that the teachers will be able to put the items in a cart that they wish to purchase. This cart will go to the bookkeeper. At that point, the bookkeeper can do the requisition for a purchase order, and the price will be locked in. Currently, we do the requisition for one amount, but the price can change before we get the purchase order approved. Also, the bookkeepers have been getting a list from the teachers and putting in

the orders themselves. This new procedure will save them time and reduce the number of mistakes of ordering the wrong item because the "cart" will come from the teachers.

- On a side note, when we began the process of merging, we had to make sure that individual accounts had a zero balance and that they received any credits due. During this process, we discovered that a few of the school accounts had an extra member (i.e. a teacher) that had an additional credit line that was outside of the principal and bookkeeper. Thankfully, these instances were not in any way fraudulent, but the new account will ensure that only authorized personnel will be able to approve orders. This just adds an extra layer of internal controls to ensure we reduce our risk of fraudulent activity.
- Below is a chart of savings that Mr. Ferguson provided back in December during one of our first meetings.

Goals, Context & Priorities

Category	Total
Total Accounts	16 (\$719K spend TTM)
Paid Prime Memberships	13 (\$4,500 - \$10,000)
Accounts Without Prime	3
Shipping Charges	\$3,595
No Prime Unrealised Discounts	\$8,187
Discount Program Enrollment	No
Prime Days 2x Year	No - for 3 accounts
Rebate Program	No
Product savings on Prime accounts	\$17,644
Total Savings	~\$40K - \$50K/ year



Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

July 23, 2026

Appointed as district testing coordinators for the 2026-2027 school year are Stephanie Speich for elementary and Kelly Smith for high school.

Rebecca Farley

Cumberland County Schools
368 Fourth Street
Crossville, TN. 38555



SRO Comparison Data 2023/2024 - 2024/2025 - 2025/2026

Activity	2025-2025	2024-2025	2023-2024
Reports (Offense/Incident)	206	70	410
Arrests/Citations	287	105	316
Violence Related(Assaults)	54	63	106
Disorderly Conduct	42	32	37
Theft Related	3	6	23
Weapon Related	5	5	14
Traffic Related	11	2	8
Drug Related	3	1	33
Alcohol Related	6	1	5
Student Consultations	4354	1270	6442
Parent Consultations	935	341	1249
Faculty Consultations	2840	107	2536
After Hours Events	194	63	160
School Meetings	204	27	143
Classroom Instruction	233	172	128
Vape	155		
THC Vape	47		

Cumberland County Schools
2025-2026 SRO Annual Report

<i>ACTIVITY</i>	<i>TOTALS</i>
Reports (Offense/Incident)	206
Arrests/Citations	287
Assaults	54
Disorderly Conduct	42
Theft Related	3
Weapon Related	5
Traffic Related	11
Vape	155
THC Vape	47
Drug Related	3
Alcohol Related	6
Student Consultations	4354
Parent Consultations	935
Faculty Consultations	2840
After Hour Events	194
School Meetings	204
Classroom Instruction	233



Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

NDCC UPDATE

July 8, 2026

- Called and spoke with Mike DeLaurentis with MOAA (Military Officers Association of America) at 10:40am
 - Programs currently supported-8 high schools and 1 college. Provides financial support with traveling to competitions.
 - Top cadet recognized and only 1 (one) \$2000.00 scholarship given for all programs they support.
 - Agreed to reach out to his members regarding the open position in Cumberland County Schools.
- The job was reposted on district website 7/8/26.
- Called the office of John Rose on 7/8/26 at 11:41am, Cookeville field office, left message with representative.
- Field Rep called back and left msg at 2pm

July 9, 2026

- 8:31am emailed Mr. DeLaurentis the job posting.
- 8:41 am, called Rose rep back, left message.
- 9:47 am, spoke to Rose field office rep-he asked what top priority was. Told him a contact at Ft. Knox to discuss NDCC.

July 14, 2026

- Met with Kelly Smith, Marcy Harelson, Cassie Warner and Aaron Johnson (Current CCHS NDCC Instructor).

Cumberland County Schools
368 Fourth Street
Crossville, TN. 38555

Goal 1-Academics and Test Goals

Action Steps 1-Test Goals/Focus

- 100 % of individual schools will achieve a 3 in growth and letter grade of "C" on state accountability. Available December 2026
- 100 % of individual schools will achieve a growth index score of 3 or higher. Available December 2026
- K-3 focus
 1. District analyzation of universal screening scores. Attached-"Universal Screening Scores"
 2. Additional first grade support. CCS First Grade Academic Preservation Plan-23 retained for the 25-26 School Year.
 3. Lower student/teacher ratio K-3 Additional teachers and RTI support in 3rd grade classrooms October-December 2025, BOE adopted to lower K-3 ratio effective 26-27 school year. Policy 4.201 updated Feb 2026.

Action Steps 2 K-12 Framework (CCTE) All data available December 2025

Action Step 3 Parental Involvement

- Increase parental opportunities and participants for involvement at each school by 2% annually through essential family engagement events. Data will be available December 2026
- Make available a parent resource room at Central Services with needed items for families and supports on an as needed basis. 54 visits from 1/8/26-5/27/26.
- Director communication quarterly with families via Parent Square with topics and book suggestions. Attached "Director Parent Square Communication"
- Birth to 3 initiatives-increase supports on district website and social media for this age group. Created tab on website, reading videos downloaded on site page, additional resources.

Action step 4 Athletics Arts and Activities

- Create and update annually athletic procedure to align with TMSAA membership guidelines and Board policy. Athletic Manual updated 2026, shared with coaches 5/8/26, published to newly created athletic tab on CCS website 6/2/26, added to procedure manual July 2026.
- Increase student participation in art displays and performances to include 2% of student population at each school through various activities. Data to come late fall 2026/early spring 2027.
- Strongly encourage each middle and high school student to participate in one extracurricular activity (athletics, band, drama, arts, etc.). Data to come late fall 2026/early spring 2027.



**Universal Screening Scores
2025-2026**

Cumberland County K-3

	Winter	Spring
Winter	52/100=52%	78/100=78%
Spring	59/101=58%	79/101=78%

This is the number/percentage of teachers that had an average of 3 (average effectiveness).

Director Parent Square Communications-Parental Involvement Strategic Plan

2025-2026

Parent Square Posts - Dr. Rebecca Farley

May 27, 2026	<u>Fourth Nine Weeks Family Newsletter</u>
Mar 27, 2026	<u>Newsletter Third Nine Weeks</u>
Mar 9, 2026	<u>Free Webinar - AI & Youth Safety</u>
Feb 13, 2026	<u>Parent Third Mid Nine Weeks News</u>
Jan 12, 2026	<u>Out of School Survey</u>
Jan 8, 2026	<u>Parent Newsletter - January 2026</u>
Jan 8, 2026	<u>Snow Days Information</u>
Jan 8, 2026	<u>Board Appreciation Month - January 2026</u>
Jan 8, 2026	<u>Bullying Information - 1/8/2026</u>
Dec 22, 2025	<u>Quit Week 2026</u>
Oct 14, 2025	<u>Cumberland Prevention Coalition Flyers</u>
Oct 10, 2025	<u>Parent Newsletter - Firearm Safety - October 10, 2025</u>
Oct 10, 2025	<u>Parent Newsletter October 10, 2025</u>

Goal 2 Academics/Middle School

Action Step 1

- Analyze possibility of utilizing middle schools. Board established a middle school committee, MS committee narrowed down 4 options, and community feedback meetings to be held in Sept 2026.

Goal 3 Human Resources

Action Step 1 Recruitment

- To recruit all necessary employees to the district. Director attended TCAT Career fair in May 2026, will be attending Fall career fair 8/13/26, CCS represented at TTU and MTSU career fairs in 2026.
- Attend a minimum of 2 career fairs annually. Director attended TCAT Career fair in May 2026, will be attending Fall career fair 8-13-26, CCS Represented at TTU and MTSU career fairs in 2026.
- Improve teacher salary and benefits. Board adopted linear pay scales for both certified and classified personnel in April 2026.
- Substitute availability improvements. Increased sub orientation to bi-weekly starting in Feb 2026, held year round, See attachment "Substitute Orientation Numbers". Board voted to increase sub pay for certified, classified and retired teachers.

Action Step 2 Retention

- Monitor retention of staff in risk areas and increase retention in risk areas by 2% annually. See attached "Personnel-Strategic Plan Updated".
- Conduct new employee orientation to better equip employees for the demand of the job and retain for future years. Attached "New Employee Agenda".
- Provide necessary professional development (PD) for all jobs annually. See attached-"2026-2027 Convocation schedule". Required training modules housed in my benefits channel-Informational email sent on 7/9/26 regarding opening date of modules. Email with directions on required modules sent 7/15/26.

Goal 3 Safety and Security

Action Step 1 Safety Training

- 100% staff (classified and certified) trained on necessary emergency drills and trainings, and trauma informed strategies at the local, state and federal levels. Spring 2026 all staff received refresher training in trauma informed. Sign in sheet available. Fall 2026-new video with trauma informed and safety training will be shared with all employees. Topics include drills and door locks.
- 100% staff (classified and certified) trained and understand the utmost importance of locked doors, interior and exterior, and consequences. Fall 2026-new video with trauma informed and safety training will be shared with all employees. Topics include drills and door locks. Door lock procedure revised Spring 2026, will be shared via CCBOE email and principals fall 2026.
- Develop a priority list with Homeland Security, by school. Meeting with Director and Security Coordinator set for 8/22/26, 8 am.

Recruitment-Strategic Plan



Substitute Orientation Numbers February-June 2026

	Number Invited	Number Attendees
2-16	14	1
2-26	41	8
3-12	9	4
3-26	7	4
4-9	7	2
4-23	8	4
5-7	4	3
5-21	6	0
6-11	17	3
6-25	7	2

To be an invited the individual has to complete an application.

Retention-Strategic Plan



Personnel-Strategic Plan Update

	2024-2025	2025-2026
Certified Resigned	7/0.013%	26/0.05%
Certified Retired	2/0.004%	9/0.017%
Certified Non-Renewed	20/0.038%	8/0.015%
Classified Resigned	3/0.006%	15/0.03%
Classified Retired	3/0.06%	3/0.006%
Classified Non-Renewed	18/0.038%	20/0.04%
Total Certified	530	545
Total Classified	476	503

New Employee Orientation

July 28, 2026



8:00 - 11:00

Welcome

Dr. Rebecca Farley

Introduction of Supervisors

Sick Leave Bank

Rachel Wyatt

Google Etiquette

Mr. Elbert Farley

Security, Child Abuse, and Attendance

Mr. Bo Magnusson

The Whole Child

Mr. Scott Hull

Human Resources

Mrs. Neeli Jolley

- District Website Features
- HR Portal
- My Benefits Channel Required Trainings
- School Calendar/Work Calendar
- Attendance on Demand
- Review of Supervision Policy
- Employee Handbook

11:00 - 12:00: Lunch provided by Upper Cumberland Federal Credit Union

Jet Cafe

Small Group Break Out Sessions:

12:00-3:00 Custodians/ Maintenance

Mrs. Kim Bray, Auditorium

12:00-1:45 Paraprofessionals
Teachers

Dr. Stephanie Speich, B103
Library

Skyward Info
Parent Square/ClassLink
TnCompass
ReadySub
MasteryConnect
Veteran Teacher Panel Q&A

Mrs. Patricia Overstreet
Mrs. Tabitha Webb
Mrs. Sandy Helton/Mrs. Kelly Smith

2:00-3:00 Cultivating a Positive School Culture from Day 1

Jason Conforti

Retention-Strategic Plan



Cumberland County Schools Convocation

August 3, 2026

Stone Memorial High School

7:00	Please enter through the front doors of CCHS. Sign in and enjoy breakfast in the cafeteria compliments of First National Bank of Tennessee then proceed to the auditorium.	
8:00	Welcome - Dr. Rebecca Farley Moment of Silence Pledge of Allegiance- CCHS Baseball Team and SMHS Girl Softball Team SRO Recognition Service Awards Employee of the Year Teacher of the Year Principal of the Year Supervisor of the Year	
9:00	Restroom Break	
9:20	Keynote Speaker	
10:20	Dr. Farley	
11:00-1:00	Lunch	
1:00-3:00	Breakout Sessions	
	Certified Staff, Paraprofessionals, Bus Drivers	SMHS Auditorium
	Attendance Clerks	SMHS Room #
	Bookkeepers	SMHS Room #
	Nurses	SMHS Room #
	Technology	
	School Nutrition	
	Maintenance	

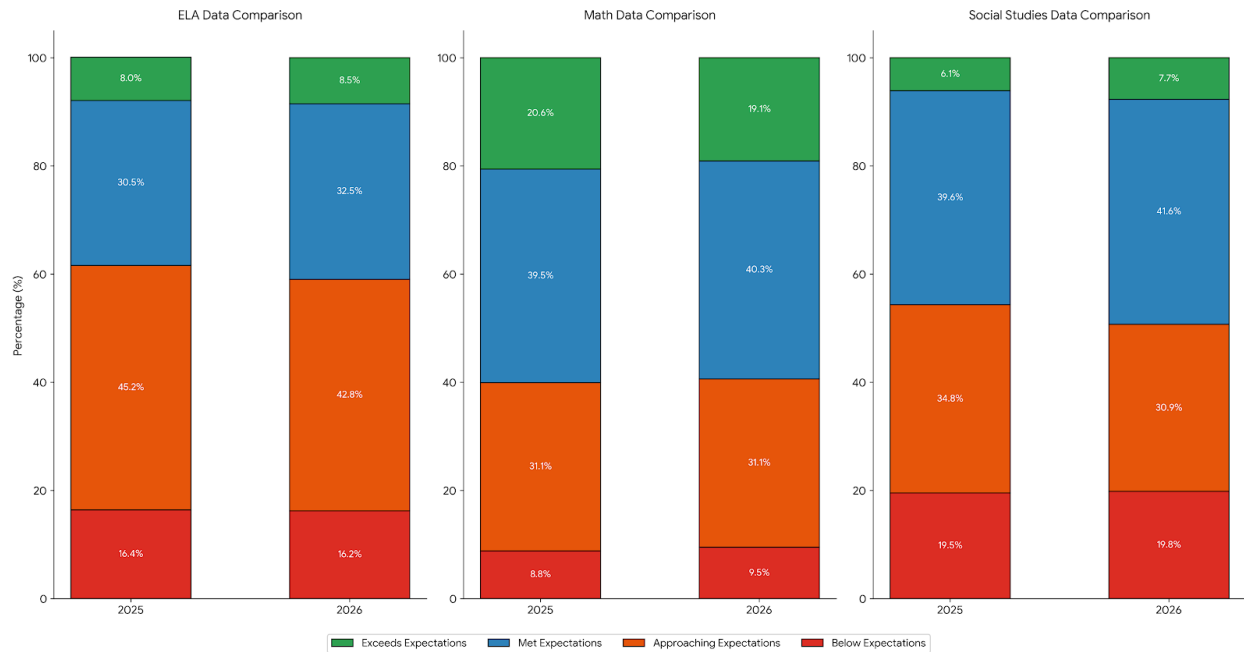
Action Step 2 Safety Plan

- 100% schools complete and submit the district required standardized safety plan by deadline. All safety plans submitted by July 2026 deadline date.
- Based on availability of funding and recommendations from Homeland Security, upgrade 2 buildings annually. Further discussion with Board.
- Develop a prioritized list with Homeland Security by school. Meeting with Director and Security Coordinator set for 8/22/26, 8 am.



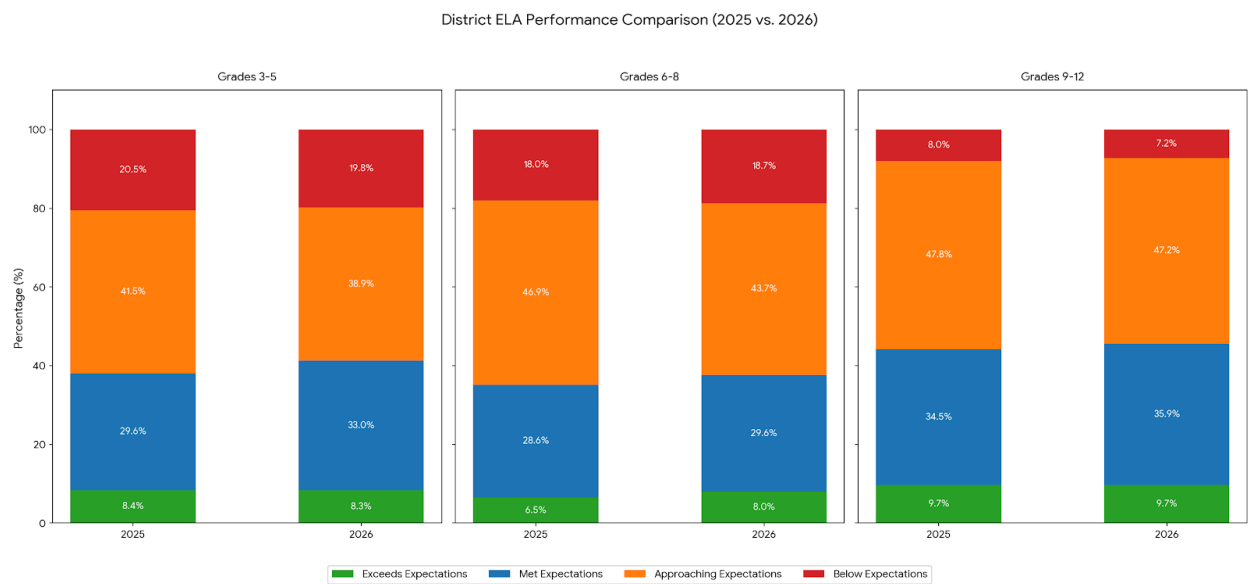
Cumberland County Schools 2026 Test Data

All Subjects, All Grades



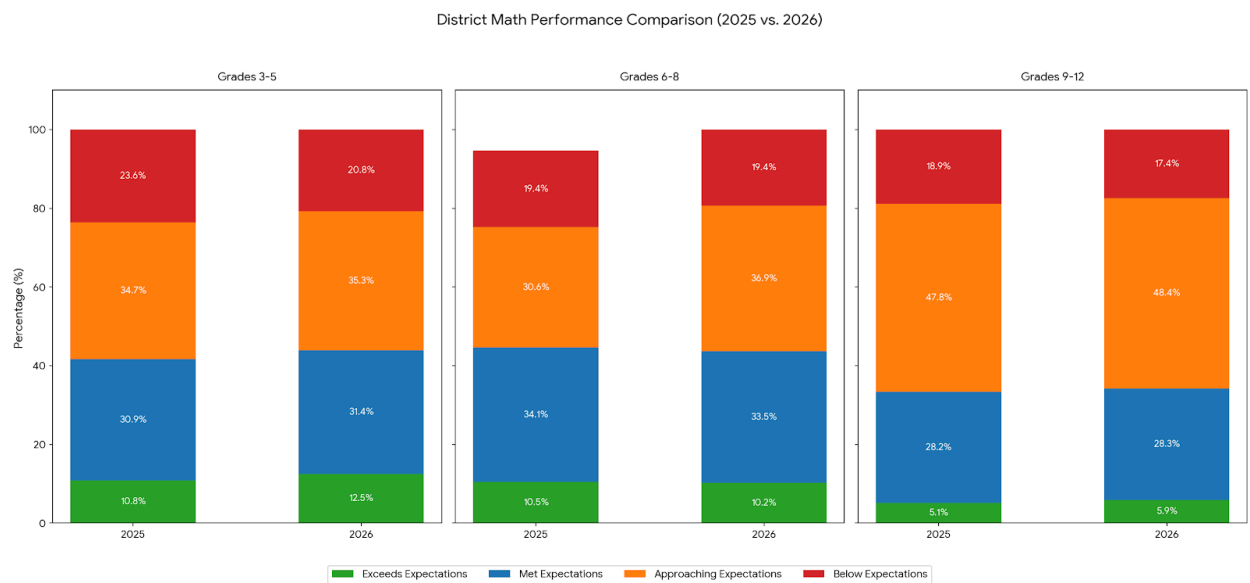
	ELA 2025	ELA 2026	Math 2025	Math 2026	Social Studies 2025	Social Studies 2026
Exceeds	8	8.5	20.6	19.1	6.1	7.7
Met	30.5	32.5	39.5	40.3	39.6	41.6
Approaching	45.2	42.8	31.1	31.1	34.8	30.9
Below	16.4	16.2	8.8	9.5	19.5	19.8

ELA, by grade span 3-5, 6-8, & 9-12



	3-5 2025	3-5 2026	6-8 2025	6-8 2026	9-12 2025	9-12 2026
Exceeds	8.4	8.3	6.5	8.0	9.7	9.7
Met	29.6	33.0	28.6	29.6	34.5	35.9
Approaching	41.5	38.9	46.9	43.7	47.8	47.2
Below	20.5	19.8	18.0	18.7	8.0	7.2

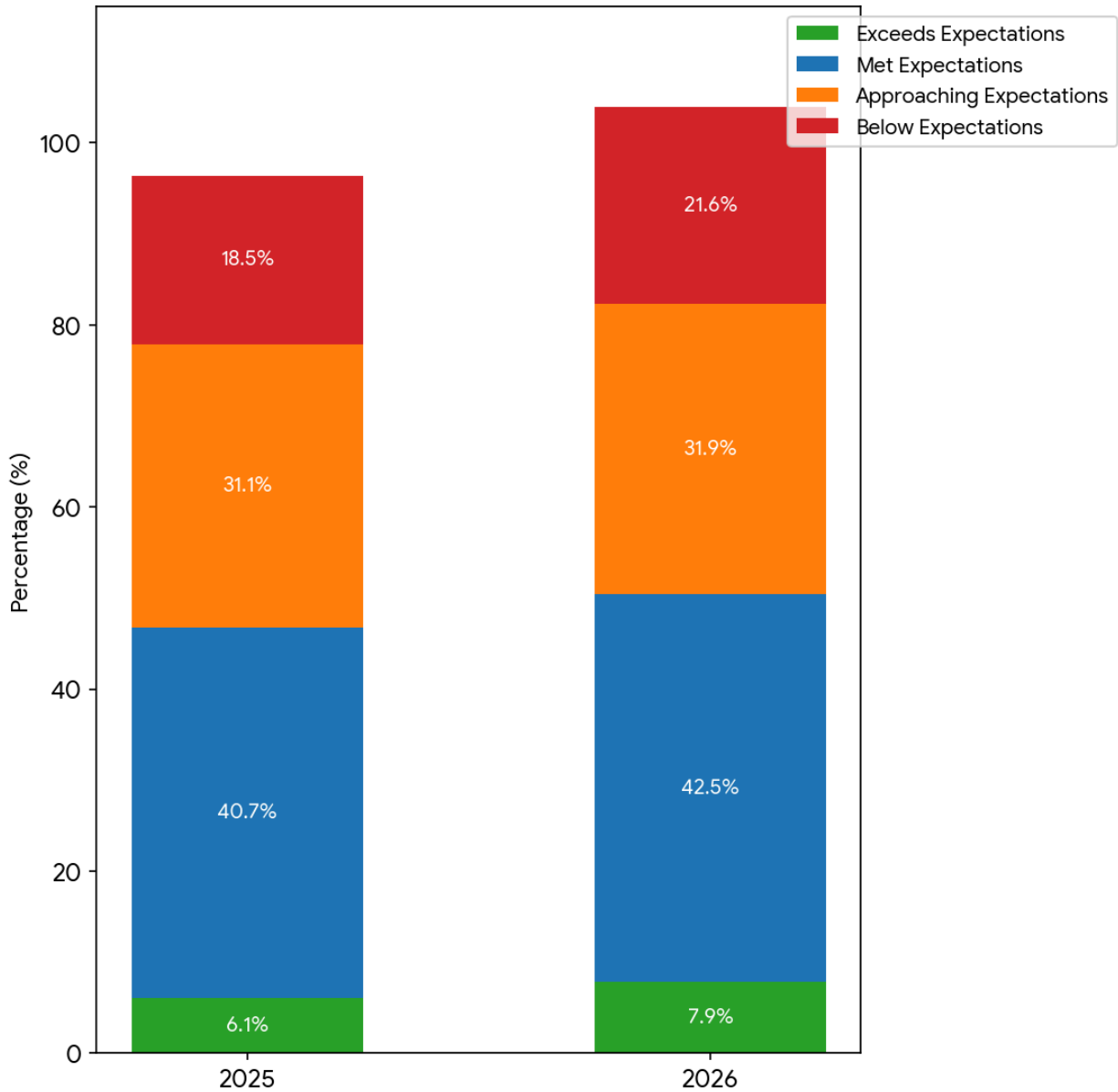
Math, by grade span 3-5, 6-8, & 9-12



	3-5 2025	3-5 2026	6-8 2025	6-8 2026	9-12 2025	9-12 2026
Exceeds	10.8	12.5	10.5	10.2	5.1	5.9
Met	30.9	31.4	34.1	33.5	28.2	28.3
Approaching	34.7	35.3	36.0	36.9	47.8	48.4
Below	23.6	20.8	19.4	19.4	18.9	17.4

Social Studies grades 6-8

District Social Studies Performance Comparison (Grades 6-8)
2025 vs. 2026



No high school social studies because only Phoenix takes, the other two complete dual enrollment with a different assessment.



2025-2026 TCAP Overview

Notable Progress

- The overall proficiency (met expectations and exceeded expectations) is higher than ever in overall gradeband performance (elementary, middle grades, high school) in ELA and Social Studies. Elementary and High School Math was the highest of recent years.
- 3rd grade ELA proficiency improved from 33% in 24-25 to 40% in 25-26.
- Overall ELA proficiency increased.
- Overall Social Studies reached the highest proficiency in recent years.

What We Will Focus on Next

- Accelerating Math growth, particularly in middle and high school.
- Increasing proficiency for Students with Disabilities and Economically Disadvantaged Students.
- Moving students who are “Approaching Expectations” into the “Met Expectations” category through strengthening Tier 1 instruction and improving targeted interventions.

Plans for 26-27

- Conduct instructional learning walks for teachers with Level 1 or Level 2 TVAAS growth, new teachers, and teachers requesting support. These visits will take place in highly effective classrooms to promote the observation and implementation of best instructional practices.
- Establish a Teacher Leadership Network in the district to include highly effective teachers from every school that will mentor new and developing teachers, facilitate professional learning, host learning walks, and support school and district-wide instructional improvement.
- Four part-time instructional coaches have been hired to provide ongoing instructional support in all elementary schools.
- In May, teacher collaboration meetings were held with all grade levels and subject areas K-8 at Central. The information gathered has been reviewed and many requested changes have been made for the upcoming school year.
- A district-wide writing plan has been created to ensure consistent writing instruction across all schools. Following a successful training in Spring 2026, additional professional development is scheduled for the September in-service.
- Provide district-wide professional learning on effective classroom management and behavior strategies in January in response to teacher feedback and identified needs.
- Continue 3rd grade collaboration with district-wide meetings held quarterly to support literacy instruction and student achievement.
- Hold Kindergarten Collaborative Learning Groups monthly to strengthen foundational literacy and numeracy instruction while supporting new teachers.

- Hold Algebra I and English 9 Collaborative Learning Groups, meeting quarterly, to improve cohesion among all high schools and improve instructional alignment in these critical courses.



Coordinated School Health & Health Services Overview 2025-2026

Marsha Polson RN/BSN

Coordinated School Health (CSH) is a systematic framework that connects physical, emotional, and social well-being with academic success. By integrating health and education, the model aims to eliminate health-related barriers to learning so students can thrive. It operates through eight interconnected components that involve families, communities, and schools.

Staff & Operations

- **12 Full-Time Medical Staff:** Comprising 12 Licensed Practical Nurses (LPNs).
- **Administrative Support:** Includes 1 RN Supervisor and 1 Coordinated School Health (CSH) Assistant (LPN).
- **Operational Flexibility:** 3 PRN (as-needed) LPNs and 2 PRN RN's for building coverage.
- **District Safety:** Maintained with 50 operational Automated External Defibrillators (AEDs), Narcan and EpiPen stocked in all schools.

Annual Health Data Highlights

Metric	2024-25	2025-26	Impact
Documented Clinic Visits	58,306	63,629	[+9.1% Increase]
Students Returned to Class	54,037	56,240	[Maximizing Seat Time]
Clinic Health Education	1,601	4,628	[+189% Growth]
Reported Student Health Conditions	4,413	5,155	[Better Tracking]
In-Kind Funding Secured	\$152,502	\$229,850	[+50.7% Resource Boost]
Nursing Service Reimbursements Stellar	\$22,109	\$29,159	[+31.9% Return]

Clinical Screenings Completed (2025-2026)

- **Hearing Tests:** 1,658
- **Vision Screenings:** 1,376
- **Blood Pressure Checks:** 1,525
- **Dental Assessments:** 238
- **BMI Metrics:** 1,499
- **Telehealth Visits Completed:** 64

Strategic Project Highlights

Physical Activity & Nutrition

- **Active Learners:** Secured the CDC Healthy Schools Active Learners Grant.
- **All Kids Bikes:** Initiated kindergarten learn-to-ride bicycle programming.
- **Fitness Events:** Hosted Drums Alive cardio drumming and the "Learnin' the Ropes" competition.

- **Expanded Nutrition:** Enhanced fresh produce availability and increased overall meal participation.



Prevention, Safety & Awareness

- **Suicide Prevention:** Cumberland County Health Council received a \$10,000 grant from TSPN to help in CCS
- **Engagement Contests:** Held Suicide Prevention T-Shirt and Vaping Sticker youth contests.
- **Community Care:** Promoted Teal Pumpkin allergy awareness and collaborated on flu shots with CCHD staff.
- **CPR Instruction** through American Red Cross. All FT School nurses are CPR instructors.



Key District Events

- **March 13, 2026:** "Kick the Vape" Anti-Vaping District Kickball Tournament.
- **May 11, 2026:** Centennial District-Wide Field Day youth fitness initiative.
- **Continuing Engagement:** CCSchoolsCare campaigns, Kids Heart Challenge, and Relay for Life, Learning the Ropes.



Regional Executive Leadership

Our CSH administration forms vital connections with community medical resources across campuses:

- **Chair:** Cumberland County Health Council and Member of Regional Health Council
- **Council Member:** Tennessee Suicide Prevention Network
- **Regional Board Member:** Second Harvest Food Bank
- **Member:** Covenant Community Health Assessment Team
- **Active Member:** Prevention Coalition & Regional Health Council, TICA antivaping committee.

This report reflects significant progress across all areas of health and wellness initiatives, underscoring our commitment to fostering a healthier school environment.

Monthly Recap-Visuals		Strategic Plan Update	Crossroads Academy Update
School Visits-Monthly	July/Aug=8	-K-12 Framework	Lease Signed on 8/1/25
	Aug/Sept=9		First Month's Payment Received
	Sept/Oct		18 Students Currently Enrolled
	Oct/Nov		
	Nov/Dec=11		Received Updated Insurance Policy
Extra Curricular	July/Aug=5	-Emergency Mngmt/Security/Wellness	
	Aug/Sept=7		
	Sept/Oct=6		
	Oct/Nov=4		
	Nov/Dec=7		
County Commission	July/Aug=3	-Talent Aquisition and Retention	
	Aug/Sept=1		
	Sept/Oct=2		
	Oct/Nov=3		
	Nov/Dec=4		
Community	July/Aug=5	-Athletics	
	Aug/Sept=3		
	Sept/Oct=3		
	Oct/Nov=1		
	Nov/Dec=5	-Academics	
2026	10 Weather Affected Days for Jan/Feb	2026	
School Visits-Monthly			
Jan/Feb=17		Develop One Pager of Strategic Plan-Feb	
March/April=14		Added Athletic Tab, 9 week parent letter sent via video as well Strategic Plan update presented to Board July regular meeting	
Extra Curricular			
Jan/Feb=11			
March/April=4			
May/June=1			
County Commission			
Jan/Feb=8			
March/April=5			
May/June=3			
July=1			
Community			
Jan/Feb=9			
March/April=8			
May/June=3			
July=1			
Principal Allotment Mtgs-Feb			
Advisory Council Mtgs(Teachers, Students, Parents, Classified Employees)-Feb			
Completed Aspiring Admin Academy-4/10/26			
Attended TCAT Career Fair-4/9/26			

Transition Plan

1st 30 Days		
-Meet and Greet		7/7/25
-Outlook Meetings		Completed
Supervisors		7/24/25
Principals		7/23 & 7/25/25
Central Office		8/1/25
1st 60 Days		
-Lead Convocation		8/1/25
-Meet with School Admin	Completed	
to Develop Years Goals		
-Visit Every School/Faculty Mtg	12 out of 12 complete	
-Participate in Back to School,		
Meet your Teacher, Open House, P/T Conf	July/Aug=1	
	Aug/Sept=2	
Day with the Director/Complete	July/Aug=0	
	Aug/Sept=2	
	Sept/Oct=9	
	Oct/Nov=4	
-Publish Org Chart	9/25/25 Board Mtg	

1st 90 Days

Temperature Checks

Sent Out-10/8/25 Closed-10/29/25

1st 120 Days

Round 1 Communication

Monthly News Article to Chronicle-Monthly	Ongoing Monthly
Weekly with Board	Ongoing Weekly
Weekly with Principals/Supervisors	Ongoing Weekly
With CCBOE	Sept/Oct=9/Ongoing Weekly
End of Nine Weeks=Parent Newsletter	Completed both
Desert with the Director	10/15/25
Advisory Council Meetings	10/21 & 10/23/25

Policy/Procedure Update

Manual 2 Reviewed-Updated 9/25/25 Board Mtg
Manual 3 Reviewed-Updated 10/23/25 Board Mtg
Manual 4 Reviewed-Updated 12/4/25 Board Mtg
Manual 5 Reviewed-Updated 1/22/26 Board Mtg
Manual 6a Reviewed-Updated 3/26/26 Board Mtg
Manual 6b Reviewed-Updated 4/23/26 Board Mtg

All 6 procedure manuals updated and new link live on website 4/1/26

Travel

Takeaway/Knowledge

TOSS New Superintendent Academy

August 2025

TOSS Study Council

9/14-9/17/25

TSBA Annual Convention

11/13-11/16/25

TOSS Conference March 1-5 2026

Superintendent's Meeting April 2026

Leadership Seminar June 8-9, 2026

Attended TSBA Summer Law July 2026

Cumberland County Board of Education

2025-2026 Annual Planning Calendar

JULY

- ☒ Summer Law Institute
- ☒ Approval of DHA Board Members 6.317
- ☒ Appoint System Testing Coordinator
- ☒ Annual Utilization Report SRO's
- ☒ Celebration and Orientation for New Teachers
- ☒ Vendor Contracts – School
- ☒ Athletic/Activities Director Quarterly Report

AUGUST

- ☐ Service Celebration (Convocation)
- ☐ Professional Achievement Celebration (Convocation)
- ☐ Annual Notification of Student Rights 6.601

SEPTEMBER

- ☐ Election of Officers
- ☐ Appointment of TLN Representative 1.105
- ☐ Fall District Meeting
- ☐ TSBA Boardsmanship Code of Ethics & New Board Member In-service

OCTOBER

- ☐ School Compliance Document
- ☐ Approval of Compliance Report
- ☐ TISA Accountability Report
- ☐ Athletic/Activities Director Quarterly Report

NOVEMBER

- ☐ Food Service Annual Report
- ☐ TSBA Leadership Conference/Annual Conference
- ☐ TASBO

DECEMBER

- ☐ Budget Preparation Calendar 2.200
- ☐ Student Activity Funds Audit Report 2.900
- ☐ Distribute Budget Requests to Staff
- ☐ School/System Report Card
- ☐ DEC 1 Report-HR (Not due until February)
- ☐ Accountability Presentation

WORK SESSIONS OR RETREAT TOPICS

- ☐ School System Report Card
- ☐ Coordinated School Health
- ☐ Facility Planning
- ☐ 5-year Capital Improvement Plan
- ☐ Salary and Benefits Review

- ☐ Pending Task

- ☒ Initiated Task/Ongoing

- ☒ Completed Task

- ☐ Disregard Task

- ☐ Non-Applicable This Year

JANUARY

- ☐ State Financial Audit Review
- ☐ Prioritize Budget Request
- ☐ Insurance Benefits Review
- ☐ BOE Retreat – Annual Review of Strategic Plan
- ☐ Strategic Plan Update
- ☐ Athletic/Activities Director Quarterly Report

FEBRUARY

- ☐ Legislative and Legal Institute
- ☐ Safety committee 3.201
- ☐ Budget Preparation
- ☐ Tenure Teacher Election and Celebration

MARCH

- ☐ Certification of Textbook Adoptions 4.401
- ☐ Budget Preparation

APRIL

- ☐ Budget Preparation
- ☐ Present Preliminary Budget
- ☐ Athletic/Activities Director Quarterly Report

MAY

- ☐ Submit Budget and Salary Scales for Approval
- ☐ Director of Schools Evaluation
- ☐ Board Self Evaluation
- ☐ Approve Tuition Fees 6.204
- ☐ Approval of Travel Compensation Rates 2.804
- ☐ Review Attorney Contract (bi-annually)
- ☐ Review SRO Contracts
- ☐ Strategic Compensation Plan Approval
- ☐ Employee Non-Rehire/Non-Tenure Notifications 5.201

JUNE

- ☐ Approve Annual Budget 2.200
- ☐ Submit Budget to County Government
- ☐ Federal Consolidated Plans (ESSA, IDEA, CTE, VPK, Homeless, 21st CCLC)
- ☐ Coordinated School Health Report
- ☐ Artificial Intelligence Report

ON GOING

- Attendance Monthly Report
- Financial Monthly Report
- Maintain Board of Distinction
- Policy Review and Update
- School Visits
- Administrative Evaluations
- Monthly Administrative Meetings
- Personnel Report
- Work Sessions
- TSBA Training



Dr. Rebecca Farley
Director of Schools

Mr. Scott VanWinkle
Board Chairman

July 1, 2026

Dr. Farley and Cumberland County Board of Education,

I am submitting to you the Cumberland County School Nutrition Program's staff changes:

New Hires:

Name	Location	Date	Replacing
Anita Grenier	Brown Summer Meal Program	06/15/2026	N/A
Hank Lee	CCSNP Interim Part-Time Maintenance Tech	06/16/2026	John Johnson

Resignations/Retirements:

Name	Location	Date	Status
Ashley Phipps	Stone Elementary Café	05/27/2026	Resignation
Morgan Smith	South Cumberland Elementary Café	06/15/2026	Resignation

Transfers:

Name	Location (From/To)	Date	Replacing
N/A			

Terminations:

Name	Location	Date	
N/A			

All background check requirements have been completed.

Respectfully,

Kathy Hamby

Kathy Hamby
School Nutrition District Supervisor
Cumberland County Board of Education – Central Services

CERTIFIED

New Hires:

Name	Location	Date	Replacing
Alyssa Herrick	BES	8/1/26	Brittany Shelton
Stephanie Schwartzkopf	BES	8/1/26	Dale Litwiller
William Putman	CCHS	8/3/26	Grethen Daenell
Christine Quist	Central	8/3/26	--
Keena Inman	Central	8/3/26	--
Karen Kerley	Central	8/3/26	--
Holly Libbey	Central	8/3/26	--
Lillian Fox	Central	8/3/26	--
Patricia Koehl	COE	8/3/26	--
Celeste Ciabattari	COE	8/3/26	--
William Patton	HES	8/1/26	--
Christine Wirey	HES	8/3/26	Tina Methvin
Trescha Nichols	HES	8/3/26	Jennifer Richard
Sara Crockett	MES	8/1/26	Katelyn Tollett
Sammantha Ashley	NCE	8/3/26	Kathryn Frashier
Katherine Frashier	NCE	8/1/26	Jessica Capps
Regina Ruff	NCE	8/3/26	Jennifer Gibson
Candace Lovitt	Phoenix	8/3/26	Margaret Cody
Carlena Mayo	PVE	8/3/26	Cara Ogle
Christina McCloud	PVE	8/3/26	Gabrielle Hightower
Brooklyn Buffkin	PHS	8/3/26	--
Hayden Pentecost	SMHS	7/22/26	Nathan Brown
Mallory Weaver	SMHS	8/3/26	Lindsey Akin
Jill McAnally	SCE	8/1/26	--
Emilee Phillips	SES	8/3/26	Grace Satterfield
Michelle Tindell	SES	8/3/26	--

Resignations/Retirements

[illegible]

Transfers

Name	From/To	Date
Brandi Dixon	SCE/MES	8/3/26
Gabrielle Hightower	PVE/SMHS	8/3/26
Dreama Webb	Central/PHS	8/3/26
Kristina Headrick	SMHS/Central	8/3/26
Charles Pardue	CCHS/NCE	8/1/26
Justin Qualls	SMHS/CCHS	8/1/26
Megan Nicholson	NCE/BES	8/1/26
Summer Branham	MES/SCE	8/3/26
Katelyn Tollett	MES/SCE	8/3/26

Terminations

Name	From/To	Date

CLASSIFIED

New Hires:

Name	Location	Date	Replacing
Amy Heide	CCHS	8/1/26	Robin Brock
Jennifer Bolin	CCHS	7/13/26	Christopher Moore
Ethan Pettus	Central	7/6/26	Andrew Jasinski
Hawley Davis	COE	8/3/26	Joy Sapp
Cody Pelfrey	Transportation	8/1/26	--
Rose Siewart	PHS	6/1/26	--
Mary Cress	COE	8/3/26	Michael Viageant

Resignations/Retirements:

Name	Location	Date	Status

Transfers

Name	From/To	Date
Joann Lewis	HES/BES	8/3/26
Keshia Turner	PVE/HES	8/1/26
Dana Roysdon	SES/PVE	7/13/26

Terminations

Name	From/To	Date

Substitute List

Sonja Nelson
Diana Squires

08

August

26

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Welcome Back Patriots! We are glad you are here!

2

3

4

5

6

7

8

Registration
7-10am

First Full
Day of School

9

10

11

12

13

14

15

16

17

18

19

20

21

22

Back to School
Night 5pm

23

24

25

26

27

28

29

30

31

North Cumberland Elementary



Pleasant Hill Elementary

August 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5 Students First Day Release @ 10.00	6	7 First Full Day of School	8
9	10	11	12	13	14	15
16	17	18	19	20	21 Fall Pictures	22
23	24	25	26	27	28	29



August 2026

PINE VIEW ELEMENTARY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3 Convocation No students	4 Admin Day No students	5 REGISTRATION 10:00 release	6 Admin Day No students	7 	8
9	10	11	12	13	14	15
16	17	18	19	20 Meet the Teacher Night 6 - 8est	21	22
23	24	25	26	27	28	29
30	31			Upcoming Dates to Remember Sept. 7- Labor Day/No School Sept. 25- Teacher Inservice/No School for Students		



August

2026

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

						1
2	3	4	5 Registration Day 7-10	6	7 First Full Day of school	8
9	10	11	12	13 Back to School Night 4:00-5:30 Title 1 Meeting 5:30-6:00	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 Book Fair					

Cumberland County Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: Annual Operating Budget	Descriptor Code: 2.200	Issued Date: 10/23/25
		Rescinds: 2.200	Issued: 02/22/24

1 *General*

2 All school system budgets are the operational plans stated in financial terms which describe the
3 programs to be conducted during the fiscal year beginning July 1 ending June 30 the following year¹.
4 The Director of Schools is tasked with ensuring that the budget documents are presented in a clear and
5 understandable manner. This may include providing narrative and visual tools that assist the public in
6 understanding why the funds are needed and how they will be used. ²

7 *Central Office*

8 **PREPARATION PROCEDURES**

9 Budget planning shall include an analysis of previous staffing, curriculum and facilities, and
10 projections requiring additional staffing, curriculum modifications, and additional facilities.

11 The budget proposal should be balanced, consistent with board policy and contract conditions, and in
12 accordance with the revenue estimates and revenue determinations made by the County Commission. It shall include
13 provisions for:

- 14 ☐ Programs to meet the needs of the entire student body;
- 15 ☐ Staffing arrangements adequate for proposed programs;
- 16 ☐ Maintenance of the district's equipment and facilities; and
- 17 ☐ Efficiency and economy.
- 18 ☐ An unrestricted fund balance that targets at least two months of operating revenue or
19 expenditures or approximately 16.7 percent. The Board shall determine the fund balance percentage
20 that meets fiscal health standards and
21 expectations of both school board members and takes into consideration feedback from the County
22 Commission. ²

21 Budget preparation shall be the responsibility of the Director of Schools³. The Director of Schools will
22 establish procedures for the involvement of staff, including requests from department heads and
23 principals, all of whom shall seek advice and suggestions from other staff and faculty members. This
24 shall be completed no later than March 1 of each year. The Director of Schools and the Chairman of
25 the Board will prepare and review the budget on the appropriate forms no later than March 20. The
26 proposed budget will be presented to the Board at the March regular board meeting.

27 The Director of Schools and the chairman of the board shall develop a budget preparation calendar no
28 later than January 1 of the current school year. The calendar shall be used as a guide for coordinating
29 the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems,
30 and making budget decisions. Director of Schools will present the budget to the Board of Education no
31 later than April 1.

32 **HEARING AND REVIEWS**

33 The proposed budget will be available for inspection by various interested citizens or groups in the
34 office of the Director of Schools ~~April 15—May 1~~ **March 31-April 15** of each year.

35 **Public feedback shall be gathered by April 15.**

36 **FINAL ADOPTION PROCEDURE**

37 The board shall have a proposed budget in accordance with the budget timeline established by the
38 board and county commission.⁴ **5** If a budget timeline is not agreed upon, the Board shall submit a
39 proposed budget to the County Commission no later than May 1st.⁴ **5** If the proposed budget is rejected,
40 the board shall submit a revised budget proposal within ten (10) business days after receiving notice of
41 the rejection.⁵ **6**

42 Within ten (10) days of adoption of the final budget, the director of schools shall file a copy with the
43 Commissioner of Education.⁶ **7** **Within thirty (30) days of the beginning of each fiscal year, the Director**
44 **of Schools shall submit to the Commissioner a complete and certified copy of its entire school budget**
45 **for the school year that is signed by the Director of School and the County Commission.** ⁸

46 **Beginning in 2027, the Director of Schools/designee shall annually provide the following to the Office of**
47 **Research and Accountability in the office of the Comptroller of the Treasury by August 1:**

- 48 **1. A planning and budgetary report for the upcoming school year; and**
49 **2. An expenditure report for the immediately preceding school year.** ⁹

Legal References

- 1. *Internal School Funds Manual*,Section 4-35
- 2. ~~TCA 49-2-203(a)(9)~~ Tenn. Comptroller of the Treasury, Fiscal Health Principles for Tenn. School Districts and Local Governments2026
- 3. TCA ~~5-9-402(d)(4)~~ 49-2-203 (a) (9)
- 4. TCA 5-9-402(d)~~(5)(C)~~ (c)
- 5. TCA 49-2-301(d)(4)(b)(1)(X); ~~TRR/MS 0520-01-02-.13(2)(a)~~
- 6. TCA 5-9-402 (d)(5)(C)
- 7. TCA 49-2-301(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)
- 8. Public Acts of 2026, Chapter No.1012
- 9. Public Acts of 2026, Chapter No.1007

Cross References

- Role of the Board of Education 1.101
- Executive Committee 1.301

Cumberland County Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: Annual Operating Budget	Descriptor Code: 2.200	Issued Date: 10/23/25
		Rescinds: 2.200	Issued: 02/22/24

1 General

2 All school system budgets are the operational plans stated in financial terms which describe the
3 programs to be conducted during the fiscal year beginning July 1 ending June 30 the following year.
4 The Director of Schools is tasked with ensuring that the budget documents are presented in a clear and
5 understandable manner. This may shall include providing narrative and visual tools that assist the public
in understanding why the funds are needed and how they will be used. ¹

6 PREPARATION PROCEDURES

7 Budget planning shall include an analysis of previous staffing, curriculum and facilities, and
8 projections requiring additional staffing, curriculum modifications, and additional facilities.
9 The budget proposal should be balanced, consistent with board policy and contract conditions, and in
10 accordance with the revenue estimates and revenue determinations made by the County Commission. It shall include
11 provisions for:

- 12 ☐ Programs to meet the needs of the entire student body;
- 13 ☐ Staffing arrangements adequate for proposed programs;
- 14 ☐ Maintenance of the district's equipment and facilities; and
- 15 ☐ Efficiency and economy. ²
- 16 ☐ An unrestricted fund balance **minimum** target of **at least 3%**, in alignment with the statutory
minimums required by state law, with a target operational reserve of more than 5% to ensure fiscal
stability and long-term capital planning. The Board shall retain sole authority to determine the exact
annual fund balance percentage above the statutory minimum. ³

17 ~~An unrestricted fund balance that targets at least two months of operating revenue or expenditures or
approximately 16.7 percent. The Board shall determine the fund balance percentage that meets
fiscal health standards and~~

18 ~~expectations of both school board members and takes into consideration feedback from the County
Commission. ²~~

20 ~~Budget preparation shall be the responsibility of the Director of Schools ². The Director of Schools will
establish procedures for the involvement of staff, including requests from department heads and
principals, all of whom shall seek advice and suggestions from other staff and faculty members. This
shall be completed no later than March 1 of each year. The Director of Schools and the Chairman of
the Board will prepare and review the budget on the appropriate forms no later than March 20. The
proposed budget will be presented to the Board at the March regular board meeting.~~

26 ~~The Director of Schools and the chairman of the board shall develop a budget preparation calendar no
later than January 1 of the current school year. The calendar shall be used as a guide for coordinating
the budgetary activities of individuals and groups, collecting budget data, reviewing budget problems,
and making budget decisions. Director of Schools will present the budget to the Board of Education no
later than April 1.~~

Budget Calendar

- 31 The Director of Schools and the Chairman of the Board shall develop a budget preparation calendar no later than January 1 of each school year.⁴ This calendar shall serve as the official guide for coordinating budgetary activities, including deadlines for staff and principal input, and the date of the formal budget presentation to the Board.

HEARING AND REVIEWS

- 32 Once presented to the Board, the proposed budget shall be made available for public inspection in the office of the Director of Schools for a consecutive two-week period prior to final Board adoption. The Director of Schools shall establish an administrative process to gather public feedback during this window and present a summary of the feedback to the Board prior to final adoption.

33 The proposed budget will be available for inspection by various interested citizens or groups in the
34 office of the Director of Schools April 15 – May 1 March 31–April 15 of each year.

35 Public feedback shall be gathered by April 15.

36 FINAL ADOPTION PROCEDURE

- 37 The Board shall submit its proposed budget in accordance with the budget timeline established by the Board and the County Commission. If no budget timeline is agreed upon, the Board shall submit the proposed budget to the County Commission no later than **May 1st**.⁵

- 38 If the County Commission rejects the proposed budget, the Board shall submit a revised budget proposal within ten (10) business days after receiving formal written notice of the rejection.

- 39 Within ten (10) days of final adoption of the budget, the Director of Schools shall file a copy with the Commissioner of Education.⁶ Additionally, the Director of Schools or designee shall annually submit the required planning, budgetary, and expenditure reports to the Office of Research and Accountability in the Office of the Comptroller of the Treasury by **August 1st**.

40 The board shall have a proposed budget in accordance with the budget timeline established by the
41 board and county commission.^{4,3} If a budget timeline is not agreed upon, the Board shall submit a
42 proposed budget to the County Commission no later than May 1st.^{4,5} If the proposed budget is rejected,
43 the board shall submit a revised budget proposal within ten (10) business days after receiving notice of
44 the rejection.^{5,6}

45 Within ten (10) days of adoption of the final budget, the director of schools shall file a copy with the
46 Commissioner of Education.^{6,7} Within thirty (30) days of the beginning of each fiscal year, the Director
47 of Schools shall submit to the Commissioner a complete and certified copy of its entire school budget
48 for the school year that is signed by the Director of School and the County Commission.⁸

49 Beginning in 2027, the Director of Schools/designee shall annually provide the following to the Office of
50 Research and Accountability in the office of the Comptroller of the Treasury by August 1:

- 51 1. A planning and budgetary report for the upcoming school year; and
52 2. An expenditure report for the immediately preceding school year.⁹

Legal References:

- 1. Tennessee Internal School Uniform Accounting Policy Manual, Section 4-40.
- 2. T.C.A. § 49-2-203(a)(10).
- 3. T.C.A. § 49-3-352.
- 4. T.C.A. § 49-2-206.
- 5. T.C.A. § 5-9-402(d)(4).
- 6. T.C.A. § 49-2-301(b)(1)(Z); TRR/MS 0520-01-02-.13(2)(a).

Cross-Reference:

- Executive Committee (Policy 1.301).

Legal References	Cross-References
1. Internal School Funds Manual, Section 4.35	Role of the Board of Education 1.104
2. TCA 49-2-203(a)(9) Tenn. Comptroller of the Treasury, Fiscal Health Principles for Tenn. School Districts and Local Governments 2026	Executive Committee 1.301
3. TCA 5-9-402(d)(4) 49-2-203 (a) (9)	
4. TCA 5-9-402(d)(5)(C) (e)	
5. TCA 49-2-301(d)(4)(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)	
6. TCA 5-9-402 (d)(5)(C)	
7. TCA 49-2-301(b)(1)(X); TRR/MS 0520-01-02-.13(2)(a)	
8. Public Acts of 2026, Chapter No. 1012	
9. Public Acts of 2026, Chapter No. 1007	

Cumberland County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Expenses and Reimbursements	Descriptor Code: 2.804	Issued Date: 03/26/26
		Rescinds: 2.804	Issued: 04/27/23

1 *Central Office*¹

2 Annually the Board shall review expense allowances and reimbursement guidelines.

3 **SCHOOL PERSONNEL**

4 School personnel who incur expenses in carrying out their authorized duties will be reimbursed upon
5 submission of an approved voucher and supporting receipts. Requests for reimbursement must be
6 submitted to the Director of Schools' office within thirty (30) days of accrual of such expenses.

7 Expenses for travel will be reimbursed when the travel has the advance authorization of the Director of
8 Schools. The Director of Schools may grant this authorization without prior Board action when the travel
9 expense has been anticipated and incorporated into the operational budget of the particular program
10 involved. Expenses must be submitted to the Director of Schools' office within thirty (30) days of the
11 date of completion of such travel for reimbursement.

12 The Board shall be responsible for all expenses pertaining to staff development. Student activity funds
13 shall not be used for this purpose.¹

14 **DIRECTOR OF SCHOOLS**

15 The Director of Schools shall be paid for transportation, lodging, meals and other pertinent expenses
16 when traveling on official school business upon submission of an approved voucher and supporting
17 receipts. ~~Attendance at conventions, educational meetings and/or travel for out of county school purposes~~
18 ~~shall be authorized in advance in writing by the Chairman of the Board. Expenses must be submitted~~
19 ~~within thirty (30) days in writing to the Cumberland County School Chief Financial Officer.~~

20 **BOARD MEMBERS**

21 ~~Salary and other benefits shall be determined by the local funding body.~~ ² Attendance at board meetings
22 shall be required in order to receive pay in accordance with the approved budget.

23 The members of the Board shall be paid for transportation, lodging, meals, and other pertinent expenses
24 when traveling on business for the Board. ~~Salary and other benefits shall be determined by the local~~
25 ~~funding body.~~ ² Attendance at conventions, educational meetings and/or travel for other school purposes
26 shall be authorized in advance by the Board. Expenses shall be submitted to the Director of Schools'
27 office within thirty (30) days of the date of completion of such travel. The rate of payment shall be the
28 same as the rate for members of the professional staff.

1 If the district has prepaid for a board member to attend a conference, convention, or educational meeting,
2 and it becomes necessary for the board member to cancel for reasons other than personal or family
3 illness/death, a 30 day notice shall be provided to the central office. Board members that do not provide
4 notice or fail to attend an event shall reimburse the school district.

5 The rate of reimbursement for these expenses will be established by the Cumberland County Board of
6 Education. These rates will be reviewed as needed.

7 **REIMBURSEMENT FOR SALES TAX³**

8 Reimbursement for sales tax is permissible in limited circumstances when sales tax is charged on small
9 purchases and proper documentation is submitted.

10 The Director of Schools/designee shall ensure compliance with state law and guidance from the
11 Comptroller of the Treasury.

Legal References

1. [*Internal School Funds Manual, Section 5-17*](#)
2. [*TCA 49-2-2001\(c\)*](#)
3. [*Internal School Funds Manual, Frequently Asked Questions, no. 10*](#)

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Use of Digital Devices	Descriptor Code: 4.216	Issued Date:
		Rescinds:	Issued:

General¹

In-person, teacher led instruction shall be the primary mode of instruction for students in grades kindergarten through five (K-5).

Digital devices shall be utilized in these grades only when there is a clear educational benefit, including use for remediation purposes. Further, electronic assessments and instructional tools shall be developmentally appropriate and aligned with state academic standards.

The Director of Schools shall provide guidance to staff on appropriate use of technology for these grades. The [PreK-8 Supervisor of Instruction](#) shall create a process for ensuring that digital instruction complies with this framework and state law.

SOCIAL MEDIA USE

Students in grades kindergarten through five (K-5) are prohibited from accessing social media platforms using district provided internet during the school day.

COMMUNICATION WITH PARENTS/GUARDIANS

At the beginning of each school year, the Director shall ensure that principals provide parent(s)/guardian(s) with information on digital device use in the classroom. This shall include the types of devices used and the instructional purposes for such use.

Legal References

1. [Public Acts of 2026, Chapter No. 808](#)

Cross References

Use of the Internet 4.406

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 06/19/25
		Rescinds: 4.301	Issued: 01/23/25

1 General

2 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
3 treated differently from another person or otherwise be discriminated against in any athletic program
4 of the school. Equal athletic opportunities shall be provided for members of both sexes.¹

5 Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify
6 the person as male or female, as determined by anatomy and genetics existing at the time of birth.”²

7 Student athletes shall only be allowed to participate in athletic activities or events that align with the
8 student’s sex indicated on his/her original birth certificate.^{2,3} The Director of Schools/designee shall
9 require the parent/guardian to provide the student’s original birth certificate prior to participation in
10 any interscholastic athletics. If the original birth certificate is not available or does not indicate the
11 student’s sex at the time of birth, the parent/guardian shall provide medical documentation showing
12 evidence of the student’s sex at birth.

13 Interscholastic athletics shall be administered as a part of the regular school program and shall be
14 the principal’s responsibility. Principals shall ensure that school regulations regarding participation in a
15 sport are reasonable. Athletic schedules shall be filed in each school principal’s office. The principal
16 or his/her designee must accompany an athletic team on trips. Transportation of teams to athletic
17 games is approved by the Board, provided the team’s school reimburses the Board for mileage.

18 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
19 of all athletics in Cumberland County for grades 6-12. High School athletics.³ Bylaws of the Tennessee
20 Middle School Athletic Association shall regulate the operation and control of all Elementary/Middle
21 school athletics (grades 3-6) shall be regulated by the Cumberland County Athletic Manual. Will
22 serve as standard operating procedures for elementary and middle school athletics. The Director of
23 Schools shall develop a code of conduct for all coaches to follow in order to ensure the health and safety
24 of athletes.⁴ This is found in the Cumberland County Athletic Manual.

25 INSURANCE & PHYSICAL EXAMINATIONS

26 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must
27 provide proof of independently secured catastrophic coverage and liability coverage, with the school
28 system as a named insured, of not less than the limits set forth in State law.⁵ It shall be the
29 responsibility of the parent(s) or guardian to provide health and hospitalization insurance for all
30 students participating in interscholastic athletics.

31 Prior to participation in interscholastic athletics, every student must complete an annual physical
32 examination.⁶ The parents/guardians of each student shall be responsible for covering the cost of
33 the examination, and these records shall be on file in the principal’s office.

1 SCHEDULING CONFLICTS

2 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any
3 group of students for the purpose of attending the practice of any interscholastic sport during the school
4 day without written permission from the Board.⁷ This does not prevent regular physical training lessons
5 in the daily school program.

6 Students shall not be required to attend a school athletic event or event related to participation on a school
7 athletic team, if the event is on an official school holiday, observed day of worship, or religious holiday.
8 The student's parent/guardian shall notify the coach in writing three (3) full school days prior to the
9 event.⁸

10 SEVERE WEATHER⁴

11 Severe weather is any type of weather that could impede the safety of any athlete by compromising the
12 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,
13 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be
14 discussed with all players, coaches, and officials, if applicable.

15 All coaches who oversee or participate in outdoor training, practice, or competition shall annually
16 complete a heat illness prevention course approved by the Tennessee Department of Health as well as
17 receive training on activity modifications based on environmental conditions.

18 PROHIBITION AGAINST HAZING

19 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or
20 tolerate hazing activities.⁹

21 HOME SCHOOLS STUDENT PARTICIPATION¹⁰

22 Home school students shall be permitted to participate in accordance with TSSAA or
23 TMSAA guidelines. If a school is not a member with these organizations, home school students that are
24 zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as
25 other students.

26 VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹

27 Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA
28 guidelines. If a school is not a member with these organizations, virtual school students that are zoned
29 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
30 students.

31 PRIVATE SCHOOL STUDENT PARTICIPATION¹²

32 While students from private schools are permitted to try out for interscholastic athletic teams, this does
33 not guarantee that they will make the team. As with all students, those from other schools shall only be
34 admitted to the team subject to the independent decision of the coach or other relevant school official.

35 *Public Schools with TSSAA or TMSAA Membership*

36 Private school students shall be permitted to participate in accordance with TSSAA or TMSAA
37 guidelines subject to the following conditions. These students must:

- Attend a private school that is not a member with TSSAA or TMSAA and serves fewer than two hundred (200) students in grades six through eight (6-8) or fewer than two hundred students in grades nine through twelve (9-12);
- Satisfy the eligibility requirements established by TSSAA or TMSAA; and
- Reside within the geographical boundaries of the district.

These students shall be permitted to participate in athletic programs not offered by the private school, but only in the middle or high school they are zoned to attend.

38 *Public Schools with TSSAA or TMSAA Membership*

39 If a school is not a member with these organizations and offers its students the opportunity to participate
40 in interscholastic athletic competition, private school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

41 **TSAA AMATEUR RULE**

42 All student athletes must adhere to TSSAA rules regarding payment and representation. This extends to
43 name, and likeness agreements. Payments provided to student athletes through private agreements shall
44 not be the responsibility of the school district.

Legal References

1. [34 CFR § 106.41](#); [20 USCA § 1681 et seq.](#)
2. [TCA 49-6-310\(a\)](#) Public Acts of 2026, Chapter No. 938
3. [TRR/MS 0520-01-02-.08\(1\)](#) TCA 49-6-301 (a)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\)](#); [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)
9. [TCA 49-2-120](#)
10. [TCA 49-6-3050\(c\)\(1\)\(B\)](#)
11. [Public Acts of 2025, Chapter No. 173](#) TCA 49-16-216
12. [Public Acts of 2026, Chapter No. 893](#)

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Extracurricular Activities 4.300
Attendance 6.200

Cumberland County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Acquired Immune Deficiency Syndrome (AIDS)	Descriptor Code: 5.401	Issued Date: 05/06/08
		Rescinds: 5.401	Issued: 08/08/06

LIABILITY AND NON-DISCRIMINATION

No employee who is diagnosed with HIV infection or AIDS shall be prevented from continuing his/her employment. No disciplinary action may be taken against an employee solely on the basis of HIV infection or AIDS. Action may be taken against an employee only if she/he is disabled and the disability interferes with his/her ability to perform the activities involved in employment duties. The Board shall make reasonable accommodation to enable the employee to perform employment duties as may be required by state¹ or federal² law.

HIV/AIDS TESTING

No school official can require any employee to undergo an HIV antibody test or other HIV-related test. This does not preclude school officials from requiring an employee to undergo an examination when another communicable illness is suspected.³

CONFIDENTIALITY

If information is received regarding an employee's HIV status, the director of schools may consult with the school board attorney on the appropriate course of action to pursue, bearing in mind the school system's potential liability for defamation, employment discrimination, and breach of confidentiality requirements.

Information about an employee's HIV status is not to be documented in the employee's personnel file and shall not be faxed.³

Information obtained is confidential and may not be released to anyone except: ²

1. Persons named on an Authorization for Release of Confidential HIV-Related Information Form;
2. Persons listed on a court order, and
3. Persons authorized to receive such information without a release or court order according to TCA 68-10-113.

Under no circumstances shall information identifying an employee with AIDS be released to the public.

1 INFECTION CONTROL

2 To prevent and manage exposure in the workplace, all school system employees will receive in-service
3 training and education annually regarding HIV/AIDS and OSHA's Blood-borne Pathogens Standard.
4 [Employees will be trained annually about the CCS Exposure Control Plan.](#) The Board shall follow the
5 most current Centers for Disease Control and Prevention (CDC) Universal Precautions for Prevention
6 of Transmission of Human Immunodeficiency Virus, Hepatitis B Virus, and Other Blood-borne
7 Pathogens in Health Care Settings.³

8 EDUCATION AND TRAINING

9 Annually, the director of schools shall ensure that all employees, including newly hired staff, receive
10 current HIV training. These programs can utilize the educational/training resources of agencies or private
11 institutions with personnel trained in the areas of HIV/AIDS prevention education.³

12 The director of schools shall be responsible for developing, revising and implementing the administrative
13 guidelines and procedures for this policy. The director of schools shall be responsible for enforcing this
14 policy by communicating it to all personnel and by providing necessary instruction to all administrators.

Legal References:

1. TCA 68-10-113
2. 20 USC 1232(g); 29 CFR § 1630.13(b)
3. State Board of Education Policy No. 5.300, HIV/AIDS Policy
for Employees and Students of Tennessee Public
Schools Revised, August 18, 2005

Cross Reference:

Section 504 & ADA Grievance Procedures 1.802

Cumberland County Board of Education

Monitoring: Date Last Reviewed: 04/08/04	Descriptor Term: Hepatitis B (HBV)	Descriptor Code: 5.402	Issued Date: 05/25/23
		Rescinds: 5.402	Issued: 02/06/97

1 All schools shall provide a sanitary environment and shall establish routines for handling body fluids
2 that are recommended by appropriate health professionals.¹

3 All school district personnel shall be advised of routine procedures to follow in handling body fluids.
4 These procedures shall provide simple and effective [standard](#) precautions against transmission of
5 diseases to persons potentially exposed to the blood or body fluids of another. These procedures shall be
6 standard health and safety practices. No distinction shall be made between body fluids from individuals
7 with a known disease and individuals without symptoms or with an undiagnosed disease.

8 The administration shall develop, in consultation with medical personnel, ~~a regulation~~ [an Exposure](#)
9 [Control Plan](#) to be distributed to all staff. Training and appropriate supplies shall be available to all
10 personnel including those involved in transportation and custodial services.

11 In addition to insuring that these health and safety practices are carried out on a districtwide basis, special
12 emphasis shall be placed in those areas of school district operation that potentially present a greater need
13 for these precautions.

14 CONFIDENTIALITY AND NON-DISCRIMINATION

15 In all instances, district personnel shall respect the individual's right to privacy and treat any medical
16 diagnosis as confidential information. The Director of Schools shall initiate procedures to insure that all
17 medical information will be held in strict confidence. Any school staff member who violates
18 confidentiality shall be subject to appropriate disciplinary measures.

19 Under no circumstances shall information identifying an employee with HBV be released to the public.

20 SAFETY

21 Employees who are at high risk of occupational exposure shall be identified and provided with personal
22 protective equipment, including HBV vaccinations. Employees considered to be at high risk shall
23 include custodians, school nurses, special education teachers and instructional assistants, playground
24 supervisors, coaches and physical education teachers.

25 When any employee is known to have been exposed to HBV on the job site, the employee will be notified
26 immediately by a supervisor, and the ~~district Board~~ shall ~~provide~~ [make](#) vaccinations [available to the](#)
27 [employee](#).

28 The principal will ensure that an accident report is filed for all accidents. The report will include the
29 employee's name, date of the accident, an explanation of the accident and the care used in treating the
30 individual. These reports will be kept on file ~~in the principal's office~~ [at Central Office](#) for a minimum of
31 one (1) year.

1 EDUCATION AND UNIVERSAL PRECAUTIONS

2 HBV education, including universal precautions on handling blood and other body fluids,
3 will be provided to all school personnel and volunteers and may include members of the Board.

Legal References

1. 29 CFR § 1910.1030

Cumberland County Board of Education

Monitoring:

Review: Annually, in
April

Descriptor Term:

Complaints

Descriptor Code:

5.501

Issued Date:

05/25/23

Rescinds:

5.501

Issued:

01/24/19

GENERAL

Except for complaints that fall under Board Policy 5.5011, complaints against employees shall be resolved through this policy.

It is the policy of the Board to encourage parents and citizens to discuss school problems with school personnel. However, in order to properly address such problems, it is necessary that such complaints be produced in writing. Therefore, if any parent or citizen has a complaint, with any school or school personnel, the principal in charge of such school or school personnel will request that the complaint be put in writing and shall provide a copy of the complaint policy to the complainant.

Any student or any parent/guardian who is held responsible for the education and welfare of a student under the provisions of board policy 6.209, may file a written complaint on behalf of the student. Such complaint shall be filed in the building principal or supervisor's office.

In the event the complaint is against an employee, such employee shall be given a copy of the written complaint and an opportunity to meet with complainant in an effort to resolve the problem(s).

Any matter related to the operation of the school system may be addressed at a board meeting. However, the Board desires that all matters be settled at the lowest level of responsibility and will not hear complaints or concerns which have not advanced through the proper administrative procedure from the point of origin.

PROCEDURAL REQUIREMENTS

Alleged victims of sexual, racial, ethnic and religious discrimination/harassment shall report these incidents immediately.¹ This report should be made to the immediate supervisor except when the immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report may be made to the Federal Rights Coordinator or the Director of Schools. Allegations of discrimination/harassment shall be fully investigated (as set forth in Discrimination/Harassment of Employees 5.500). An oral complaint may be submitted; however, such complaint must be reduced to writing to ensure a more complete investigation.¹

Any written complaints regarding an employee shall be made within twenty (20) business days after knowledge of the incident is made to any member of the administration by any student or authorized parent or guardian which may influence evaluation or discipline of the employee.

1 STEP 1**2 a. Meeting with a principal or immediate supervisor**

3 The principal or immediate supervisor shall meet with the employee within five (5) business
4 days of receiving the written complaint, to apprise the employee of the complaint being filed
5 and provide the employee with a copy thereof. The employee and the employee's principal or
6 immediate supervisor shall attempt to resolve the matter immediately.

8 b. Right to representation

9 The employee shall have the right to have representation at any meeting or conference
10 regarding a complaint.

11 STEP 2:

12 In the event a complaint is unresolved to the satisfaction of all parties, the employee and/or
13 complainant may request a conference with the other to attempt to resolve the complaint. If the
14 complaint remains unresolved after five (5) business days, the complainant may move to Step 3. If
15 the complaint is unresolved and the complainant refuses to participate in any further proceedings, any
16 and all references to the complaint shall be removed from the employee's file.

17 Step 3:

18 Upon request by the complainant or the employee, the unresolved complaint shall be reviewed by the
19 building principal or counterpart supervisor in an attempt to resolve the matter to the satisfaction of all
20 parties concerned. Every attempt should be made to complete this step in two (2) business days.

21 Step 4:

22 If the complaint review in Step 3 is not dispositive of the matter, the complainant or the employee
23 may request in writing that the case record be sent to the Director of Schools, in which case, the
24 request shall be made within one (1) business day following Step 3. The principal/supervisor shall
25 deliver the case record to the Director within two (2) business days following the request.

26 Step 5:

27 Upon receipt of the case record, the Director of Schools shall confer with all parties within ten (10)
28 business days. Within five (5)-business days of the meeting, the Director of Schools will provide a
29 written response to both the complainant and employee in attempts to resolve the complaint.

30 Step 6:

31 If the complaint is not resolved at Step Five, or if the Director of Schools fails to provide a written
32 response within five (5) business days after the Step Five meeting, either party may request a review
33 by the Board within ten (10) business days after the parties received the written decision, or within ten
34 (10) business days after the time limits for Step Five have expired. The request shall be made in
35 writing through the Director of Schools, who shall attach all related documents and forward the

1 request to the Board.

2 **Step 7:**

3 If the Executive Committee does not approve the request, the Director of School's decision is final,
 4 and the complaint is closed. If the Executive Committee approves the request, the item will be placed
 5 on the next regular board meeting agenda. The Board shall review the case, shall hold a hearing
 6 within thirty (30) days, if requested by the parties, and shall render a written decision within fifteen
 7 (15) business days of the hearing. Copies of the Board's decision shall be sent to the parties and to
 8 the Director of Schools.

9 **APPOINTING COMPLAINT MANAGERS**

10 The Director of Schools shall appoint at least two complaint managers, one of each gender. The
 11 Federal Rights Coordinator may be appointed as a complaint manager. The Director of Schools shall
 12 make available on the district website the names, addresses and phone numbers of the current
 13 complaint managers.

14 *(Note: Title IX regulations require districts to identify the name, address, and telephone number of*
 15 *the person who is responsible for coordinating the district's compliance efforts. A policy should not*
 16 *be adopted with a person's name in it rather the identifying information can be added and amended*
 17 *as necessary)*

Legal References

1. Age Discrimination Employment Act, 29 USCA § 621 et seq.; 42 USCA § 6101; 34 CFR § 110.25
2. Equal Pay Act, 29 USCA § 206(d);
3. Immigration Reform and Control Act, 8 USCA § 1324a et seq.;
4. Americans with Disabilities Act, 42 USCA § 12101
5. Title IX of the Education Amendments, 20 USCA § 1681 et seq.;
6. Section 504 of the Rehabilitation Act, 29 USCA § 791 et seq.;
7. Title VII of Civil Rights Act, 42 USCA § 2000e et seq.;

Cross References

~~Appeals To and Appearances Before the Board 1.404~~
 Section 504 & ADA Grievance Procedures 1.802
 Equal Opportunity Employment 5.104
 Discrimination/Harassment of Employees 5.500
 Grievances 5.5011
 Title IX & Sexual Harassment 6.3041

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Grievances	Descriptor Code: 5.5011	Issued Date: 05/25/23
		Rescinds: 5.5011	Issued: 07/26/18

1 A grievance is any claim by any employee or professional employees' organization that there has been
2 a violation, misinterpretation, or misapplication of the terms of an operative Memorandum of
3 Understanding under the Professional Educators Collaborative Conferencing Act of 2011, Tenn. Code
4 Ann. § 49-5-601, *et seq.* A teacher may not file a grievance on grade-level or building assignments or
5 transfers under state statute, Tenn. Code Ann. § 49-2-301(b)(1)(EE) and § 49-5-510.

6
7 The time limitations listed herein are intended to expediate the processing of all grievances. Said time
8 limitations may be extended by mutual agreement of the parties.

9 PROCEDURAL REQUIREMENTS

10 **STEP 1:** The employee or the association may present the grievance in writing to the affected
11 employee's immediate supervisor. The written grievance shall contain the following: Name and
12 position of grievant; a statement of the grievance and the facts involved, including relevant dates; a
13 reference to the applicable provision of the contract; the corrective action being requested; and the
14 signature of grievant.

15
16 The grievant's immediate supervisor shall arrange for a meeting to take place within ten (10) business
17 days after receipt of the written grievance. The grievant, his/her association representative (if the
18 grievant chooses to have such representative present), and the grievant's immediate supervisor shall be
19 present for the meeting. Within ten (10) business days of the meeting, the grievant's immediate
20 supervisor shall issue a written response to the employee.

21
22 No grievance shall be recognized by the Board unless it has been presented to the appropriate level, in
23 writing, within forty (40) days after the aggrieved person knew, or should have known, of the act or
24 condition on which the grievance is based, and if not so presented. The grievance shall be considered
25 as waived.

26 **Step 2:** If the grievance is not resolved at Step One, then the grievant may, within ten (10) business
27 days of receiving the supervisor's written response, refer the grievance to the Director of Schools.
28 This shall be accomplished by delivering to the Director of Schools copies of the original grievance,

1 and the supervisor's response, along with a letter requesting initiation of Step Two of the grievance
2 procedure. The Director of Schools shall arrange for a meeting to take place within ten (10) business
3 days. The grievant and his/her immediate supervisor will have the right to attend this meeting, with or
4 without representation, and present such witnesses and evidence as each deems necessary. The
5 Director of Schools shall issue a written response within ten (10) business days after the Step Two
6 meeting.

7 **Step 3:** If the grievance is not resolved at Step Two, or if the Director of Schools fails to provide a
8 written response within ten (10) business days after the Step Two meeting, the grievant may request a
9 review by the Board within ten (10) business days after the grievant received the written decision, or
10 within ten (10) business days after the time limits for Step Two have expired. The request shall be
11 made in writing through the Director of Schools, who shall attach all related documents and forward
12 the request to the Board. The Board shall review the case, shall hold a hearing, within thirty (30) days,
13 if requested by the grievant, and shall render a written decision within fifteen (15) business days of the
14 hearing. Copies of the Board's decision shall be sent to the grievant and to the Director of Schools.

15 **REPRESENTATION:** The Board acknowledges the right of the association's grievance representative
16 to participate in the processing of a grievance at any grievance level, and no employee shall be
17 required to discuss any grievance when the association's representative is not present.

18 **FILING OF MATERIALS:** All documents, communications and records dealing with the process of
19 a grievance, shall be filed separately from the personnel files of the participants and shall not be
20 forwarded to any prospective employer of the grievant, nor shall such documents be revealed or the
21 grievance be alluded to in any communication between the administration and any prospective
22 employer.

23 **NO REPRISALS:** No reprisals shall be taken against an employee because of his/her participation in a
24 grievance.

Cumberland County Schools

Monitoring: Review: Annually, in March	Descriptor Term: Rights and Responsibilities of Students	Descriptor Code: 6.301	Issued Date:
		Rescinds:	Issued:

The Board expects all employees, students, and parent(s)/guardian(s) to assume the responsibility for appropriate behaviors in the school.

Each student has the right to:

1. Have the opportunity for a free education in the most appropriate learning environment;
2. Be secure in his/her person, papers, and effects against unreasonable searches and seizure;
3. Be educated in a safe and secure environment;
4. Have appropriate resources and opportunities for learning;
5. Not be discriminated against on the basis of sex, race, color, creed, religion, national origin, or disabilities. Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth”;¹ and
6. Be fully informed of school rules and regulations.

Each student has the responsibility to:

1. Know and adhere to the Board’s policies and the district’s administrative procedures;
2. Respect the human dignity and worth of every other individual;
3. Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
4. Study and maintain the best possible level of academic achievement;
5. Be punctual and present in the regular school program;

6. Dress and groom in a manner that meets reasonable standards of health, cleanliness, modesty, and safety;
7. Maintain and/or improve the school environment, preserve school and private property, and exercise care while using school facilities;
8. Refrain from behavior which would lead to physical or emotional harm or disrupts the educational process;
9. Respect the authority of school administrators, teachers, and other authorized personnel in maintaining discipline in the school and at school-sponsored activities;
10. Obey the law and school rules as to the possession or the use of alcohol, illegal drugs, and other unauthorized substances or materials; and
11. Possess on school grounds only those materials which are acceptable under the law and accept the consequences for articles stored in one's locker.

Legal References

1. 20 USCA § 1703; Public Acts of 2026, Chapter No. 938

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Prevention and Treatment of Sports Related Concussions	Descriptor Code: 6.413	Issued Date: 07/27/23
		Rescinds: 6.413	Issued: 01/23/14

A concussion is a traumatic brain injury caused by a direct or indirect blow to the head or body. In order to ensure the safety of students that participate in interscholastic athletics, it is imperative that student athletes, coaches, and parents are educated about the nature and treatment of sports related concussions. The Board recognizes that concussions can be a serious health issue and should be treated as such.

The Board adopts the guidelines and other pertinent information and forms developed by the Tennessee Department of Health to inform and educate coaches, school administrators, student athletes, and parent(s) / guardian(s) of the nature, risk and symptoms of concussions and head injuries. These guidelines and materials may be viewed on the Department of Health's website and shall be made available to interested parties through the Central Office.

This policy shall govern all activities and those individuals involved in those activities which constitute an organized athletic game or competition against another team or in practice or preparation for an organized game or competition. It does not govern those activities or individuals involved in those activities which are entered into for instructional purposes only or those that are incidental to a nonathletic program or lesson.

REQUIRED TRAINING ¹

The Director of Schools shall ensure that each school's athletic director and coaches, employed or volunteer, annually complete the *Concussion in Sports – What You Need to Know* online course. This course may be accessed online at www.nfhslearn.com.

Prior to the annual initiation of practice or competition, the following persons must review and sign a concussion and head injury information sheet approved by the Tennessee Department of Health: the Director of Schools, licensed healthcare professionals (if appointed), each school athletic director, and each coach, employed or volunteer.

In addition, prior to the annual initiation of practice or competition, all student athletes and their parent(s) / guardian(s) shall review the concussion and head injury information sheet approved by the Tennessee Department of Health. A form confirming this review shall be signed and returned by the student athlete, if the athlete is eighteen (18) years of age or older; or by the student athlete's parent (s)/guardian (s), for athletes younger than eighteen (18) years of age.

All documentation of the completion of a concussion recognition and head injury safety education course program and signed concussion and head injury information sheets shall be maintained by the Director of Schools or his/her designee for a period of three (3) years.

REMOVAL FROM ATHLETICS ¹

Any student athlete who shows signs, symptoms and/or behaviors consistent with a concussion during an athletic activity or competition shall be immediately removed for evaluation by a licensed healthcare professional, if available, and if not, by the coach or other designated individuals.

- 1 No student athlete who has been removed from an athletic activity or competition due to a concussion or suspected
2 concussion shall be allowed to return to any supervised team activities involving physical exertion, including
3 games, competitions, or practices, until the student athlete has been evaluated by and received written clearance
4 on forms approved by the Department of Health from a licensed health care provider for a full or graduated return to
5 play (GRTP). A licensed health care provider can provide full clearance or a GRTP to be completed by the
6 following: medical doctor (M.D.), osteopathic physician (D.O.), or a clinical neuropsychologist with concussion
7 training. Additionally, any ATC (Athletic Trainer Certified) working and/or contracting with the Cumberland
8 County Schools possesses the power and discretion to remove a student athlete from a contest or practice based on
9 concerns regarding the student athlete's well-being and/or safety. Neither a coach nor a parent may override an
10 ATC's decision to remove a student athlete from a contest or practice based on such concerns: however, a student
11 athlete may return to play once cleared by a medical doctor (M.D.), osteopathic physician (D.O.) or a clinical
12 neuropsychologist (*concussion only*).
~~13 "Health care provider" means a Tennessee licensed medical doctor (M.D.), osteopathic physician (D.O.), or a~~
~~14 clinical neuropsychologist with concussion training.~~
- 15 This requirement for clearance prior to a student athlete returning to an athletic activity shall not apply if there is
16 a legitimate explanation other than a concussion for the signs, symptoms, and/or behaviors observed.
- 17 The Director of Schools or his/her designee shall ensure that all protocols approved by the Tennessee Department
18 of Health or required by law relative to the provisions of this policy are followed and implemented within each
19 school.

Legal Reference:

1. TCA 68-55-502

Cumberland County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: School Board Meetings	Descriptor Code: 1.400	Issued Date: 08/24/23
		Rescinds: 1.400	Issued: 06/22/23

- 1 The Board will transact all business at official meetings that may be either regular or special.
- 2 All Cumberland County Board of Education meetings, including regular monthly meetings, special
- 3 called meetings and work sessions, will begin with a moment of silence and the pledge of allegiance to
- 4 our country's flag.
- 5 Every meeting of the Board shall be open to the public, except for those meetings in which the law allows
- 6 closed sessions.¹ Open meetings will be physically accessible to all students, employees, and interested
- 7 citizens.²
- 8 The Board may restrict the recording of board meetings via camera, camcorder, or other photographic
- 9 equipment when such recording creates a threat to public safety and welfare or impedes the conducting
- 10 of efficient and orderly public meetings.³

11 REGULAR MEETINGS

- 12 Regular meetings of the Board shall be held on the fourth Thursday of the month at 6:00 p.m. in the
- 13 Central Office Complex or at a place pre-determined by the Board. The meeting date may be adjusted
- 14 by the Board in order to accommodate board member scheduling conflicts or for other reasons.
- 15 In instances when any regular meeting date falls on a legal holiday, the meeting shall be rescheduled
- 16 by the Chair.

17 SPECIAL MEETINGS

- 18 The Board shall hold such special meetings as necessary to transact the business of the Board. Such
- 19 meetings shall be called by the Chair whenever, in the Chair's judgment, the interests of the schools
- 20 require it or when requested to do so by a majority of the Board.⁴
- 21 Only business related to the call of the meeting and details related to agenda items shall be discussed or
- 22 transacted by the Board at a special meeting.

23 ELECTRONIC ATTENDANCE⁵

- 24 Absent board members may attend a regular or special meeting by electronic means for certain
- 25 qualifying reasons. The following requirements apply to all electronic attendance, regardless of the
- 26 reason for the absence:

1. A quorum of the Board shall be physically present at the meeting in order for any board member to attend electronically **except in the case of inclement weather or natural disasters (permitted for a maximum of three (3) times per year;**
2. Any board member wishing to participate electronically shall do so using technology that allows the Chair to visually identify the board member; and
3. The responsibility for the connection lies with the board member wishing to participate electronically. No more than three (3) attempts to connect shall be made unless the Board chooses to make additional attempts.

9 *Work-Related Absence*

10 A board member may attend a meeting by electronic means if out of the county due to work; however, he/she may only participate electronically two (2) times per year for this reason. The board member shall give the Chair and Director of Schools at least five (5) days' notice prior to the meeting of the board member's intention to participate electronically.

14 *Sickness or Period of Convalescence*

15 A board member may attend a meeting by electronic means if sick or in a period of convalescence on the advice of a healthcare professional; however, he/she may only participate electronically three (3) times per year for this reason.

18 *Inclement Weather or Natural Disaster*

19 A board member may attend a meeting by electronic means due to inclement weather or natural disaster if the schools in the school district are closed; however, he/she may only participate electronically three (3) times per year for this reason.

23 *Family Emergency*

24 A board member may attend a meeting by electronic means if there is a family emergency that prevents him/her from attending in person. The absence shall be due to the hospitalization of the board member or the death or hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law, or sister-in-law. The board member may only participate electronically two (2) times per year for this reason.

30 *Military Service*

31 A board member may attend a meeting by electronic means if out of the county due to military service. The board member may participate electronically as often as he/she is able to do so.

Legal References

1. TCA 8-44-102; TCA 49-6-804(b)(c)
2. 28 CFR § 36.201(a); 28 CFR § 36.202
3. Tenn. Att’y Gen. Op. No. 95-126 (December 28, 1995)
4. TCA 49-2-202(c)(1)
5. TCA 49-2-203(c); Public Acts of 2026 ~~2023~~, Chapter No. ~~350~~ 852

Cross References

School Board Legal Status and Authority 1.100
Board Committees 1.300
Notification of Meetings 1.402
Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802

Cumberland County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Charter School Renewal	Descriptor Code: 1.905	Issued Date: 06/19/25
		Rescinds: 1.905	Issued: 03/21/24

1 ANNUAL NOTICE¹

2 The Director of Schools/designee shall annually notify the charter school of whether the charter school is “on-track” or “off-track” for renewal. The status of each charter school shall be published in the annual authorizing report.

3

4 INTERIM REVIEW

5 The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year
6 of a charter term in accordance with guidelines developed by the State Board of Education. As
7 part of this process, the charter school shall submit a report on the progress of the school in achieving the
8 goals and objectives set forth in the charter agreement.²

9 CUMULATIVE PERFORMANCE REPORT

10 Three (3) months prior to the date on which a charter school is required to submit a renewal
11 application, the Director of Schools/designee shall submit a performance report to the charter school
12 that summarizes the school’s performance record over the charter term and states the summative
13 findings concerning the school’s performance and prospects for renewal.^{2 3}

14 APPLICATION AND EVALUATION

15 No later than April 1 of the year prior to the year in which the charter agreement expires, the governing
16 body of a charter school shall submit a renewal application to the Board.³ The Director of Schools/designee
17 shall report each renewal application received to the Tennessee Public Charter School Commission (“the
18 Commission”) within ten (10) days of receipt.^{3 4}

19 The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter
20 school that submits a charter renewal application.

21 The Board will make renewal decisions by February 1st in the year the charter school agreement
22 expires.

23 RENEWAL CRITERIA^{4 5}

24 The Board shall define and communicate with schools the criteria for renewal that is consistent with
25 the charter agreement. The Board shall make its renewal decision based on the renewal application,
26 annual progress reports, and renewal performance report.

22

23 Within ten (10) days of the Board voting by resolution on a renewal application, the Director
24 of Schools/designee shall promptly notify a school of its renewal recommendation and
25 decision, including the reasons for the decision and any rights to an appeal. The Director of

- 26 Schools/designee shall promptly communicate renewal decisions to the school community and public as well
27 as the Department of Education and the Commission.

Legal References

1. ~~TCA 49-13-121(k); Public Acts of 2025, Chapter No. 275~~ Public Acts of 2026, Chapter No. 1012
2. ~~State Board of Education Policy 6.111~~ TCA 49-13-121(k)
3. ~~TCA 49-13-121(a); Public Acts of 2025, Chapter No. 275~~ State Board of Education Policy 6.111
4. TCA 49-13-121(a); State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275
5. TCA 49-13-121; State Board of Education Policy 6.111

Version Date: April 3, 2024

Cumberland County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Fiscal Management Goals	Descriptor Code: 2.100	Issued Date: 04/27/23
		Rescinds: 2.100	Issued: 03/30/17

The Board shall practice sound fiscal management procedures which guarantee maximum use of all resources provided. The Board assumes responsibility, within its financial capabilities, for providing at public expense all items of equipment, supplies and services that may be required in the interest of education in the schools under its jurisdiction.¹

In fiscal management, the Board seeks to achieve the following goals:

1. To engage in advance planning, with broad-based staff and community involvement;
2. To establish levels of funding which will provide quality education for the system's students;
3. To use the available techniques for budget development and management;
4. To provide timely and useful information to all staff with fiscal management responsibilities; and

~~To establish efficient~~ **Require the Director of Schools to develop** procedures for accounting, reporting, purchasing and delivery, payroll, payment of vendors and contractors, **internal controls**, and all other areas of fiscal management. **Financial policies and accompanying procedures shall be reviewed annually to ensure ongoing compliance.**²

Legal References

- . **TCA 49-3-314 (c); Tennessee Internal School Uniform Accounting Policy Manual, Section 4-23 Internal School Funds Manual, Section 3-1**
- . **Tenn. Comptroller of the Treasury, Fiscal Health Principals for Tenn. School Districts and Local Governments (2026)**

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Program	Descriptor Code: 4.100	Issued Date: 06/19/25
		Rescinds: 4.100	Issued: 01/26/23

1 General

2 The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability
3 in its instructional program or activities.¹

4 Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify
5 the person as male or female, as determined by anatomy and genetics existing at the time of birth”²

6 Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be
7 expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of
8 antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish
9 community institutions and religious facilities.^{2 3}

10 GOALS

11 The Board approves the following instructional goals for students:

- 12 1. To develop the skills necessary to function as a self-directed person;
- 13 2. To know the principles involved in making moral and ethical choices;
- 14 3. To develop the basic skills of reading, writing, mathematics, spelling, speaking, and problem
15 solving;
- 16 4. To develop a positive attitude toward the lifelong endeavor;
- 17 5. To learn to identify personal talents and interests, make appropriate career choices, and develop
18 career skills;
- 19 6. To acquire knowledge and to develop skills in the management of personal and public
20 resources necessary for meeting obligations to self, family, and society;
- 21 7. To learn to act in a responsible manner;
- 22 8. To learn of the rights and responsibilities of citizens of the community, state, nation, and world;
23 and
- 24 9. To learn to understand, respect, and interact with people of different cultures, generations, and
25 races.

Legal References

1. [42 USCA § 2000d et seq.](#)
2. [Public Acts of 2025](#), 2026 Chapter No. [293](#) 938
3. [TCA 49-50-1801](#); [TCA 49-50-1802](#)

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305

Cumberland County Board of Education

Monitoring:

Review: Annually, in November

Descriptor Term:

Family Life Education

Descriptor Code:

4.213

Issued Date:

02/26/26

Rescinds:

4.213

Issued:

07/25/24

1 A family life education program shall be implemented within the school district in compliance with state
2 law.¹

3 A parent/guardian who chooses not to have a student participate in the family life education program
4 shall submit such request in writing to the principal. A student who is excused from the program shall
5 be assigned alternative health activities and shall not be penalized academically.

6 **FAMILY LIFE INSTRUCTION**

7 The curriculum for the family life education program shall, in a manner that is age-appropriate and
8 factually and medically accurate, including the following: ²

- 9 1. Teach the skills needed to make healthy decisions in all aspects of marriage and family life;
10
- 11 2. Encourage sexual health by helping students understand how the whole person is affected by
12 sexual activity as well as other risk behaviors;
13
- 14 3. Provide information about human reproduction, including conception, birth, and prenatal care,
15 as well as the process of adoption and its benefits;
16
- 17 4. Provide information on the family unit and the responsibilities and consequences related to sexual
18 activity, including the challenges of single teen parenting;
19
- 20 5. Promote only sexual risk avoidance through abstinence and the positive results of avoiding sexual
21 activity;
22
- 23 6. Provide instruction on the detection, intervention, prevention, and treatment of child sexual
24 abuse, including such abuse that may occur in the home, and human trafficking in which a victim
25 is the child, and internet crimes against children;
26
- 27 7. Provide instruction on the prevention of dating violence;
28
- 29 8. Encourage communication between parent(s)/guardian(s) and students; and

9. Address the legal aspects of sexual activity with emphasis on the rights of the student; and

10. Include the presentation of high-quality, computer-generated animation or high-definition ultrasound of at least three (3) minutes in duration that shows the development of the brain, heart, and other vital organs in early fetal development per state academic standards.³

Instruction in topics related to sexual activity are not age-appropriate for students in grades kindergarten through five (K-5) and shall not be taught as part of the family life curriculum. This does not prohibit instruction on detection, intervention, prevention, and treatment of child sexual abuse and human trafficking of children.⁴

The family life education program shall be reviewed annually to assure that the prohibited items of instruction, as provided for in state law,⁵ are not included in curriculum.

TRAINING ON INSTRUCTION

Personnel involved in instruction will conduct such instruction with maturity and discretion. Personnel providing family life instruction shall receive training prior to presenting such instruction.

CHILD TRAFFICKING PREVENTION EDUCATION

Instruction on child trafficking prevention and awareness shall be provided for all students in grades K-12 in a manner that is age-appropriate, grade-appropriate, and advances each year through developmentally appropriate instruction and skill building.

The Director of Schools/designee shall develop a plan to implement child trafficking prevention education into the district's health education instruction and present it to the Board for approval.

REPORTING²

At the beginning of each school year, the Director of Schools shall provide the contact information to the Department of Children's Services of each employee or trained professional providing instruction on family life curriculum related to child sex abuse, human trafficking, and internet crimes.

The Director shall also report on the curriculum selected by the Board of Education.

Legal References

1. [TCA 49-6-1302](#)
2. [TCA 49-6-1304\(a\)](#); [TCA 49-6-1601\(g\)\(2\)](#)
3. [TCA 49-6-1304\(c\)](#)
4. [TCA 49-6-1304\(d\)](#)
5. [TCA 49-6-1304\(b\)](#)
6. [Public Acts of 2026, Chapter No. 744](#)

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Extracurricular Activities	Descriptor Code: 4.300	Issued Date: 07/27/23
		Rescinds: 4.300	Issued: 05/25/23

1 The following shall be adhered to:

- 2 1. The Board shall initially approve each specific extracurricular activity so that proper support
3 and supervision may be assured.
- 4 2. Each student activity shall be under the guidance and direction of a staff member.
- 5 3. All extracurricular activities at the school level shall have the approval of the principal.
- 6 4. Student activities occurring before or after regularly scheduled school hours must be under the
7 supervision of the principal/designee.
- 8 5. All student activities must have the approval of the principal.
- 9 6. Student activities occurring before or after regularly scheduled school hours must be under the
10 supervision of the principal or his/her designee.
- 11 7. Secret organizations shall not be operated in any school.
- 12 8. A student shall not be required to attend a school-sponsored student activity that is scheduled at
13 a time, which conflicts with his religious practices.¹
- 14 9. Extracurricular activities during vacation periods shall be restricted to regularly scheduled
15 athletic programs and major events, which cannot be scheduled otherwise.
- 16 10. Student groups shall not participate in state or national activities, which are not listed as,
17 approved activities by regional accrediting associations or state and national principals'
18 associations without the approval of the director of schools.
- 19 11. A student on in-school or out-of-school suspension shall not be permitted to participate in
20 school-sponsored activities.
- 21 12. Activities, which restrict participation because of race, color, religion, sex, disabilities,
22 or national origin, are forbidden.² Sex shall be defined as the “immutable characteristics of the
23 person’s reproductive system that identify the person as male or female, as determined by
24 anatomy and genetics existing at the time of birth”³
25

26 STUDENT CLUBS & ORGANIZATIONS^{3 4}

- 1 All students under the age of eighteen (18) shall present a signed and dated statement from their
- 2 parent/guardian before joining any club or organization or participating in activities of a club or
- 3 organization. The Director of Schools shall develop administrative procedures outlining this
- 4 recordkeeping process.

Legal References

1. [TCA 49-6-1002\(c\)](#)
2. [34 CFR § 106.41](#)
3. [Public Acts of 2026 2023](#), Chapter No. [353](#)938
4. [TCA 49-6-1031\(b\)](#)

Cross References

Special Use of School Vehicles 3.402
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Attendance 6.200

Cumberland County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 06/19/25
		Rescinds: 4.301	Issued: 01/23/25

1 General

2 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
3 treated differently from another person or otherwise be discriminated against in any athletic program
4 of the school. Equal athletic opportunities shall be provided for members of both sexes.¹

5 Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify
6 the person as male or female, as determined by anatomy and genetics existing at the time of birth”
7 ²

8 Student athletes shall only be allowed to participate in athletic activities or events that align with the
9 student’s sex indicated on his/her original birth certificate.² ³The Director of Schools/designee shall
10 require the parent/guardian to provide the student’s original birth certificate prior to participation in
11 any interscholastic athletics. If the original birth certificate is not available or does not indicate the
12 student’s sex at the time of birth, the parent/guardian shall provide medical documentation showing
13 evidence of the student’s sex at birth.

14 Interscholastic athletics shall be administered as a part of the regular school program and shall be
15 the principal’s responsibility. Principals shall ensure that school regulations regarding participation in a
16 sport are reasonable. Athletic schedules shall be filed in each school principal’s office. The principal
17 or his/her designee must accompany an athletic team on trips. Transportation of teams to athletic
18 games is approved by the Board, provided the team’s school reimburses the Board for mileage.

19 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
20 of High School athletics.³ ~~Bylaws of the Tennessee Middle School Athletic Association shall regulate the~~
21 ~~operation and control of all Elementary/Middle school athletics.~~ The Cumberland County Athletic
22 Manual will serve as standard operating procedures for elementary and middle school athletics. The
23 Director of Schools shall develop a code of conduct for all coaches to follow in order to ensure the health
24 and safety of athletes.⁴

25 INSURANCE & PHYSICAL EXAMINATIONS

26 In the event that the school’s insurance provider does not extend coverage to an athlete, that athlete must
27 provide proof of independently secured catastrophic coverage and liability coverage, with the school
28 system as a named insured, of not less than the limits set forth in State law.⁵ It shall be the
29 responsibility of the parent(s) or guardian to provide health and hospitalization insurance for all
30 students participating in interscholastic athletics.

31 Prior to participation in interscholastic athletics, every student must complete an annual physical
32 examination.⁶ The parents/guardians of each student shall be responsible for covering the cost of
33 the examination, and these records shall be on file in the principal’s office.

1 SCHEDULING CONFLICTS

2 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any
3 group of students for the purpose of attending the practice of any interscholastic sport during the school
4 day without written permission from the Board.⁷ This does not prevent regular physical training lessons
5 in the daily school program.

6 Students shall not be required to attend a school athletic event or event related to participation on a school
7 athletic team, if the event is on an official school holiday, observed day of worship, or religious holiday.
8 The student's parent/guardian shall notify the coach in writing three (3) full school days prior to the
9 event.⁸

10 SEVERE WEATHER⁴

11 Severe weather is any type of weather that could impede the safety of any athlete by compromising the
12 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,
13 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be
14 discussed with all players, coaches, and officials, if applicable.

15 All coaches who oversee or participate in outdoor training, practice, or competition shall annually
16 complete a heat illness prevention course approved by the Tennessee Department of Health as well as
17 receive training on activity modifications based on environmental conditions.

18 PROHIBITION AGAINST HAZING

19 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or
20 tolerate hazing activities.⁹

21 HOME SCHOOLS STUDENT PARTICIPATION¹⁰

22 Home school students shall be permitted to participate in accordance with TSSAA or
23 TMSAA guidelines. If a school is not a member with these organizations, home school students that are
24 zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as
25 other students.

26 VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹

27 Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA
28 guidelines. If a school is not a member with these organizations, virtual school students that are zoned
29 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
30 students.

31 PRIVATE SCHOOL STUDENT PARTICIPATION¹²

32 While students from private schools are permitted to try out for interscholastic athletics teams, this does
33 not guarantee that they will make the team. As with all students, those from other schools shall only be
34 admitted to the team subject to the independent decision of the coach or other relevant school official.

35 *Public Schools with TSSAA or TMSSAA Membership*

36 Private school students shall be permitted to participate in accordance with TSSAA or TMSAA
37 guidelines subject to the following conditions. These students must:

- Attend a private school that is not a member with TSSAA or TMSAA and serves fewer than two-hundred (200) students in grades six through eight (6-8) or fewer than two hundred students in grades nine through twelve (9-12);
- Satisfy the eligibility requirements established by TSSAA or TMSAA; and
- Reside within the geographic boundaries of the district.

38 These students shall be permitted to participate in athletic programs not offered by the private school, but only in the middle or high school that they are zoned to attend.

39 **TSSAA AMATEUR RULE**

40 All student athletes must adhere to TSSAA rules regarding payment and representation. This extends to
41 name, and likeness agreements. Payments provided to student athletes through private agreements shall
42 not be the responsibility of the school district.

Legal References

1. [34 CFR § 106.41](#); [20 USCA § 1681 et seq.](#)
2. [TCA 49-6-310\(a\)](#) Public Acts of 2026, Chapter No. 938
3. [TRR/MS 0520-01-02-08\(1\)](#) [TCA 49-6-310\(a\)](#)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\)](#); [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)
9. [TCA 49-2-120](#)
10. [TCA 49-6-3050\(c\)\(1\)\(B\)](#)
11. [Public Acts of 2025, Chapter No. 173](#) TCA 49-16-216
12. Public Acts of 2026, Chapter No. 893

Cross References

Special Use of School Vehicles 3.402
 Student Insurance Program 3.601
 Extracurricular Activities 4.300
 Attendance 6.200

Cumberland County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Grading System	Descriptor Code: 4.600	Issued Date: 02/26/26
		Rescinds: 4.600	Issued: 07/25/24

1 The Director of Schools shall develop an administrative procedure to establish a system of grading and
2 assessment for evaluating and recording student progress and to measure student performance in
3 conjunction with Tennessee Academic standards for grades K-8. The grading/assessment system shall
4 follow all applicable statutes and rules and regulations of the State Board of Education. The
5 grading/assessment system shall be uniform district-wide at comparable grade levels, except that the
6 Director of Schools shall have the authority to establish and operate ungraded and/or unstructured classes
7 in grades K-3 according to state rules and regulations.¹

8 The Director of Schools shall submit a copy of the grading, reporting and assessment systems to the
9 Board before the system is implemented. These guidelines shall be communicated annually to students
10 and parents/guardians.

11 Conduct grades are based on behavior and shall not be deducted from scholastic grades.

12 The report cards shall indicate the information necessary to communicate effectively with the parents
13 concerning their child's academic progress, conduct, and attendance. For students in grades kindergarten
14 through eight (K-8), the student's score on the most recently administered universal reading
15 screener shall also be provided on or with the report card along with the results of a dyslexia screener,
16 if applicable.

17 Report cards communicating student academic progress or status (grades) and attendance will be
18 provided to parents on a regular basis (9 weeks).

19 **GRADING SYSTEM: GRADES NINE - TWELVE (9-12)²**

20 Schools teaching grades nine through twelve shall use the uniform grading system established by the
21 State Board of Education. **This shall also apply to students enrolled in eighth grade for the grades**
22 **achieved on high school courses.** Using the uniform grading system, students' grades shall be reported
23 for the purposes of application for post-secondary financial assistance administered by the Tennessee
24 Student Assistance Corporation.

25 Subject-area grades shall be expressed by the following letters with their corresponding percentage
26 range:

- 27 • A (90-100)
- 28 • B (80-89)
- 29 • C (70-79)
- 30 • D (60-69)
- 31 • F (0-59)

1 Letter grades transferred into the Cumberland County School System will be converted to numerical
 2 grades for figuring class rank and scholarship purposes. Each letter grade will be assigned a numerical
 3 grade that falls within the mid-point of the grade scale used in this system.

4 Transfer Scale: A+ = 100; A = 95; A- = 90; B+ = 89; B = 85; B- = 80; C+ = 79; C = 75; C- =
 5 70; D+ = 69; D = 65; D- = 60; F = 59

6 This grading system shall be uniform throughout the school system for each grade.

7 The following courses shall include the addition of percentage points to each term grade used to
 8 calculate the semester average.

- 9 • Honors courses-(3) three percentage points;
- 10 • Local Dual Credit, Statewide Dual Credit, Industry Certification-(4) four percentage points;
- 11 and
- 12 • Advanced Placement, Cambridge International, College Level Exam Program (CLEP),
- 13 International Baccalaureate Courses, and Dual Enrollment Courses-(5) five percentage points.

14 GPA calculations will be called Lottery GPA and Local Weighted GPA. The Lottery GPA will
 15 be based on a 4.0 scale. The Local Weighted GPA will be based on a 5.0 scale. Weights will be added
 16 as outlined as outlined below:

17 **Weighting Scale**

Course Type	A (90– 100)	B (80– 89)	C (70– 79)	D (60– 69)	F (Below 60)
Regular Course	4.0	3.0	2.0	1.0	0.0
Honors Course	4.5	3.5	2.5	1.5	0.0
AP / IB / Dual Enrollment / SDC/ LDC	5.0	4.0	3.0	2.0	0.0

18 **LOTTERY SCHOLARSHIPS³**

19 Each school counselor shall provide incoming freshmen with information on college core courses
 20 required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT
 21 score, etc.) that must be met in order to receive a scholarship.

22 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal
 23 Student Aid (FAFSA). The FAFSA is available at the guidance office or online at www.fafsa.ed.gov.
 24 Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit application
 25 in a timely manner.

- 1 Elementary school counselors should explain the HOPE Scholarship and its requirements to their
- 2 students and impress upon them the benefits of making good grades.

3 **LOTTERY SCHOLARSHIP DAY**

- 4 Each school year, prior to scheduling courses for the following school year, schools teaching students
- 5 in grades 8-11 shall conduct a lottery scholarship day for students and their parents.⁴

Legal References

1. [TCA 49-2-203\(b\)\(16\)](#); [TCA 49-2-301\(b\)\(1\)\(H\)](#)
2. [TRR/MS 0520-01-03-.02](#); [State Board of Education Policy 3.301](#); [TCA 49-6-407](#)
3. [TCA 49-4-904](#), [905](#), [907](#)
4. [TCA 49-4-932\(f\)](#)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210

Reporting Student Progress 4.601

Honor Roll, Awards, & Class Ranking 4.602

Promotion and Retention 4.603

Transcript Alterations 4.608

Cumberland County Board of Education

Monitoring:
**Review: Annually, in
November**

Descriptor Term:

Promotion and Retention

Descriptor Code:
4.603

Issued Date:
02/26/26

Rescinds:
4.603

Issued:
01/23/25

1 *General*

2 All promotion and retention decisions shall be made on a case-by-case basis and comply with state and
3 federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if
4 applicable.¹

5 Students who have difficulty in achieving the requirements for promotion may be considered for
6 retention. Schools shall identify these students by February 1st. Factors used to identify students for
7 retention shall include:²

8 1. Ability to perform at the current grade level;

9

10 2. Results of local assessments, screening, or monitoring tools;

11

12 3. State assessments, as applicable;

13

14 4. Home Literacy Reports;³

15

16 5. Overall academic achievement of the student;

17

18 6. Likelihood of success with more difficult material if promoted to the next grade;

19

20 7. Attendance record; and

21

22 8. The student's maturity.

23 Students may be identified for retention after the February 1st deadline if the delay in identifying a
24 student is due to:⁴

25 1. Date of enrollment; or

26

2. Additional information acquired after results of local assessment, screening, or monitoring are released.

VOLUNTARY RETENTION⁵

A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain his/her student in the current grade level if:

1. The student has a documented academic or behavioral delay; and
2. The parent/guardian believes that retention may benefit the student.

This information shall be submitted in writing within thirty (30) days of the end of the school year. The district shall send written notice to the parent/guardian confirming whether the student is eligible for retention under state law.

PROMOTION PLANS⁶

When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school counselor, or other appropriate school personnel.

Promotion plans shall incorporate evidence-based strategies, including expectations and measurements that will verify whether a student has made sufficient progress to be promoted to the next grade level, and be tailored to the student's learning needs. Promotion plans for the students in third and fourth grade will include additional requirements for promoting students in these grades. A copy of the plan will be provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a parent-teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the promotion plan.

A student who demonstrates sufficient academic progress according to his/her promotion plan shall be promoted to the next grade level unless retention is required per additional requirements for students in third and fourth grade.⁷

If a student has not demonstrated sufficient academic progress according to his/her promotion plan by the end of the school year, the student shall be eligible to enroll in a summer reading or learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar days prior to the start of the next school year if the student was enrolled in a summer program. However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school year.⁸

RETENTION⁷

- 1 A student may be retained when such retention is in the best interest of the student or when retention is
- 2 required per additional requirements for students in third and fourth grade.

3 *Decision of Retention – General*⁹

- 4 If a student is retained, the Director of Schools/designee shall develop an individualized academic
- 5 remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of
- 6 the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its
- 7 development. This plan shall include at least one of the following strategies:

- 8 1. Adjustment to the current instructional strategies or materials;
- 9 2. Additional instructional time;
- 10 3. Individual tutoring;
- 11 4. Modification to the student's classroom assignment to ensure the student received
- 12 instruction from a teacher with a level of overall effectiveness of above expectations (level
- 13 4) or significantly above expectations (level 5); or
- 14 5. Attendance or truancy interventions.

- 15 A student shall not be retained more than once in any grade. The progress of students who are retained
- 16 shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the
- 17 school year in which the student is retained. The Director of Schools shall develop procedures to
- 18 ensure appropriate recordkeeping of students who are retained.

19 *Decision of Retention – Third Grade*¹⁰

- 20 Third grade students shall not be promoted to the next grade unless they are determined to be
- 21 proficient (i.e., receive a performance level rating of met or exceeded expectations) in English
- 22 language arts (ELA) based on the student's most recent TCAP test.

- 23 Students who are not proficient in ELA may still be promoted if the following conditions are met:

- 24 1. A student in third grade receiving a performance level rating of "approaching" on the ELA
- 25 portion of the student's most recent TCAP test may be promoted if:
- 26
- 27 ☐. The student is an English language learner and has received less than two (2) full years
- 28 of ELA instruction;
- 29 ☐. The student was previously retained in grades K-3;
- 30 ☐. The student is retested before the next school year and scores proficient in ELA;
- 31 ☐. The student attends a learning loss bridge camp before the next school year, maintains a
- 32 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-
- 33 test at the end of the camp;

- ☐ The student receives tutoring for the entirety of the next school year in accordance with state law; or
- ☐ Beginning with the 2023-2024 school year, the student demonstrates proficiency in ELA standards by scoring within the fiftieth percentile on the most recently administered state-provided benchmark assessment and the district provides tutoring services to the student during the entire fourth grade school year and notifies the student's parent/guardian, in writing, of the benefits of enrolling the student in summer programming.
- ☒ The student was administered a state-mandated assessment pursuant to TCA 49-1-616 (d) as a third-grade student and the student demonstrates proficiency in ELA based on the student scoring within the fiftieth (50th) percentile on the most recently administered universal reader screener approved by the State Board of Education or the Tennessee universal reading screener.¹¹

2. A student in third grade receiving a performance level rating of "below" on the ELA portion of the student's most recent TCAP test may be promoted if:

- ☐ The student is an English language learner and has received less than two (2) full years of ELA instruction;
- ☐ The student was previously retained in grades K-3;
- ☐ The student is retested before the next school year and scores proficient in ELA; or
- ☐ The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with the state law.

Decision of Retention – Fourth Grade¹⁰

Students in the following categories may be promoted to fifth grade if they demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test:

1. A student who was promoted to the fourth grade due to receiving tutoring for the entirety of the fourth-grade school year; and
2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the fourth grade school year.

If a student that was promoted to fourth grade under one of the provisions above does not demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test, then the following shall occur:

- 1 1. The student's principal shall convene a conference consisting of the following parties: the
2 student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.
3
- 4 2. The conference shall review the student's fourth grade ELA performance to determine if the
5 student should be promoted to fifth grade.
6
- 7 3. At the conclusion of the conference, a majority of the parties shall agree to one of the
8 following:
 - 9 ☐. The student will be promoted to fifth grade and be assigned a tutor for the entirety of
10 the student's fifth-grade year; or
 - 11 ☐. The student will be retained in fourth grade. A student shall not be retained more than
12 once in fourth grade.

13 *Decision of Retention – Students with Disabilities*¹²

14 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the
15 student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of
16 TCAP was due to the student's disability. The school district shall not retain a student with a disability
17 or a suspected disability that impacts their ability to read.

18 **APPEALS**¹³

19 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision
20 to retain the student and provided with information on the right to appeal the decision. Appeals shall be
21 made to a committee appointed by the principal within 10 business days. The student and his/her
22 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given
23 the opportunity to address the committee. The committee shall conduct a hearing within 10 business
24 days to determine if the student will be promoted and issue such decision within 10 business days. Upon
25 notification of the committee decision, the principal shall send written notification to the Director of
26 Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of
27 their right to appeal such action within 10 business days to the Director of Schools/designee.

28 The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A
29 decision shall be issued within 10 business days.

30 Within five (5) business days of the Director of Schools/designee rendering a decision, the student's
31 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
32 Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee.
33 The action of the Board shall be final.

34 For students where retention is required per the additional requirements for students in third and fourth
35 grade, parent(s)/guardian(s) may appeal this decision in accordance with state law.⁷

Legal References

1. 20 USCA § 1400 *et seq.*; 29 U.S.C. § 794 (Section 504); TRR/MS 0520-01-03-.16; TCA 49-6-3115
2. TRR/MS 0520-01-03-.16(5)
3. TCA 49-1-905(e)
4. TRR/MS 0520-01-03-.16(4)
5. TCA 49-6-314; TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)
7. TRR/MS 0520-01-03-.16(7)(f)
8. TRR/MS 0520-01-03-.16(7)(e)
9. TRR/MS 0520-01-03-.16(7)(g)
10. TRR/MS 0520-01-03-.16(8)
11. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq.*; TRR/MS 0520-01-03-.16(7)(e); Public Acts of 2024 2026, Chapter No. 1030 989
12. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq.*; TRR/MS 0520-01-03-.16(7)(e); TRR/MS 0520-01-03-.16(7)(e); TRR/MS 0520-01-02-17(7); TCA 49-6-3102 3115(e)(1)(a)(3)
13. TRR/MS 0520-01-03-.16(3)(7)(f) TRR/MS 0520-01-02-17(7); TCA 49-6-3102(e)(1)

Cross References

Credit Recovery 4.210
 Grading System 4.600
 Reporting Student Progress 4.601
 Attendance 6.200
 Student Assignments 6.205
 Homeless Students 6.503
 Student Records 6.600

Cumberland County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Graduation Requirements	Descriptor Code: 4.605	Issued Date: 02/26/26
		Rescinds: 4.605	Issued: 07/27/23

1 General

2 The program of studies shall include areas required by the State Board of Education.

3 Before high school graduation, every student shall:¹

- 4 1. Achieve the specified twenty-two (22) units of credit; (For Phoenix and Special Education) 27
5 units of credit for Cumberland County High School and Stone Memorial High School (Note:
6 The minimum state requirement for graduation is twenty-two (22) units of credit).
- 7 2. Take the required end of course exams;
- 8 3. Have satisfactory records of attendance and conduct;
- 9 4. Take the American College Testing (ACT) or Scholastic Assessment Test (SAT) prior to
10 graduation;² and
- 11 5. Pass a United States civics test.³

12 If a middle school student successfully completes any of the State Board-required high school credits, as
13 evidenced by a passing grade in the course prior to grade nine (9), the student shall receive graduation credit for
14 that coursework.⁴

15 SPECIAL EDUCATION STUDENTS⁴5

16 Special education students, who earn the prescribed twenty-two (22) credit minimum shall be awarded
17 a regular high school diploma.

18 Students who have received the below diplomas shall continue to make progress towards a regular high
19 school diploma until the end of the school year in which they turn twenty-two (22) years old.

20 Special Education Diploma

21 A special education diploma shall be awarded to students who have not met the requirements for a regular
22 high school diploma but have:⁵6

- 23 1. Completed four (4) years of high school;
- 24 2. Made satisfactory progress on their Individualized Education Program (IEP); and
- 25 3. Maintained satisfactory records of attendance and conduct.

26 Occupational Diploma

27 Special education students who do not meet the requirements for a regular high school diploma may be
28 awarded an occupational diploma if the student has:^{1,4}5

1. Completed at least four (4) years of high school;
2. Made satisfactory progress on their IEP;
3. Maintained satisfactory records of attendance and conduct;
4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment (SKEMA);
5. Has two (2) years of paid or non-paid work experience.

The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade year or two (2) academic years prior to the expected graduation date.

Alternate Academic Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an alternate academic diploma if the student has:

1. Completed at least four (4) years of high school;
2. Participated in the high school alternate assessments;
3. Earned the prescribed twenty-two (22) credit minimum;
4. Made satisfactory progress on their IEP;
5. Maintained satisfactory records of attendance and conduct; and
6. Completed a transition assessment that measures postsecondary education and training, employment, independent living, and community involvement.

STUDENT LOAD

All full-time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal this requirement to the director of schools and then to the board.

EARLY GRADUATION

Student has met all Tennessee and Cumberland County Board of Education requirements for graduation.

“MOVE ON WHEN READY” EARLY GRADUATION

High school students shall be permitted to complete an early graduation program. Students intending to graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as soon thereafter as the intent is known.

In order to graduate early, students must meet the following requirements:

- 1 1. Earn the required seventeen (17) credits which are outlined in the state's high school policy
- 2 2.103 II.2a;
- 3 2. Achieve the required benchmark score for each required end-of-course exam;
- 4 3. Attain an unweighted cumulative Grade Point Average (GPA) of at least 3.2 on a 4.0 scale;
- 5 4. Meet the minimum ACT or SAT benchmark score;
- 6 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 7 6. Complete at least two (2) ~~early postsecondary~~ types of the following courses.
- 8 a. AP
- 9 b. IB
- 10 c. Dual Enrollment; or
- 11 d. Dual Credit
- 12 The director of schools shall develop administrative procedures to ensure that the early graduation
- 13 program is conducted in accordance with state law, including reporting the total number of requests to
- 14 graduate early to the TN Department of Education ⁹.

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103;
TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. ~~TRR/MS 0520-01-03-.06~~; State Board of Education Policy
2.103
5. TRR/MS 0520-01-03-.06; TCA 49-6-6005; State Board of
Education Policy 2.103
6. ~~TRR/MS 0520-01-03-.06(19)~~; TCA 49-6-6005; State Board
of Education Policy 2.103
7. ~~TCA 49-6-8103; State Board of Education Policy 2.103~~
TRR/MS 0520-01-03-.06(19)
8. TCA 49-6-8103; State Board of Education Policy 2.103;
Public Acts of 2026, Chapter No. 912
9. Public Acts of 2026, Chapter No. 1040

Cross References

Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Equal Opportunity Employment	Descriptor Code: 5.104	Issued Date: 04/27/23
		Rescinds: 5.104	Issued: 04/27/17

1 Opportunity for employment, as well as continuation and advancement in employment, shall be
2 afforded equally to members of all races, creeds, colors, sex (**Sex shall be defined as the “immutable**
3 **characteristics of the person’s reproductive system that identify the person as male or female, as**
4 **determined by anatomy and genetics existing at the time of birth” unless otherwise required by federal**
5 **law**), religions, ages, national origins, and individuals with disabilities or veteran status with regard only
6 for qualifications for the positions involved.¹

Legal References

- . ~~U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; and 42 USC § 12101-12213~~ U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Public Acts of 2026, Chapter No. 938; *Bostock v. Clayton Cnty., Georgia*, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 (2020); Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; 42 USCA § 12101-12213; TCA 50-10-101

Cross References

Section 504 & ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501

Version Date: March 6, 2023

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Issued Date: 03/27/25
		Rescinds: 5.106	Issued: 07/27/23

1 APPLICATION

2 An individual desiring a position with the Cumberland County School District shall make application
3 to the Director of Schools on forms approved by the Board. To ensure the safety and welfare of
4 students and staff, the district shall require criminal history background checks and fingerprinting of
5 applicants for teaching positions and any other positions that require proximity to children.¹ If applying
6 for a teaching position, the Director of Schools shall also check the applicant's license status in the
7 State Board of Education's database to determine if there is a hold on that applicant's license, and if so,
8 the reasoning behind the hold.²

9 Knowingly falsifying information shall be sufficient grounds for termination of employment and shall
10 also constitute a Class A misdemeanor which shall be reported to the District Attorney General for
11 prosecution.³

12 Any costs incurred to perform these background checks and fingerprinting shall be paid by the
13 applicant. The Board shall reimburse the applicant if a position is offered and accepted.⁴

14 *Professional Employees*

15 The application shall include a transcript of credits earned at the colleges or universities attended along
16 with references from persons such as previous employers, college professors, and supervisors of
17 student teachers. Other information shall include whether such applicant has been dismissed for cause
18 from a school district.⁵ If previously employed by a local board of education, the applicant shall
19 provide evidence of acceptable resignation.

20 No person shall be employed:

- 21 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board
22 of Education;⁶
- 23 2. Who has been identified by the Department of Children's Services, or on a similar registry in
24 another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or
25 child neglect or who poses an immediate threat to the health, safety, or welfare of children;⁷
- 26 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
27 of Health, or on a similar registry in another jurisdiction;⁷
- 28 4. Who refuses to sign a health declaration form showing a satisfactory health record and no
29 contagious or communicable disease in such form that might endanger the health of school
30 children;⁸

5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;⁹

6. Who has not had their information verified using E-Verify;¹⁰

7. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or

8. Who does not receive a satisfactory background check.^{10 11}

Support Employees

No person shall be employed:

1. Who has any contagious or communicable disease in such form that might endanger the health of school children;⁸

2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;⁷

3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;⁷

4. Who has not had their information verified using E-Verify;¹⁰

5. ~~Who has not complied with the Immigration Reform and Control Act of 1986;~~¹¹

6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or

7. Who does not receive a satisfactory background check.^{10 11}

8. A bus driver who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children.⁸

EMPLOYMENT

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Initial Employment for Professional Employees

The Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.^{12 13} From the date of the written acceptance, such person is considered to be under employment with the district and is subject to all rights, privileges, and duties.

Legal References

1. TCA 49-5-406; TCA 49-5-413
2. State Board of Education Policy 5.501
3. TCA 49-5-406(a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; TCA 49-5-106
7. TCA 49-5-413(e)
8. TCA 49-5-404
9. TCA 49-5-405
10. ~~TCA 49-5-413(a), (f)~~ Immigration Reform and Control Acts of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq*; Public Acts of 2026, Chapter No. 772
11. ~~Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq*.~~ TCA 49-5-413(a)(f)
12. TCA 49-5-406(b)

Cross References

Orientation and Probation 5.107
Compensation Guides & Contracts 5.110
Background Investigations 5.118
Recommendations and File Transfers 5.203
Interim Employees 5.700
Qualifications and Duties of the Director of Schools 5.802

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date: 07/24/25
		Rescinds: 5.110	Issued: 06/22/23

1 General

2 Certified personnel shall make a written contract with the Board at a fixed annual salary per month
3 before entering upon their duties.¹

4 The Director of Schools shall establish the salary rating of all personnel and shall recommend the salary
5 schedule to the Board for its approval.²

6 Contracts for certified personnel shall provide the following ³

7 1. A minimum of one hundred and eighty (180) working days;

8 2. A minimum of five (5) days for in-service education;

9 3. Ten (10) vacation days; and

10 4. Five (5) days as designated by the board (teachers shall use one (1) day for parent-teacher
11 conferences).

12 The school calendar adopted by the Board each year shall become part of all certified personnel
13 contracts.

14 Salaries and supplements may be paid from revenue derived from sources other than taxes, provided the
15 revenue is deposited with and salaries paid through the Board. This includes donations or contributions
16 from individual, civic or other non-school related sources of funds from individual school activity funds,
17 such as gate receipts and concessions.^{1,4}

18 The district will recognize 100% of the same job experience. The burden of experience rests with the
19 individual. Verification must be submitted within 30 days of date of hire to be considered for
20 advancement on the pay scale.

21 ACCRUED LEAVE & BENEFICIARIES⁵

22 A deceased **teacher's** **employee's** estate or designated beneficiary shall be paid the value of any unused
23 accumulated leave. Unless an **employee teacher** designates differently, the beneficiary shall be the
24 same as the beneficiary designed for receipt of retirement benefits with the Tennessee Consolidated
25 Retirement System.

Legal References

1. [TCA 49-2-203\(a\)\(1\)](#); [TCA 49-5-408](#)
2. [TCA 49-5-402](#)
3. [TCA 49-6-3004](#)
4. [TCA 49-6-2006\(a\)](#)
5. [TCA 49-5-717](#); Public Acts of ~~2025~~ 2026, Chapter
No. ~~433~~ 909

Cross References

School Calendar 1.800
Revenues 2.400
Payroll 2.802
Application and Employment 5.106

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200	Issued Date: 04/27/23
		Rescinds: 5.200	Issued: 09/22/22

1 ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

2 If an investigation of an employee's conduct is required, the Director of Schools shall determine
3 whether to temporarily modify the employee's work status based on concerns for safety or to minimize
4 disruption to the educational environment. This may include, but is not limited to:

- 5 Reassignment to alternate duties;
- 6 Placement on administrative leave with pay; or
- 7 Temporary removal from the school setting.

8 Such action shall not be considered disciplinary in nature but rather a precautionary measure until a
9 determination can be made regarding an appropriate return to duties, or the imposition of disciplinary
10 action, which could include suspension without pay.

11 SUSPENSION PENDING AN INVESTIGATION¹

12 The Director of Schools may suspend a tenured teacher at any time that may seem necessary, pending
13 investigation or final disposition of a case before the board or an appeal. If the matter under investigation
14 is not the subject of an ongoing criminal investigation or a Department of Children's Services
15 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
16 not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend
17 a tenured teacher with pay. If vindicated or reinstated, the tenured teacher shall be paid full salary for
18 the period of suspension.

19 SUSPENSION OF THREE DAYS OR LESS^{2,3}

20 A Director of Schools/designee may suspend a tenured teacher for incompetence, inefficiency, neglect
21 of duty, unprofessional conduct, and insubordination. Before a tenured teacher is suspended, he/she shall
22 be: (1) provided with written notice, including the reasons for the suspension along with an explanation
23 of the evidence; (2) given an opportunity to respond to the Director at a conference, if requested within
24 five (5) working days; and (3) given a written decision of the suspension within ten (10) working days.
25 Both parties may be represented by counsel at the conference, which shall be recorded.

26 Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated,
27 the tenured teacher shall be paid full salary for the period of suspension, unless suspension without pay
28 is deemed to be an appropriate penalty.

29 DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS⁴

30 When a tenured teacher is charged with offenses, that may justify dismissal or a suspension greater than
31 three (3) days, the charges shall be made in writing, specifically stating the offenses that are charged,
32 and shall be signed by the party or parties making the charges.

33 If, in the opinion of the Board, the charges are of such nature as to warrant the dismissal or a suspension
34 greater than three (3) days of the teacher, the Director of Schools shall give the teacher a written notice
35 of this decision, a copy of the charges against the tenured teacher, and a copy of a form provided by the
36 Commissioner of Education advising the tenured teacher of his/her legal duties, rights, and recourse.

37 A tenured teacher who has been given notice of charges against him/her may within thirty (30) days after
38 receipt of notice give written notice to the Director of Schools of his/her request for a hearing.

39 The Director of Schools shall, within five (5) working days after receipt of request, assign a hearing
40 officer from the list maintained by the Board.

41 The Board shall maintain a list of qualified individuals who have indicated a willingness to act as
42 impartial hearing officers as defined under Tennessee law.

43 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the
44 parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of
45 issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days following
46 receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any
47 prehearing conference may be conducted by telephone if each participant has an opportunity to
48 participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered
49 to issue appropriate orders and to regulate the conduct of the proceedings.

50 Either party may appeal to the Board an adverse ruling by giving written notice of appeal within ten (10)
51 working days of the hearing officer's delivery of the hearing officer's written findings and conclusions.
52 The Director of Schools shall prepare a copy of the proceedings, including all transcripts and evidence,
53 documentary or otherwise, and transmit the same to the Board within twenty (20) working days of the
54 receipt of the notice of appeal.

55 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party.
56 The appealing party may appear before the Board to argue why the adverse ruling should be overturned.
57 In no event should such argument last more than fifteen (15) minutes, unless the Board should vote to
58 extend additional time. At the conclusion of the hearing, the Board may vote to sustain the decision of
59 the hearing officer, send the record back for additional evidence, revise the penalty or reverse the
60 decision. The Board shall render its decision within ten (10) working days after the conclusion of the
61 hearing. In the event that the decision of the Board is appealed to the chancery court, the Board shall
62 transmit the entire record prepared by the Director and reviewed by the Board to the chancery court for
63 its review.

64 **RESIGNATION**

65 A tenured teacher shall give the Director of Schools notice of resignation at least thirty (30) days before
66 the effective date of the resignation. A tenured teacher who fails to give such notice, in the absence of
67 justifiable extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30)
68 days' notice requirement and permit a teacher to resign in good standing.⁵

69 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

70 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
71 statement of a physician approved by the Board; and

72 2. The release by the Board of the tenured teacher from the contract, which the tenured teacher has
73 entered into with the Board.

74 Any tenured teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior
75 to the date of return if the tenured teacher does not intend to return to the position from which he/she has
76 taken leave. Failure to render such notice may be considered a breach of contract.⁷

77 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
78 the State Board of Education and request the suspension of a tenured teacher's license. After the State
79 Board of Education has provided the tenured teacher an opportunity for defense during a hearing, the
80 State Board of Education may suspend the license for no less than thirty (30) and no more than three
81 hundred sixty-five (365) days.⁸

82 RETIREMENT

83 Retirement is a termination of services under conditions which will allow the employee to draw benefits
84 from retirement plans and/or Social Security benefits. Tenured teachers eligible for retirement benefits
85 may elect to retire at any age according to the provisions of the retirement system.

86 Central office personnel shall assist tenured teachers in securing retirement benefits; however, it shall be
87 the responsibility of the retiring tenured teacher to provide verification of eligibility in writing from the
88 Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of
89 the retiring tenured teacher to file for benefits.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Separation Practices for Non- Tenured Teachers	Descriptor Code: 5.201	Issued Date: 05/25/23
		Rescinds: 5.201	Issued: 09/22/22

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

Reassignment to alternate duties;

Placement on administrative leave with pay; or

Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION¹

The Director of Schools may suspend a non-tenured teacher at any time that may seem necessary, pending investigation or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If vindicated or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS²

A Director of Schools/designee may suspend a non-tenured teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a non-tenured teacher is suspended he/she shall be: (1) provided with written notice, including the reasons for the suspension along with an explanation of the evidence; (2) given an opportunity to respond to the Director of Schools at a recorded conference, if requested within five **5** working days; and (3) given a written decision of the suspension within ten **10** working days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

1 DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²

2 The Director of Schools may dismiss or suspend for more than three **3** working days any non-tenured
3 teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct, or
4 neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

5 The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing
6 before an impartial hearing officer.

7 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
8 hear the case and the non-tenured teacher shall have the right to:

- 9 1. Be represented by counsel;
- 10 2. Call and subpoena witnesses;
- 11 3. Examine all witnesses; and
- 12 4. Require that all testimony be given under oath.

13 Factual findings and decisions in all dismissal cases shall be provided in written form and delivered to
14 the affected non-tenured teacher within ten **10** working days following the close of the hearing. The non-
15 tenured teacher may appeal the decision to the Board within ten **10** working days of the hearing officer
16 rendering the written decision to the non-tenured teacher. Written notice of appeal to the Board shall be
17 given to the Director of Schools. Within twenty **20** working days of receipt of notice, the Director of
18 School shall prepare a copy of the proceedings including all transcripts, documentary and evidence or
19 otherwise presented and provide the Board a copy of the same.

20 The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in
21 same manner as the non-tenured teacher.

22 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may
23 appear in person or be represented by counsel and argue why the decision should be modified or reversed.
24 The Board shall take one of the following actions:

- 25 1. Sustain the decision;
- 26 2. Send the record back if additional evidence is necessary; or
- 27 3. Revise the penalty or reverse the decision.

28 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
29 sustaining the charges. The Board shall render a decision on the appeal within ten **10** working days after
30 the conclusion of the hearing.

31 Within twenty **20** working days after receipt of notice of the decision of the Board, either party may
32 appeal to the chancery court in the county where the school district is located. The Board shall provide
33 the entire record of the hearing to the court.

34 NON-RENEWAL

Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of employment enjoyed by tenured teachers except that they have no claim upon continuing employment or tenure protections.

The principal is responsible for discussing deficiencies as part of the evaluation process with the non-tenured teacher and providing assistance for overcoming these deficiencies.

The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher, the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier or by email within five (5) business days following the last instructional day for the school year.³ If the reason for the non-renewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for non-renewal.⁴

RESIGNATION

A non-tenured teacher shall give the Director of Schools notice of resignation at least thirty **30** days before the effective date of the resignation.⁵ The Board may waive the thirty **30** days-notice requirement and permit a non-tenured teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:⁶

1. The incapacity on the part of the non-tenured teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; and
2. The release by the Board of the non-tenured teacher from the contract, which the non-tenured teacher has entered into with the Board.

Any non-tenured teacher on leave shall notify the Director of Schools in writing at least thirty **30** days prior to the date of return if the non-tenured teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.⁷

Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a non-tenured teacher's license. After the State Board of Education has provided the non-tenured teacher an opportunity for defense during a hearing, the State Board of Education may suspend the license for no less than thirty **30** days and no more than three hundred sixty-five **365** days.⁸

RETIREMENT

Retirement shall mean a termination of services under conditions, which will allow the non-tenured teacher to draw benefits from retirement plans and/or Social Security benefits.

Non-tenured teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist non-tenured teachers in securing retirement benefits; however, it shall be the responsibility of the retiring non-tenured teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring non-tenured teacher to file for benefits.

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal guidelines outlined in this policy.)

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. ~~Public Acts of 2022, Chapter No. 678~~ TCA 49-5-409(b)(2)
5. TCA 49-5-508
6. TCA 49-5-411(a)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Cumberland County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 07/27/23
		Rescinds: 5.600	Issued: 04/27/23

- 1 In fulfilling any rights and responsibilities, employees shall give proper consideration to the
- 2 educational welfare of students and ensure that no conflict exists with their duties.

- 3 Each staff member has the right to a work environment free from sexual, racial, ethnic, and religious
- 4 discrimination/harassment.¹

- 5 Educators have the right to:²
 - 6 1. Be treated with civility and respect as well as having his/her professional judgement and
 - 7 discretion respected;
 - 8
 - 9 2. Have their professional judgment and discretion respected;
 - 10
 - 11 3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or
 - 12 appropriate agencies;
 - 13
 - 14 4. Provide students with a safe environment;
 - 15
 - 16 5. Defend themselves and their students from physical violence or harm;³
 - 17
 - 18 6. Share information regarding a student's educational experience, health, or safety with the
 - 19 student's parent(s)/guardian(s) unless otherwise prohibited;⁴
 - 20
 - 21 7. Review all instructional material or curriculum before being utilized by students;
 - 22
 - 23 8. Not be required to use his/her personal money to appropriately equip a classroom;
 - 24
 - 25 9. Report students who commit offenses of assault and battery or vandalism on school property
 - 26 endangering the life, health, or safety of others pursuant to state law;⁵ and
 - 27

10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to a physical assault or other violent criminal act committed during the course of employment.⁶

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by the laws of the state, the policies of the Board, and the procedures designed to implement them;

2. To adhere to the Teacher Code of Ethics, to the extent applicable;⁷

3. Refrain from any sexually related behavior with students, including students who have graduated or withdrawn in the immediately preceding twelve (12) months;⁸

4. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know;

5. Be courteous and helpful in interacting and responding to parent(s)/guardian(s), visitors, and members of the public;

6. Keep all records and prepare and submit promptly all reports that may be required by state law, State Board of Education rules and regulations, board policy, and administrative procedures; and

7. Wear appropriate dress for work according to local school rules.

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209; Public Acts of 2023, Chapter No. 153
3. TCA 49-6-2802
4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-714
7. TCA 49-5-1001 ~~et seq.~~
8. Public Acts of 2026, Chapter No. 898

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Cumberland County Board of Education

Monitoring:

Date Last Reviewed:
04/08/04

Descriptor Term:

Director of Schools Recruitment and Selection

Descriptor Code:

5.801

Issued Date:

07/24/25

Rescinds:

5.801

Issued:

05/25/23

When a vacancy occurs, the appointment of a Director of Schools is a function of the Board.¹ The Board is responsible for finding the person it believes can most effectively translate into action the policies of the Board and the goals of the community and the professional staff.

The Board may employ a consultant to advise and assist the Board in the search and selection process. However, final selection shall rest with the Board after a thorough consideration of qualified applicants. An interim Director of Schools appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection procedures. A board member may not apply for or in any other way be considered for the interim or permanent position of Director of Schools.²

Prior to conducting a search to fill the position, the Board shall initially develop the following:³

1. A job description

2. A timeline

3. A **process system** for accepting and reviewing applications, **including a process for handling public versus non-public material (Note: Per state law, records of all applicants are public unless candidates request their records be made private); and**

4. Selection procedures which shall include, but not be limited to, the following:

a.1. The Board may invite the community, including board employees, to participate in the process of selecting a Director of Schools. Resumes of persons interviewed by the Board shall be available in the central office for public inspection.

b. 2. The interview process for each finalist shall include meetings with various staff and community groups and an interview with the entire Board if possible.

c. 3. Candidates shall be interviewed by the Board in an **open executive** session. **All deliberation shall occur during public meetings.** Only board members will be allowed to ask questions during the interview.

d. 4. The Board will attempt to select a Director **of Schools** by unanimous vote **during a regular**

meeting, but **only** a majority vote of the membership of the Board shall be required for the

appointment of a Director of Schools.

TCA 49-2-202(g) states the following:

A majority of all of the members constituting the Board, and not merely a majority of the quorum, shall be required to transact all business coming before the Board in regular or special meeting.

Legal References

1. [TCA 49-2-203\(a\)\(13\)](#)
2. [TCA 49-2-203\(a\)\(1\)\(D\)](#)
3. [TCA 49-2-203\(a\)\(13\)\(B\)](#) Public Acts of 2026,
Chapter No. 1048

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Goals	Descriptor Code: 6.100	Issued Date: 05/25/23
		Rescinds: 6.100	Issued: 04/23/20

In order to establish an environment conducive to learning for each student, the Board establishes the following goals:

1. To assure all students the same educational opportunities regardless of race, color, creed, religion, ethnic origin, sex, or disabilities; **Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth”;**¹
2. To protect and observe the legal rights of students;
3. To educate all students in a respectful and encouraging environment;
4. To promote faithful attendance and diligent effort;
5. To provide an environment where students can learn personal and civic responsibility for their actions through meaningful experiences as school citizens;
6. To discipline students in a fair and constructive manner; and
7. To provide for the safety, health and welfare of students.

Legal Reference:

1. 20 U.S.C. § 1703; TCA 49-6-3109;
Public Acts of 2026, Chapter No. 938

Cross References:

School District Goals 1.700
Instructional Goals 4.100
Student Discrimination/Harassment, Bullying,
Cyberbullying and Intimidation 6.304

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Home Schools	Descriptor Code: 6.202	Issued Date: 07/24/25
		Rescinds: 6.202	Issued: 07/27/23

A “home school” is a school conducted or directed by parent(s)/guardian(s) for their own children. Home schools which teach K-12 where the parents/guardians are associated with an organization that conducts church-related schools¹ are exempt from the following provisions but shall follow procedures issued by the State Department of Education.

A parent/guardian wishing to conduct a home school shall meet the following requirements:²

1. Provide annual notice to the Director of Schools before the commencement of each school year of the intent to conduct a home school;

2. Submit to the Director of Schools the name, number, age, grade level of children involved, location of the school, curriculum to be offered, proposed hours of instruction, and qualifications of the parent-teacher;

3. Maintain attendance records, subject to inspection by the Director of Schools;

4. Submit attendance records to the Director of Schools at the end of each school year;

5. Provide instruction for at least four (4) hours per day for the same number of instructional days as required by state law;³

6. Possess a high school diploma or high school equivalency credential approved by the State Board of Education;⁴

7. ~~Cooperate in~~ **Ensure** the administration to home school students of appropriate tests **approved** by the ~~Commissioner~~ **State Board** of Education ~~/designee or by a professional testing service or a standardized test selected by the parent-teacher that provides nationally normed analytics in English and Math~~ in grades five (5), seven (7), and nine (9);⁵

~~8. Take actions according to state law if home school student falls behind appropriate grade level;~~

~~8~~ **9**. Submit proof to the Director of Schools that other health services and examinations as required by state law have been received by the home school student; and

~~9~~ **10**. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject, employ a tutor having the same qualifications as required of parent-teacher.

If one or more of these requirements are not met, the Board authorizes the Director of Schools/designee to take formal action to bring the child into compliance with the Compulsory Attendance Law (until the

36 child has reached age seventeen 17), either in the home school or in a public, private or church-related
37 school.

1 FACILITIES USE

2 ~~It may be the policy of this Board that public school facilities may~~ School facilities shall
3 be available for home school instruction only when *all* of the following conditions exist:

- 4 1. Special needs courses are being taught which require services unavailable to the home school
5 student;
- 6
- 7 2. These services cannot be provided through any means other than the public schools;
- 8
- 9 3. Requests for services are made known by the home school parent when notice is given to the
10 Director of Schools/designee of the intent to conduct a home school;
- 11
- 12 4. The Director of Schools/designee investigates requests and makes recommendations to the
13 Board;
- 14
- 15 5. No overcrowding, additional expenses, including providing transportation, or other special
16 situations which interfere with the normal operation of the school system shall be incurred; and
17
- 18 6. Approval by the Board on a case-by-case basis.

19 RECORD ACCESS

20 The Director of Schools, through the Attendance Supervisor, shall have the attendance records of the
21 home school inspected at least two (2) times each school year in order to provide assistance in
22 implementing the Compulsory Attendance Law.

23 STUDENT PERFORMANCE⁵

24 ~~The Director of Schools shall develop administrative procedures regarding necessary consultations~~
25 ~~with home school parents in regard to student performance.~~

Legal References

1. [TCA 49-50-801\(a\)](#)
2. [TCA 49-6-3050\(b\), \(c\)](#)
3. [TCA 49-6-3004\(a\)](#); [TCA 49-6-3050\(b\)\(3\)](#)
4. [TCA 49-6-3050\(b\)\(4\)](#)
5. [TCA 49-6-3050\(b\)\(6\)](#) (5); Public Acts of 2026,
Chapter No. 912

Cross References

Compulsory Attendance Ages 6.201

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Student Assignments	Descriptor Code: 6.205	Issued Date: 04/27/23
		Rescinds: 6.205	Issued: 01/23/20

1 TO SCHOOLS

2 Students, including those in kindergarten, are expected to attend the school to which they are assigned
3 by virtue of their residence.¹ Students will enroll in the school of appropriate grade nearest their local
4 residence. The Zoning-Residency Check Guidelines found in procedures may be used to verify residency
5 of any student.

6 If a student wishes to attend a school other than his or her zoned school in Cumberland County, the
7 parent or guardian must follow Board of Education Policy 6.206 to request a transfer to another school.
8 Policy 6.206 and the corresponding out of zone procedures will serve as guidelines to respond to this
9 request.

10 For the purpose of this policy, the term "legal residence" shall mean the domicile of the child in
11 question. Although a child may have several residences, he or she shall have only one domicile, and that
12 is the child's primary place of living, where food, toys, clothes, furniture, and the like are maintained.
13 The child's domicile shall be that of his or her parents. If the parents of the child are separated or divorced,
14 the child's domicile shall be that of the primary residential parent. In the event the parents have equal
15 parenting time and are designated as joint primary residential parents in a Permanent Parenting Plan
16 and/or Order of the Court: a) If the school zone is addressed in the Permanent Parenting Plan or Court
17 Order, the child will be allowed to attend school within the school zone ordered as long as one of the
18 parents resides in that zone; b) If the school zone is not addressed, in the Permanent Parenting Plan or
19 Court Order, or if neither parent resides in a school zone named in their Permanent Parenting Plan or
20 Court Order, the parents may, by written agreement, at the beginning of each school year, determine
21 which of their addresses will determine the child's school zone. In the event that no primary residential
22 parent is named in a Parenting Plan or other legal document concerning the parent's separation, the
23 domicile of the child shall be that of the child's mother. In the case of a child whose parents are deceased,
24 or incompetent, the domicile of the minor child is that same as the domicile of the legal guardian who
25 has custody of the child. The domicile of an adopted child is that of the adoptive parents.

26 With the Director of Schools' approval, parents may elect to enroll their children in any school in the
27 school system provided the parent provides transportation to and from that respective school and
28 provided that such choice does not cause overcrowding in the chosen school.

29 Parents/**guardian(s)** who are dissatisfied with the assignment of their children may, within ten (10) days
30 after the assignment, make application to the Board for a hearing requesting a transfer to another school.²
31

1 TO CLASSES

2 The principal shall be responsible for assigning all students to classes.

3 Students who enter the system from another school system are to be placed by the principal in the
4 grade and/or level as indicated by records from the former school. If the student's placement is
5 inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade
6 level. Parents shall be kept advised.

7 Students transferring from any school not approved by the Tennessee State Department of Education
8 shall be tested to justify their grade placement in Cumberland County Public Schools. When first
9 enrolled and until test results are available, the child shall be placed in the grade in which he/she was
10 last enrolled. An achievement test shall be administered at the very earliest possible date to see if
11 achievement test scores justify appropriate grade placement.

12 The principal shall separate an alleged victim of child abuse from an alleged perpetrator if the abuse
13 allegedly occurred while the child was under the supervision or care of the school. If available and
14 appropriate, a child shall be reassigned if a request is made by the child's parent or custodian and the
15 perpetrator has been: (1) substantiated by the Department of Children's Services; (2) adjudicated by a
16 juvenile court to have committed the child sexual abuse; or (3) criminally charged.³

17 If an order of protection is issued to protect a student from another student enrolled in the same school, then
18 the principal shall develop a student safety plan and implement it for the student who is named as the
19 petitioner. This shall occur as soon possible, but no later than five (5) school days from the date on which the
20 school receives a copy of the order of protection. When reasonably practicable and appropriate, the building
21 level school safety team and the parent(s)/guardian(s) of the student named as the petitioner shall provide
22 input into the plan. The Director of Schools shall develop administrative procedures to implement this
23 process.⁴

Legal References

1. [TCA 49-6-3102, 3103](#)
2. [TCA 49-6-3201](#)
3. [TCA 49-6-3102\(h\), \(i\)](#)
4. [Public Acts of 2026, Chapter No. 862](#)

Cross References

[Promotion and Retention 4.603](#)
[Transfers Within the System 6.206](#)
[Homeless Students 6.503](#)
[Students in Foster Care 6.505](#)

Cumberland County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Questioning Students and Searches	Descriptor Code: 6.303	Issued Date: 06/19/25
		Rescinds: 6.303	Issued: 05/25/23

1 QUESTIONING BY SCHOOL PERSONNEL

2 Students may be questioned by teachers or principals about any matter pertaining to the operation of a
3 school and/or the enforcement of its rules. Questioning shall be conducted discreetly and under
4 circumstances which will avoid unnecessary embarrassment to the student. Any student answering
5 falsely or evasively or refusing to answer a question may be subject to disciplinary action, including
6 suspension.

7 If a student is suspected or accused of misconduct or infraction of the student code of conduct, the
8 principal may interrogate the student without the presence of parent(s)/guardian(s).

9 INTERROGATIONS BY POLICE AT PRINCIPAL'S REQUEST

10 If the principal has requested assistance by law enforcement to investigate a crime involving his/her
11 school, the police may interrogate a student suspect in school during school hours. The principal shall
12 first attempt to notify the parent(s)/guardian(s) of the student unless circumstances require otherwise.
13 However, the interrogation may proceed without attendance of the parent(s)/guardian(s), but the
14 principal/designee shall be present during the interrogation.¹

15 POLICE-INITIATED INTERROGATIONS

16 If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated
17 crimes committed outside of school hours, the police department should first contact the principal
18 regarding the planned interrogation and inform him/her of the probable cause to investigate. The
19 principal shall make reasonable efforts to notify the parent(s)/guardian(s) of the interrogation unless
20 circumstances require otherwise. The interrogation may proceed without attendance of the
21 parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.

22 SEARCHES BY SCHOOL PERSONNEL

23 The school principal shall authorize all searches at the outset per state law.² All principal initiated
24 searches shall be conducted by a school security officer or a school administrator **or school employee**
25 **designated by the Director of Schools** who has completed the state required training.^{2,3} The following
26 conditions shall apply to principal initiated searches:

27 1. All the following standards of reasonableness must be met:

28 ☐. A particular student has violated school policy;

- 1 ☐. The search will yield evidence of the violation of school policy or will lead to finding
2 dangerous weapons, drugs, or drug paraphernalia;
- 3 ☐. The search is in pursuit of legitimate interests of the school in maintaining order,
4 discipline, safety, supervision, and education;
- 5 ☐. The search is not conducted for the sole purpose of discovering evidence to be used in
6 criminal prosecution; and
- 7 ☒. The search shall be reasonably related to the objectives of the search and not
8 excessively intrusive considering the age and sex of the student (sex shall be defined as
9 the “immutable characteristics of the person’s reproductive system that identify the
10 person as male or female, as determined by anatomy and genetics existing at the time of
11 birth”) as well as the nature of the alleged infraction;⁴
12
- 13 2. A school administrator shall be on-site at any principal-initiated search;
- 14 3. A school administrator shall oversee the search and may end the search at any time; and
- 15 4. If a student is under the age of eighteen (18), the principal must notify the student’s parent or
16 guardian within a reasonable time of the search.^{3 7}
- 17 If a school resource officer searches a student, based on having probable cause, the principal shall
18 notify the Director of Schools/designee.⁵
- 19 In order to ensure a safe and secure learning environment, the Director of Schools shall develop
20 procedures regarding the searching of students, lockers, vehicles, and containers which are consistent
21 with state law. The Director of Schools shall develop additional procedures to ensure compliance with
22 all of the provisions of the School Security Act of 1981.⁶

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [TCA 49-6-4212](#); [Public Acts of 2026 2025](#), Chapter No. 1040 [244](#)
4. [TCA 49-6-4205\(b\)](#); [Public Acts of 2026](#), Chapter No.938
5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201](#); [Tenn. Op. Att’y Gen. No. 14-21 \(February 24, 2014\)](#)
7. [TCA 49-6-4205 \(a\)](#)

Cross References

Traffic and Parking Controls 3.403
 Procedural Due Process 6.302
 Reporting Child Abuse 6.409

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation	Descriptor Code: 6.304	Issued Date: 05/25/23
		Rescinds: 6.304	Issued: 09/24/20

1 The Cumberland County Board of Education has determined that a safe, civil, and supportive
2 environment in school is necessary for students to learn and achieve high academic standards. In order
3 to maintain that environment, acts of bullying, cyber-bullying, discrimination(including the definition of
4 antisemitism found in policy 4.100) , harassment, intimidation, hazing or any other victimization of
5 students, based on any actual or perceived traits or characteristics, are prohibited.¹

6 This policy shall be disseminated annually to all school staff, students, and parents/guardians². This
7 policy shall cover employees, employees' behaviors, students and students' behaviors while on school
8 property, at any school-sponsored activity, on school-provided equipment or transportation, or at any
9 official school bus stop. If the act takes place off school property or outside of a school-sponsored
10 activity, this policy is in effect if the conduct is directed specifically at a student or students and has the
11 effect of creating a hostile educational environment or otherwise creating a substantial disruption to the
12 education environment or learning process.²

13 Building administrators are responsible for educating and training their respective staff and students as
14 to the definition and recognition of discrimination/harassment.³

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

17 DEFINITIONS⁴

18 Bullying is defined as unwanted, aggressive behavior that involves a real or perceived power
19 imbalance. The behavior is repeated, or has the potential to be repeated, over time. The imbalance of
20 power involves the use of physical strength, access to embarrassing information, or popularity to
21 control or harm others. Bullying/Intimidation/Harassment is an act that substantially interferes with a
22 student's education benefits, opportunities, or performance, and the act has the effect of:

- 23 • Physically harming a student or damaging a student's property;
- 24 • Knowingly placing a student or students in reasonable fear of physical harm to the
25 student or damage to the student's property;
- 26 • Causing emotional distress to a student or students; or
- 27 • Creating a hostile educational environment.

1 Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class
2 (race, nationality, origin, color, gender, sex (Sex shall be defined as the “immutable characteristics of
3 the person’s reproductive system that identify the person as male or female, as determined by anatomy
4 and genetics existing at the time of birth.”)⁵ age, disability, religion) that is severe, pervasive, or
5 persistent and creates a hostile environment.

6 Cyber-bullying - A form of bullying undertaken through the use of electronic devices. Electronic devices
7 include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices,
8 text messaging, emails, social networking sites, instant messaging, videos, web sites or fake profiles.

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

13 “Hazing” does not include customary athletic events or similar contest or competitions and is limited to
14 those actions taken and situations created in connection with initiation into or affiliation with any
15 organization.⁶

16 COMPLAINTS AND INVESTIGATIONS

17 Any individual who has knowledge that may constitute a violation of this policy shall promptly report
18 such behavior to the principal/designee.⁶⁻⁷

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

24 The principal/designee at each school shall be responsible for investigating and resolving complaints.
25 Once a complaint is received, the principal/designee shall initiate an investigation within forty-eight (48)
26 hours of receipt of the report. If an investigation is not initiated within forty-eight (48) hours, the
27 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
28 reasons why the investigation was not initiated within the required timeframe.⁷⁻⁸

29 The principal/designee shall notify the parent/legal guardian when a student is involved in an act of
30 discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall
31 provide information on district counseling and support services. Students involved in an act of
32 discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate
33 school counselor by the principal/designee when deemed necessary.⁸⁻⁹

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

- 36 • It places the student in reasonable fear or harm for the student’s person or property;
- 37 • It has a substantially detrimental effect on the student’s physical or mental health;

- It has the effect of substantially interfering with the student's academic performance; or
- It has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. All investigations shall be completed and appropriate intervention taken within twenty (20) calendar days from the receipt of the initial report.⁷ If the investigation is not complete or intervention has not taken place within twenty (20) calendar days, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation has not been completed or the appropriate intervention has not taken place.^{4,7} Within the parameters of the federal Family Educational Rights and Privacy Act (FERPA) at 20 U.S.C. § 1232g,^{9,10} a written report on the investigation will be delivered to all involved parties and to the Director of Schools.

RESPONSE AND PREVENTION^{10,11}

School administrators shall consider the nature and circumstances of the incident, the age of the violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as appropriate to properly respond to each situation.

A substantiated charge against an employee shall result in disciplinary action up to and including dismissal, suspension, or termination. The employee may appeal this decision by contacting the Federal Rights Coordinator.

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

REPORTS

When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of physical harm to a student or a student's property, the principal/designee of each middle school, junior high school, or high school shall report the findings and any disciplinary actions taken to the Director of Schools and the Chair of the board of education.^{11,12}

By July 1 of each year, the Director of Schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. This report shall be presented to the board of education at its regular July meeting, and it shall be submitted to the State Department of Education by August 1.^{12,13}

RETALIATION AND FALSE ACCUSATIONS

Retaliation against any person who reports or assists in any investigation of an act alleged in this policy is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.^{13,14}

- 1 False accusations accusing another person of having committed an act prohibited under this policy are
- 2 prohibited. The consequences and appropriate remedial action for a person found to have falsely accused
- 3 another may range from positive behavioral interventions up to and including suspension and
- 4 expulsion. ¹⁴₁₅

Legal References

1. [TCA 49-6-4503\(a\), \(b\)\(3\); 20 USCA §§ 1681 to 1686; TCA 49-50-1801](#)
2. [TCA 49-6-4503\(b\)\(11\); Public Acts of 2026, Chapter No. 1093](#)
3. [TCA 49-6-4503\(b\)\(12\)](#)
4. [TCA 49-6-4503\(b\)\(2\), \(13\)](#)
5. [Public Acts of 2026, Chapter No. 938](#)
6. [TCA 49-2-120](#)
7. [TCA 49-6-4503\(b\)\(5\)](#)
8. [TCA 49-6-4503\(b\)\(6\)](#)
9. [TCA 49-6-4503\(b\)\(14\)](#)
10. [20 USCA § 1232g](#)
11. [TCA 49-6-4503\(b\)\(4\), \(7\)-\(8\); Public Acts of 2026, Chapter No. 1093](#)
12. [TCA 49-6-4503\(d\)\(3\)](#)
13. [TCA 49-6-4503\(c\)\(2\)\(B\)](#)
14. [TCA 49-6-4503\(b\)\(9\)](#)
15. [TCA 49-6-4503\(b\)\(10\)](#)

Cross References

Appeals to and Appearances Before the Board 1.404
 Section 504 and ADA Grievance Procedures 1.802
 Instructional Programs 4.100
 Staff-Student Relations 5.610
 Student Goals 6.100
 Title IX and Sexual Harassment 6.3041
 Code of Conduct and Discipline 6.300
 Student Complaints and Grievances 6.305
 Child Abuse and Neglect 6.409
 Accident and Illnesses 6.410
 Student Suicide Prevention 6.415

Cumberland County Board of Education

Monitoring:

Review: Annually, in March

Descriptor Term:

Title IX & Sexual Harassment

Descriptor Code:

6.3041

Issued Date:

04/23/26

Rescinds:

6.3041

Issued:

04/27/23

1 General

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ Sex shall be defined as the “immutable
4 characteristics of the person’s reproductive system that identify the person as male or female, as
5 determined by anatomy and genetics existing at the time of birth”²; This policy shall cover employees,
6 employees' behaviors, students, and students' behaviors while on school property, at any school-
7 sponsored activity, on school-provided equipment or transportation, or at any official school bus stop
8 in accordance with federal law. This policy shall be disseminated annually to all school staff, students,
9 and parent(s)/guardian(s).³ The Title IX Coordinator as well as any personnel chosen to facilitate the
10 grievance process shall not have a conflict of interest against any party of the complaint.³ These
11 individuals shall receive training as to how to promptly and equitably resolve student and employee
12 complaints.³⁴

13 All employees shall receive training on complying with this policy and federal law.⁴⁵

14 TITLE IX COORDINATOR⁵⁶

15 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of
16 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and
17 shall provide input on an ongoing basis as appropriate.

18 Any individual may contact the Title IX Coordinator at any time using the information below:

19 Federal Programs Supervisor and 9-12 Supervisor

20 368 Fourth Street, Crossville, TN 38555

21 931-484-6135

22 whittenbarj@ccschools.k12tn.net and ksmith3@ccschools.k12tn.net

23 DEFINITIONS⁴⁵

24 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual
25 harassment.

26 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute
27 sexual harassment.

1 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:^{3 4}

- 2 1. A school district employee conditioning an aid, benefit, or service of an education program or
3 activity on an individual’s participation in unwelcome sexual conduct;
4
- 5 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
6 objectively offensive that it effectively denies a person equal access to the education program
7 or activity; or
8
- 9 3. Sexual assault,^{6 7} dating violence,^{7 8} domestic violence,^{8 9} or stalking^{9 10} as defined in state and
10 federal law.

11 Behaviors that constitute sexual harassment may include, but are not limited to:

- 12 1. Sexually suggestive remarks;
13
- 14 2. Verbal harassment or abuse;
15
- 16 3. Sexually suggestive pictures;
17
- 18 4. Sexually suggestive gesturing;
19
- 20 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
21
- 22 6. Subtle or direct propositions for sexual favors; and
23
- 24 7. Touching of a sexual nature.

25 Sexual harassment may be directed against a particular person or persons, or a group, whether of the
26 opposite sex or the same sex.

27 “Supportive measures” are non-disciplinary, non-punitive, individualized services and shall be offered
28 to the complainant and the respondent, as appropriate. These measures may include, but are not limited
29 to, the following:

- 30 1. Counseling;

2. Course modifications;

3. Schedule changes; and

4. Increased monitoring or supervision.

The measures offered to the complainant and the respondent shall remain confidential to the extent that maintaining such confidentiality would not impair the ability of the school district to provide the supportive measures.

GRIEVANCE PROCESS

Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the Title IX Coordinator shall:

1. Promptly contact the complainant to discuss the availability of supportive measures;

2. Consider the complainant's wishes with respect to supportive measures;

3. Inform the complainant of the availability of supportive measures; and

4. Explain the process for filing a formal complaint.^{10 11}

While the school district will respect the confidentiality of the complainant and the respondent as much as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall be consistent with the school district's legal obligations and the necessity to investigate allegations of harassment and take disciplinary action.

Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance process has been completed. Unless there is an immediate threat to the physical health or safety of any student arising from the allegation of sexual harassment that justifies removal, the respondent's placement shall not be changed.^{11 12} If the respondent is an employee, he/she may be placed on administrative leave during the pendency of the grievance process.^{12 13} The Title IX Coordinator shall keep the Director of Schools informed of any employee respondents so that he/she can make any necessary reports to the State Board of Education in compliance with state law.^{13 14}

Complaints

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall immediately report such information to the Title IX Coordinator, however, nothing in this policy requires a complainant to either report or file a formal complaint within a certain timeframe. If the complaint

- 1 involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.
- 2 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
- 3 notification shall be made per the board policy on reporting child abuse.
- 4 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:^{14 15}
 - 5 1. Provide written notice of the allegations, and the grievance process to all known parties to give
 - 6 the respondent time to prepare a response before an initial interview;
 - 7
 - 8 2. Inform the parties of the prohibition against making false statement or knowingly submitting
 - 9 false information;
 - 10
 - 11 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
 - 12
 - 13 4. Offer supportive measures in an equitable manner to both parties.
- 14 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
- 15 shall be provided to both parties simultaneously.^{15 16}

16 **Investigations**^{16 17}

- 17 The Federal Programs Supervisor and 9-12 Supervisor shall serve as the investigator and be
- 18 responsible for investigating complaints in an equitable manner that involves an objective
- 19 evaluation of all relevant evidence. The burden for obtaining evidence sufficient to reach a
- 20 determination regarding responsibility rests on the school district and not the complainant or respondent.
- 21 Once a complaint is received, the Investigator shall initiate an investigation within forty-eight (48) hours
- 22 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
- 23 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons
- 24 why the investigation was not initiated within the required timeframe.
- 25 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
- 26 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall
- 27 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
- 28 investigation has not been completed.
- 29 All investigations shall:
 - 30 1. Provide an equal opportunity for the parties to present witnesses and evidence;
 - 31

2. Not restrict the ability of either party to discuss the allegations under investigation or gather and present relevant evidence;
3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that seek disclosure of information protected under a legally recognized privilege unless such privilege has been waived;^{17 18}
4. Provide the parties with the same opportunities to have others present during any grievance proceeding;
5. Provide to parties whose participation is requested written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
6. Provide both parties an equal opportunity to inspect and review any evidence directly related to the allegations in the formal complaint; and
7. Result in the creation of an investigative report that fairly summarizes relevant evidence.

- ☐ Prior to the completion of the investigative report, the investigator shall send to each party the evidence subject to inspection and review. All parties shall have at least ten (10) calendar days to submit a written response which shall be taken into consideration in creating the final report.

Within the parameters of the federal Family Educational Rights and Privacy Act,^{18 19} the Title IX Coordinator shall keep the complainant and the respondent informed of the status of the investigation process. At the close of the investigation, a written final report on the investigation will be delivered to the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the Director of Schools.

Determination of Responsibility^{19 20}

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.^{20 21} The preponderance of the evidence standard shall be used in making this determination.^{21 22}

Director of Schools shall act as the decision-maker. He/she shall receive the final report of the investigation and allow each party the opportunity to submit written questions that he/she wants asked of any party or witness prior to the determining responsibility.

The decision-maker shall make a determination regarding responsibility and provide the written

- 1 determination to the parties simultaneously along with information about how to file an appeal.
- 2 A substantiated charge against a student may result in corrective or disciplinary action up to and
- 3 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to
- 4 and including termination.
- 5 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant
- 6 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine
- 7 whether any other actions are necessary to prevent reoccurrence of the harassment.

8 **APPEALS**^{22 23}

- 9 Either party may appeal from a determination of responsibility based on a procedural irregularity that
- 10 affected the outcome, new evidence that was not reasonably available at the time of the determination
- 11 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or
- 12 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX
- 13 Coordinator within ten (10) calendar days of a determination of responsibility.

14 Upon receipt of an appeal, the Title IX Coordinator shall:

- 15 1. Assign an impartial hearing officer within five (5) calendar days of receipt of the appeal; and
- 16

- 17 2. Notify the parties in writing.

- 18 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written
- 19 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing
- 20 the result of the appeal and the rationale for the result. The written decision shall be provided
- 21 simultaneously to both parties.

22 **RETALIATION**^{23 24}

- 23 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
- 24 participate in any investigation of an act alleged in this policy is prohibited.

25

26

27

Legal References

1. [34 CFR § 106.1](#)
2. [Public Acts of 2026, Chapter No. 938](#)
3. [34 CFR § 106.8\(b\),\(c\)](#)
4. [34 CFR § 106.45\(b\)\(2\); 34 CFR § 106.8\(d\)](#)
5. [34 CFR § 106.2](#)
6. [34 CFR § 106.8\(a\)](#)
7. [20 USCA 1092\(f\)\(6\)\(A\)\(v\); TCA 36-3-601\(12\); TCA 71-6-302](#)
8. [34 USCA 12291\(a\)\(11\)](#)
9. [34 USCA 12291\(a\)\(12\); TCA 40-14-109](#)
10. [34 USCA 12291\(a\)\(36\); TCA 39-17-315; TCA 36-3-601\(11\)](#)
11. [34 CFR § 106.44](#)
12. [34 CFR § 106.44\(h\)](#)
13. [34 CFR § 106.44\(i\)](#)
14. [TRR/MS 0520-02-03-.09\(2\); TCA 49-5-417\(c\)](#)
15. [34 CFR § 106.45\(c\)](#)
16. [34 CFR § 106.45\(d\)](#)
17. [34 CFR § 106.45\(f\); 34 CFR § 106.45\(b\)\(4\)](#)
18. [34 CFR § 106.45\(b\)\(7\)](#)
19. [20 USCA § 1232g](#)
20. [34 CFR § 106.45\(h\)](#)
21. [34 CFR § 106.45\(b\)\(3\)](#)
22. [34 CFR § 106.45\(h\)\(1\)](#)
23. [34 CFR § 106.45\(i\)](#)
24. [34 CFR § 106.71](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) 5.500
Complaints and Grievances 5.501
Staff-Student Relations 5.610
Code of Conduct 6.300
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Student Concerns 6.305
Reporting Child Abuse 6.409

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Interference/Disruption of School Activities	Descriptor Code: 6.306	Issued Date: 05/25/23
		Rescinds: 6.306	Issued: 07/22/21

1 *General*

2 A student shall not engage in conduct which causes the disruption or interference with the operation of
3 the school while on school property, in school vehicles or buses, or at school-sponsored events,
4 whether on or off campus. The student shall not urge other students to engage in such conduct.

5 Employees are authorized to take reasonable measures to establish appropriate school behavior and
6 have the authority to control the conduct of any student while under the supervision of the school
7 district.¹

8 A student may receive disciplinary action ranging from verbal reprimand to suspension and/or
9 expulsion depending on the severity of the offense and the student's prior record.²

10 **REMOVAL OF STUDENT¹**

11 If a student repeatedly or substantially interferes with the learning environment, the teacher may
12 submit a written request along with the required documentation to the principal/designee to remove the
13 student from the teacher's classroom. The student will be given notice of the rationale for the request
14 as well as the opportunity to offer an explanation.

15 The principal/designee will investigate the request and make a decision regarding the student's
16 placement and the principal will notify the teacher of that decision.

17 If a teacher abuses or overuses the student removal process, the principal/designee shall address the
18 abuse or overuse with the teacher and may require the teacher to complete additional professional
19 development to improve the teacher's classroom management skills.

20 *Appeal Process*

21 If the teacher's request for removal is denied, the teacher may file an appeal with the Director of
22 Schools/designee. The Director of Schools/designee will review the teacher's request for removal as
23 well as the decision of the principal/designee and make a determination as to the student's placement.

24 **CLASSROOM EVACUATION**

25 Some or all students may be removed from a classroom or instructional area due to violent, aggressive,
26 or severely disruptive behavior of another student that creates a safety concern or substantially
27 interrupts classroom instruction.³

28 *Parental Notification*

1 The principal/designee shall provide notification to the parent(s)/guardian(s) of each student in the
2 classroom or instructional area at the time of the classroom evacuation. The notification shall be
3 provided by the end of the day in which the classroom evacuation took place unless the event that
4 prompted the evacuation is an ongoing emergency or is otherwise under investigation by state or local
5 law enforcement.

6 Notification to the parent(s)/guardian(s) must include: ³

- 7 1. The fact that a classroom evacuation occurred;
- 8 2. A brief description of the general nature of the incident sufficient to explain why the
9 classroom evacuation occurred; and
- 10 3. Any steps taken by the school to ensure the continued safety and supervision of students.

11 Parental notification provided in compliance with the Family Education Rights and Privacy Act
12 (FERPA) and other applicable privacy laws. ⁴No information shall be disclosed about the student
13 whose conduct caused the classroom evacuation, or any other student, if the disclosure would violate
14 privacy laws.

15 *Recordkeeping*

16 Each school shall maintain records of:

- 17 1. The date and time of the classroom evacuation;
- 18 2. The number of students evacuated;
- 19 3. The time and manner of parental notification; and
- 20 4. The staff member responsible for issuing parental notifications.

Legal References

1. [TCA 49-6-2804](#)
2. [TCA 49-6-3401](#)
3. [Public Acts of 2026, Chapter No. 850](#)
4. [20 USCA § 1232g; TCA 10-7-504](#)

Cross References

Code of Conduct 6.300
Suspension 6.316
Safe Relocation of Students 6.4081

Cumberland County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Admission of Suspended or Expelled Students	Descriptor Code: 6.318	Issued Date: 07/25/24
		Rescinds: 6.318	Issued: 05/25/23

STUDENT READMISSION TO DISTRICT ¹

The district may continue a disciplinary investigation of a student who withdraws from the district during the investigation. If the student later reenrolls in the district, then the disciplinary investigation and/or consequences shall resume.

STUDENT DISCIPLINED IN ANOTHER DISTRICT

The Board may deny admission of any student (except those in state custody) who has been expelled or suspended from another school system in Tennessee or another state even though the student has established residency in the district in which seeks enrollment is sought.

After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding the suspension/expulsion from the former school district. The principal may ask the parent(s)/guardian(s) in writing if their student has been adjudicated delinquent for an offense listed in TCA ~~9-6-3051~~ 49-6-3051 and submit any records to the Director of Schools. ²Based on the results of the investigation, the Director of Schools shall make a recommendation to the Board to approve or deny the request.

The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

A student may be dismissed if it is determined subsequent to the enrollment that the student has been suspended or expelled from the former school district. ²⁻³

Legal References

- Public Acts of 2026 ~~2024~~, Chapter No. 760 ~~721~~
- TCA 49-6-3051 (a) ~~3401(f)~~; 20 USCA § 1232g(b)(4), (h)
- TCA 49-6-3401(f); 20 USCA § 1232g(b)(4), (h)

Cross References

School Admissions 6.203
Student Records 6.600

Cumberland County Board of Education

Monitoring:

Review: Annually, in
April

Descriptor Term:

Outside Applied Behavior Analysis Therapy

Descriptor Code:

6.4053

Issued Date:

draft

Rescinds:

Issued:

General

This policy applies to “private pay providers”, which include licensed behavior analysts, registered behavior technicians, and licensed assistant behavior analysts, who are under contract with parent(s)/guardian(s) of students with autism spectrum disorder or developmental delays.¹

Private pay providers shall adhere to the memorandum of understanding (“MOU”), board policies, and state and federal laws while assisting students on school property and/or at school functions. This includes adhering to student confidentiality laws for any student the private pay provider encounters. The school district shall require a background check and fingerprinting of all private pay providers.

A private pay provider accompanying a student on campus shall be responsible for attending to the ongoing needs of the student they are contracted to assist. The school district shall not request the private pay provider to provide services to any other students, staff, or visitors.

The Director of Schools shall develop administrative procedures to implement this policy.

IEP TEAM COORDINATION

Private pay providers shall coordinate with the student’s IEP team by:

- Attending an onboarding session;
- Defining roles and communication channels;
- Conducting a review of relevant student records;
- Ensuring documentation is accurate and promptly provided to all parties; and
- Coordinating with the IEP team prior to each meeting.

TERMINATION OF SERVICES

Services of the private pay provider may be terminated for cause. Termination shall be based on violation of the terms of the MOU. If termination is necessary, the [insert title of employee] shall provide the parent/legal guardian with a letter outlining the reason for the termination.

APPEALS PROCESS

If a parent/legal guardian disagrees with the school district on the provision of services, a complaint may be filed in writing with the Director of Schools. The Director shall appoint a panel to make a decision on the appeal. The panel shall be composed of three individuals: a building level administrator, a special education staff member, and one other school employee. The panel shall review the complaint from the parent/legal guardian along with information provided by district staff and make a determination on the matter within ten (10) business days.

Legal References

1. [Public Acts of 2026, Chapter No. 1112](#); [20 U.S.C. § 1401](#)

Cumberland County Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Emergency Allergy Response Plan	Descriptor Code: 6.412	Issued Date: 07/27/23
		Rescinds: 6.412	Issued: 06/26/08

The Director of Schools shall develop and maintain an Emergency Allergy Response Plan that meets state guidelines for managing students with life-threatening allergies. The Plan shall include measures to reduce exposure to allergens and procedures to treat allergic reactions. Components of the plan shall include, but are not limited to; education and training of personnel, record keeping/documentation, development and reviews of the allergy action plan, and protocols for classrooms and cafeterias that include strategies to reduce exposure to allergens.¹

Using the state food allergy guidelines plan as a guide, the director shall also develop a process to identify all students with food allergies and develop and implement an Individualized Health Care Plan (IHCP) with an Allergy Action Plan for each specific student.²

EPHINEPHRINE ³

Each school shall maintain epinephrine, either as auto-injectors, nasal sprays, or other forms, in at least two (2) unlocked, secure locations including, but not limited to, the school office and the school cafeteria.

In the event of such a reaction, the school nurse or other trained school personnel shall utilize epinephrine to respond, under a standing protocol from a physician.

The Director of School/designee is authorized to seek epinephrine through a prescription written to Cumberland County Schools. Upon the issuance of the auto-injectors, the Director of Schools shall ensure that they are placed within each school and that any needed trainings are conducted by staff.

Legal References:

1. TCA 49-~~5-415(f)(1) and (2)~~ 50-1602(f)
2. *Guidelines for Use of Health Care Professionals and Health Care Procedures in a School Setting, including Guidelines for Managing Life Threatening Food Allergies in Tennessee Schools* (Tennessee Department of Education and Tennessee Department of Health, 2023, pg 90) (~~2007~~).
3. Public Acts of 2026, Chapter No. 947

Cross Reference:

Medicines 6.405

Cumberland County Board of Education

Monitoring:

Review: Annually, in
November

Descriptor Term:

Students from Military Families

Descriptor Code:

6.506

Issued Date:

01/26/23

Rescinds:

6.506

Issued:

09/26/19

1 **General**

2 The Director of Schools shall develop the necessary administrative procedures to ensure that students
3 with parent(s)/guardian(s) in the armed services are identified and that appropriate and available
4 services are provided for these students.¹

5 **RELOCATION OF MILITARY SERVICE MEMBER²**

6 A student who does not currently reside within the school district shall be allowed to enroll if he/she is
7 a dependent child of a service member who is being relocated to Tennessee on military orders. To be
8 eligible for enrollment, the student will need to provide documentation that he/she will be a resident of
9 the school district on relocation. **This documentation must be provided to the school district within one**
10 **(1) calendar year from the date of enrollment.**

11 **If the child of a military member enrolls per this policy and has an active 504 plan, IEP, or an**
12 **individualized family service plan, then the district shall take the necessary steps to ensure that services**
13 **are in place when the student enrolls.**

14 Within 30 days of enrollment, the parent(s)/guardian(s) of the student shall provide proof of residency
15 within the school district.

16 **ABSENCES**

17 Principals shall provide students with a one (1) day excused absence prior to the deployment of and a
18 one (1) day excused absence upon the return of a parent/guardian serving active military service.

19 Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a
20 parent/guardian during a deployment cycle. The student shall provide documentation to the school as
21 proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork
22 missed during these absence³.

23

24 **REMAINING IN THE DISTRICT⁴**

25 **If a student is enrolled in grades eleven (11) through twelve (12) and is a dependent child of a service**
26 **member who relocates on military order resulting in the student no longer residing in the school district**
27 **due to relocation, the student shall have the option to remain enrolled in the same high school until the**
28 **student graduates or withdraws.**

Legal References

1. [State Board of Education Policy 2.103](#)
2. [Public Acts of 2019, Chapter No. 138](#) TCA 49-6-3101; Public Acts of 2026, Chapter No. 834
3. [TCA 49-6-3019](#)
4. [Public Acts of 2026, Chapter No. 834](#)

Cross References

Attendance 6.200
School Admissions 6.203

Cumberland County Board of Education			
Monitoring: Review: Annually, in July	Descriptor Term: School Attorney	Descriptor Code: 1.302	Issued Date: 06/25/26
		Rescinds: 1.302	Issued: 01/08/04

1 The Board may contract with an attorney to represent the Board in legal matters which arise
2 concerning the school system.¹

Legal References

1. [TCA 49-2-203\(b\)\(5\)](#)
-

Revenue	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
40000	LOCAL TAXES				
40100	County Property Taxes				
40110	Current Property Taxes	2,026,748	1,899,738	758,636	
40120	Trustee's Collection - Prior Year	66,150	53,861	53,862	
40130	Cir Clk/Clk & Master Coll-Pr Yr	5,359	1,320	1,320	
40140	Interest & Penalty	9,253	6,503	6,503	
Total	County Property Taxes	2,107,510	1,961,422	820,321	
40200	County Local Option Taxes				
40210	Local Option Sales Tax	16,620,915	17,650,682	18,092,135	
40270	Business Tax	4,153	4,302	4,302	
40275	Mixed Drink Sales	66,279	60,575	59,932	
Total	County Local Option Taxes	16,691,347	17,715,559	18,156,369	
TOTAL	LOCAL TAXES	18,798,857	19,676,981	18,976,690	
43000	CHARGES FOR CURRENT SERVICES				
43500	Education Charges				
43517	Tuition - Other	189,894	188,311	179,598	Kids Club
43570	Receipts from Individual Schools	111,591	113,680	66,000	
43990	Other Charges for Services	32,237	24,623	24,623	Dual Credit
Total	Education Charges	333,722	326,614	270,221	
TOTAL	CHARGES FOR CURRENT SERVICES	333,722	326,614	270,221	
44000	OTHER LOCAL REVENUES				
44100	Recurring Items				
44110	Investment Income	95,377	-	-	This is an audit adjustment each year made by the state auditor regarding Retirement Hybrid Stabilization
44120	Lease/Rentals	7,140	25,188	25,188	Crossroads Academy
44145	Sale of Recycled Materials	3,093	2,472	2,500	Scrap Metal Recycling
44170	Miscellaneous Refunds	166,463	158,993	110,000	
Total	Recurring Items	272,073	186,653	137,688	
44500	Nonrecurring Items				
44530	Sale of Equipment	534	-	-	
44560	Damages Recovered from Individuals	1,629	1,597	500	Books/Bus Seats, etc.
44570	Contributions & Gifts	17,300	13,651	16,000	
Total	Nonrecurring Items	19,464	15,248	16,500	

General Purpose School Fund
For Fiscal Year Ending June 30, 2027

Cumberland County Board of Education
Proposed Budget FY 27

Budget Draft II
April 23, 2026

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Revenue	Description	Audited Actual	Projected Budget	Proposed Draft II	
44900	Other Local Revenues				
44990	Other Local Revenues	18,882	21,511	14,000	District Solution Bus Advertising
Total	Other Local Revenues	37,764	21,511	14,000	
TOTAL	OTHER LOCAL REVENUES	310,418	223,412	168,188	
46000	STATE OF TENNESSEE				
46100	General Government Grants				
46175	On-behalf Contributions for OPEB	197,599			This is an audit adjustment each year made by the state auditor.
Total	General Government Grants	197,599	-	-	
46500	State Education Funds				
46510	TISA	50,209,282	52,786,285	53,192,184	Per June Final Estimate
46513	TISA - On-behalf Payments	149,737	-	-	
46515	Early Childhood Education	1,167,132	1,133,140	973,987	
46590	Other State Education	910,731	2,262,046	597,026	Salary Equity/Strategic Compensation
46591	Healthy Students Stronger Learners	127,847	113,000	113,000	3rd yr of 5 yr grant
46596	Paid Parental Leave		169,213		
46610	Career Ladder Program	49,730	95,835	75,000	
46790	Other Vocational	2,029,776	1,637,851		
Total	Regular Education Funds	54,644,235	58,197,370	54,951,197	
46800	Other State Revenue				
46851	State Revenue Sharing - T.V.A		221,184		
46980	Other State Grants	142,496	-		
46981	Safe Schools - ARRA	198,314	-		
46990	Other State Revenues	194,935	-	-	Parental Leave from State
Total	Other State Revenues	535,744	221,184	-	
TOTAL	STATE OF TENNESSEE	55,377,579	58,418,554	54,951,197	
47000	FEDERAL GOVERNMENT				
47100	Federal Through State				
47590	Other Federal Through State	290,646	349,584	326,115	Gear Up Grant
Total	Federal Government	290,646	349,584	326,115	
TOTAL	FEDERAL GOVERNMENT	290,646	349,584	326,115	

General Purpose School Fund
For Fiscal Year Ending June 30, 2027

Cumberland County Board of Education
Proposed Budget FY 27

Budget Draft II
April 23, 2026

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Revenue	Description	Audited Actual	Projected Budget	Proposed Draft II	
48000	OTHER GOVT AND CITIZENS GROUPS				
48100	Other Governments				
48130	Contributions	705,472			e-RateProgram; Auditor gives us this info during audit.
Total	Other Governments	705,472	-	-	
48600	Citizens Groups				
48610	Donations	27,800	23,390	-	
48990	Other	5,500	5,500		
Total	Citizens Groups	33,300	28,890	-	
TOTAL	OTHER GOVT AND CITIZENS GROUPS	738,772	28,890	-	
49000	OTHER SOURCES (NON-REVENUE)				
49600	Proceeds from Sale of Capital Assets	4,500	29,698		
49700	Insurance Recovery	-	7,018		
49800	Transfers In	10,000			
Total		14,500	36,716		
TOTAL	OTHER SOURCES (NON-REVENUE)	14,500	36,716		
TOTAL	REVENUES FUND 141	75,864,494	79,060,752	74,692,411	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
71000	INSTRUCTION				
71100	REGULAR INSTRUCTION PROGRAM				
					360 Teaching positions. + \$703,500 for 12 addtl teachers for new class size ratio +10,000 Classroom overage expense, HS Summer School - \$50,000 + Strategic Comp \$100,000.
116	Teachers	20,016,822	20,344,646	22,193,869	
117	Career Ladder Program	38,875	29,325	30,000	
128	Homebound Teachers	59,385	61,082	71,738	(2) 1/2 time positions
163	Aides	1,011,324	1,187,343	1,254,742	57 Teaching Assistants
188	Bonus Payments	298,501	980,000	-	
189	Other Salaries & Wages	78,465	31,807	-	
195	Certified Substitute Teachers	59,262	71,923	72,900	\$135 per day
198	Non-Certified Substitute Teachers	220,920	178,238	240,000	\$100 per day
201	Social Security	1,567,679	1,655,979	1,825,539	7.65%
204	State Retirement	1,489,583	1,496,030	1,736,990	6.35% Legacy; 9% Hybrid; 10% Classified
206	Life Insurance	24,636	24,187	29,172	
207	Medical Insurance	4,886,459	5,026,604	5,600,000	
208	Dental Insurance	128,004	122,996	145,695	\$28.17*431*12
217	Ret-Hybrid Stabilization	-	101,891	86,640	.85% Hybrid
399	Other Contracted Services	31,092	34,651	35,000	Residential facility fees for students; \$24,000x3 students, 504 Student Therapy \$11,000
					Record Books \$3,200 (Art, Instr. Supplies \$254,000 includes paper), \$5,000 district paper, \$200 Gifted, w/cushion for enrollment change & price increase, handwriting program.
429	Instructional Supplies	307,521	299,424	300,000	
449	Textbooks - Bound	28,905	727,549	738,500	Science, Social Studies, ELA
471	Software	4,945	11,605	20,000	Aimsweb 4-8
					Dual Credit \$30,000, (\$23,751 Band, Choir, Music, Library supply)
499	Other Supplies & Materials	64,197	79,937	67,983	Kindergarten supply \$2,900
535	Fee Waivers	4,687	1,947	10,000	Caps/Gowns, Jostens
595	TISA - On-behalf Payments	149,737	-	-	Parental Leave Reimbursement
599	Other Charges	-	-	-	
790	Other Equipment	4,139	-	-	
71100	Total	30,475,138	32,467,163	34,458,767	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
71150	ALTERNATIVE INSTRUCTION PROGRAM				
	116 Teachers	238,279	250,939	264,750	4 Alt School Teacher FT
	117 Career Ladder Program	3,000	3,000	3,000	
	163 Aides	19,699	22,102	24,010	\$1/Hr Pay increase plus step
	188 Bonus Payments	3,020	-	-	
	201 Social Security	19,522	20,268	22,320	7.65%
	204 State Retirement	18,086	17,695	20,614	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	275	275	275	
	207 Medical Insurance	52,880	53,317	70,800	
	208 Dental Insurance	1,633	1,662	1,690	\$28.17*5*12
	217 Ret-Hybrid Stabilization	-	505	449	.85% Hybrid
	399 Other Contracted Services	1,000	1,000	1,000	TISA (Copier)
	429 Instructional Supplies	5,000	8,035	8,300	Edmentum Annual Licenses Curriculum Seat Software for MS & HS
	499 Other Supplies & Materials	1,000	1,076	2,000	TISA + Day Care Supplies
	790 Other Equipment	1,000	1,000	1,000	TISA
71150	Total ALTERNATIVE INSTRUCTION PROGRAM	364,394	380,873	420,208	
71200	SPECIAL EDUCATION PROGRAM				
	116 Teachers	3,142,392	3,285,917	3,689,938	57
	117 Career Ladder Program	6,000	5,000	5,000	
	128 Homebound Teachers	67,145	65,758	66,438	(2) 1/2 time positions
	163 Aides	833,908	997,308	947,075	41 assistants; \$1/Hr Pay Increase
	188 Bonus Payments	57,078	-	-	
	189 Other Salaries & Wages	-	-	-	
	195 Certified Substitute Teachers	3,985	3,560	10,000	\$135 Per Day
	198 Non-Certified Substitute Teachers	39,792	70,425	71,562	\$100 Per Day
	201 Social Security	306,866	326,447	366,436	7.65%
	204 State Retirement	305,044	315,784	369,706	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	4,967	5,081	5,336	59 Cert, 37 Class
	207 Medical Insurance	1,058,098	1,139,061	1,298,000	
	208 Dental Insurance	29,234	30,404	32,452	\$28.17x12x96
	210 Unemployment Compensation	315	788	315	
	217 Ret-Hybrid Stabilization	-	18,021	16,104	0.85%
	336 Maint & Repair Serv. - Equipment	-	-	200	Copier repair & re-calibration of audiometers
	429 Instructional Supplies	9,734	11,200	12,000	TISA money for teachers x 60
					Non-instr. Supplies (protocols, testing materials), cleaning supplies, diaper
	499 Other Supplies & Materials	81,972	4,653	1,000	wipes, etc. + PreK expenses based on funding
	725 Special Education Equipment	13,633	8,424	15,000	Specialized equip., wheelchairs, hearing systems, etc.
71200	Total SPECIAL EDUCATION PROGRAM	5,960,163	6,287,830	6,906,561	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
71300	CAREER & TECHNICAL EDUCATION PROGRAM				
116	Teachers	3,498,341	3,766,151	3,992,403	62 Teachers, not including 2 GEAR UP
117	Career Ladder Program	4,000	2,000	4,000	
162	Clerical Personnel	7,749	-	-	
163	Inventory Clerk			-	
188	Bonus Payments	28,199	-	-	
189	Other Salaries & Wages	6,200	22,757	-	
195	Certified Substitute Teachers	12,500	15,800	15,795	\$135 per day
198	Non-Certified Substitute Teachers	53,138	43,388	45,600	\$100 per day
201	Social Security	266,381	283,993	310,422	7.65%
204	State Retirement	246,072	253,531	295,102	6.35% Legacy; 9% Hybrid
206	Life Insurance	4,108	4,203	4,108	
207	Medical Insurance	769,996	868,912	1,062,000	
208	Dental Insurance	19,027	19,885	20,958	\$28.17*62*12
210	Unemployment Compensation	1,190	737	1,190	
217	Ret-Hybrid Stabilization	-	15,298	13,147	0.85%
299	Other Fringe Benefits	2,619	1,684	-	
336	Maint & Repair Serv. - Equipment	38,474	36,226	50,000	buildings & equipment as well as floors, electrical work, and plumbing in CTE classrooms.
355	Travel	3,428	1,986	5,000	In county travel for CTE teachers & work based learning coordinators.
399	Other Contracted Services	150,295	123,437	125,000	TCAT fees, registration fees, buses for state & national competitions, bus transportation for career & job fairs, and college visits.
429	Instructional Supplies	211,121	359,707	90,000	TISA \$12,400 (\$200 per CTE teacher), CTE program consumables (lab supplies for all programs)
449	Textbooks - Bound	71,743	40,220	50,000	Supplemental texts, ICEV online textbook/curriculum for teachers, not included in regular textbook rotation.
471	Software	3,591	-	5,000	Adobe, Solid Works, Industry Certs; increase due to loss of ISM Grant.
499	Other Supplies & Materials	4,000	4,000	4,000	Teacher supplies
599	Other Charges	6,573	6,966	7,000	Advisory meetings, student awards, Career fairs
706	Building Construction	23,612	31,948	50,000	General Building materials for construction classes.
730	Vocational Instruction Equipment	414,359	460,604	70,000	Teacher Computers, any equipment for CTE programs.
71300	Total CAREER & TECHNICAL EDUCATION PROGRAM	5,846,716	6,363,431	6,220,725	

Fund 141	Description	2024-2025 Audited Actual	2025-2026 Projected Budget	2026-2027 Proposed Draft II	Notes
71400	STUDENT BODY EDUCATION PROGRAM				
	188 Bonus Payments				
	189 Other Salaries & Wages	536,772	515,572	646,772	AD, all supplements (approx 254) for sports & extracurricular clubs, w/coaching longevity schedule added.
	201 Social Security	31,839	29,645	49,478	7.65%
	204 State Retirement	30,189	23,372	50,400	6.35% Legacy; 9% Hybrid; 10% Classified
	217 Ret-Hybrid Stabilization		1,149	2,000	0.85%
	399 Other Contracted Services			20,000	Athletic Trainers
	499 Other Supplies & Materials	25,500	26,718	27,250	ADA money extracurricular \$500 per elem and \$10,000 for CCHS & SMHS, \$1,000 PHNX + \$1,750 for AD travel and TIAAA & NIAAA dues
	599 Other Charges	5,300	4,576	7,500	National Competitions \$7,500, 5 teams * \$1,500
71400	Total	629,600	601,032	803,400	
72000	SUPPORT SERVICES				
72110	ATTENDANCE				
	105 Supervisor/Director	74,297	76,560	80,988	SIS 220 Days
	161 Secretary	45,635	47,486	50,502	Secretary
	188 Bonus Payments	1,208		-	
	201 Social Security	8,753	8,937	10,059	7.65%
	204 State Retirement	10,038	10,272	13,028	9% Hybrid; 10% Classified
	206 Life Insurance	102	102	105	
	207 Medical Insurance	27,086	28,563	47,200	
	208 Dental Insurance	653	665	677	\$28.17*2*12
	217 Ret-Hybrid Stabilization	-	773	689	0.85%
	471 Software	59,270	63,241	98,317	Skyward (yearly increase), Loom(Training Videos), End of State Hosting. Added SIS Hosting & Migration, Critical Response (CRG) Software for 12 sites & Qmalativ conversion. (Skyward required upgrade)
	499 Other Supplies & Materials	2,949	3,157	3,250	Cumulative folders, inserts, withdraw forms, perfect attendance, office supplies
	524 Staff Development	5,001	7,687	5,500	
72110	Total	234,992	247,444	310,315	

Fund 141		2024-2025	2025-2026	2026-2027	
	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
72120	HEALTH SERVICES				
	105 Supervisor/Director	74,404	79,869	82,156	Nursing Supervisor
	131 Medical Personnel	442,073	489,097	506,824	12 positions 184 days (180 student days + 3 staff development + 1 CPR)
	169 Part-time Personnel	23,595	26,714	28,500	Substitute nurse pay (summer school pay for nursing services)
	188 Bonus Payments	8,456	-	-	
	189 Other Salaries and Wages	41,613	60,789	60,553	CSH Assistant + \$13K for School Team Leaders
	201 Social Security	41,974	48,529	51,870	7.65%
	204 State Retirement	47,566	52,126	56,636	6.35% Legacy; 10% Classified
	206 Life Insurance	500	497	500	
	207 Medical Insurance	128,754	129,584	135,000	
	208 Dental Insurance	4,573	4,380	4,733	\$28.17*14*12
	355 Travel	2,000	968	1,600	In County travel; CSH events
	399 Other Contracted Services	13,617	12,043	14,000	Medical waste disposal; Hep. Shots; random bus driver drug screens, student drug screens, work.comp. drug screens
	413 Medical Supplies	9,970	10,000	10,000	Consumable supplies, band aids, thermometers, probe covers, lysol, feminine products, general medical supplies; \$200 per school for purchase of med supplies
	499 Other Supplies & Materials	22,446	28,178	32,900	CSH mini grants, incentives, student involvement promotion, staff wellness incentives
	524 Staff Development	5,800	13,299	8,600	Nursing trainings, TAPHERD conference, SPARK conference, required CSH trainings
	599 Other Charges	17,842	20,311	20,500	
	735 Health Equipment	37,375	35,780	36,000	Automatic vital sign monitors for 12 clinics, wheelchairs, scales, CPR manequins
72120	Total	922,558	1,012,165	1,050,371	

Fund 141		2024-2025	2025-2026	2026-2027	
	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
72130	OTHER STUDENT SUPPORT				
	117 Career Ladder Program	1,500	1,800	1,500	
	123 Guidance Personnel	871,231	907,236	973,184	15 FT for each school+(1)100-day @ PV+(5) extra days for HS guidance personnel=30 extra days;215 days for HS
	124 Psychological Personnel	383,300	377,768	399,048	7 Mental Health Counselors+1 Social Worker Cert
	170 Security Coordinator	91,908	98,931	104,706	
	188 Bonus Payments	13,342	-	-	
	189 Other Salaries & Wages	32,429	-	-	
	201 Social Security	96,211	97,061	113,101	7.65%
	204 State Retirement	96,533	96,402	121,010	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	1,320	1,346	1,320	
	207 Medical Insurance	263,462	282,725	337,000	
	208 Dental Insurance	6,887	7,147	8,451	\$28.17*25*12
	217 Ret-Hybrid Stabilization	-	7,400	7,202	0.85%
	322 Evaluation & Testing	19,106	36,648	56,191	Pre ACT \$22,260+\$25,500 for Edmentum+\$8,431 ACT Study Island
	355 Travel	465	478	600	In County Travel
	471 Software	8,246	8,340	9,000	Raptor
	499 Other Supplies and Materials	3,760	4,818	4,500	Supplies for mental health professionals, WeatherTap pro, meeting supplies, subscriptions
	524 Staff Development	28,836	38,642	14,500	\$4,500 Mental Health Counselors, SRO Conference; Does not include GEAR
	599 Other Charges	3,313	4,823	5,500	UP money
72130	Total	1,921,849	1,971,564	2,156,813	Equipment

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
72210	REGULAR INSTRUCTIONAL SUPPORT				
105	Supervisor/Director	309,590	219,732	227,539	Academic Supvrs (PreK-8 & 9-12)
117	Career Ladder Program	4,000	2,000	2,000	
129	Librarians	555,676	620,924	670,500	10 FT, (1) 80 day
188	Bonus Payments	7,248		-	
201	Social Security	63,960	62,905	68,853	7.65%
204	State Retirement	55,631	49,826	58,511	6.35% Legacy; 9% Hybrid
206	Life Insurance	874	828	874	
207	Medical Insurance	167,407	165,382	236,000	
208	Dental Insurance	4,110	3,966	4,395	\$28.17*13*12
217	Ret-Hybrid Stabilization	-	548	504	0.85%
308	Consultants-Speakers	2,570	3,000	3,000	Convocation Speaker
355	Travel	8,234	10,251	8,600	In County Travel; ESL, Homebound, Gifted
399	Other Contracted Services	51,000	11,000	11,000	Interquest canines
432	Library Books/Media - All Schools	121,415	119,823	117,250	\$17.50 X 6,700 students
471	Software	13,960	13,960	15,356	Follett Library
499	Other Supplies & Materials - Office	-	1,012	2,500	Supplies, toner for printers
524	Staff Development	81,505	80,342	82,000	Includes \$1,000 for Gifted and Alt
72210	Total	1,447,180	1,365,499	1,508,882	

Fund 141	2024-2025	2025-2026	2026-2027	Notes
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	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
72220	SPECIAL EDUCATION INSTRUCTIONAL SUPPORT				
	105 Supervisor/Director	100,174	100,174	107,433	Director, 12 months
	117 Career Ladder Program	1,600	1,600	1,000	
	124 Psychological Personnel	208,705	155,487	134,875	(2) FT
	161 Secretary(s)	56,452	60,931	62,361	260 days+Longevity
	162 Clerical Personnel	30,562	35,315	35,512	200 days+Longevity
	188 Bonus Payments	6,040		-	
	189 Other Salaries & Wages	230,776	240,476	234,912	(4) FT, (1) 110-day
	201 Social Security	46,315	42,678	44,071	7.65%
	204 State Retirement	46,371	41,680	46,523	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	588	519	714	
	207 Medical Insurance	124,567	126,774	135,000	
	208 Dental Insurance	3,267	3,046	3,380	\$28.17*10*12
	210 Unemployment Compensation			1,050	
	217 Ret-Hybrid Stabilization	-	1,764	840	0.85%
	336 Maintenance & Repair Services	-	961	1,000	Copier & Office Equipment Repair
	355 Travel - All SPED Personnel	12,000	15,000	15,000	
	399 Other Contracted Services	342,148	335,900	550,000	Contract w/Sidekick for addtl Speech Pathologist services, Growing as 2nd speech pathologist can not be found, 10% increase Other Therapy Contracts
	429 Instructional Supplies & Materials			20,000	Adopting CDDC Curriculum
	499 Other Supplies & Materials	1,200	-	2,500	Protocols for psychologists (testing supplies), Non-instr. Supplies
72220	Total SPECIAL EDUCATION INSTRUCTIONAL SUPPORT	1,210,765	1,162,305	1,396,172	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
72230	CAREER & TECHNICAL EDUCATION				
	105 Supervisor/Director	101,069	109,158	115,522	CTE Director; 5% is reimbursement from Perkins (not included)
	162 Clerical Personnel	79,699	92,067	92,675	(1) Bookkeeper; (1) Inventory Clerk (190 days)
	188 Bonus Payments	3,020		-	
					CTE Coach (205 days), CTE Counselor (210 days), Computer Science/Steam
	189 Other Salaries & Wages	216,068	213,568	219,050	Coordinator (220 days)
	201 Social Security	29,157	30,252	32,684	7.65%
	204 State Retirement	28,377	28,035	32,423	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	332	342	360	
	207 Medical Insurance	83,003	90,258	89,200	
	208 Dental Insurance	1,858	1,987	2,028	\$28.17*6*12
	210 Unemployment	79	26		
	217 Ret-Hybrid Stabilization	-	721	613	0.85%
	299 Other Fringe Benefits	91	31		
	355 Travel	2,805	4,501	6,000	Spvr + 5 CTE Staff
	499 Other Supplies & Materials	1,500	2,000	2,500	Admin. Office, postage, paper, school counselor meetings, banquets
					CTE teacher & staff prof development, staff travel to regional, state, &
	524 Staff Development	83,356	77,464	70,000	national competitions
	599 Other Charges	1,770	2,013	2,500	Advisory meetings, career fairs, etc.
72230	Total CAREER & TECHNICAL EDUCATION	632,184	652,425	665,556	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
72250	TECHNOLOGY				
105	Supervisor/Director	80,399	82,007	84,896	Supervisor
138	Computer Technical Personnel	437,887	429,425	451,859	(8) 12 month Techs
188	Bonus Payments	5,436	-	-	
201	Social Security	39,351	38,626	41,062	7.65%
204	State Retirement	45,825	44,699	53,715	10% Classified
206	Life Insurance	295	293	298	
207	Medical Insurance	84,534	87,594	118,000	
208	Dental Insurance	2,940	2,964	3,042	\$28.17*9*12
320	Dues & Memberships	-	-	-	Free
336	Maintenance & Repair Services	46,530	88,977	55,000	Technology, Computer parts, wiring repairs/non e-rate projects
					Internet services annual w/5% est. Increase, (this is our 20% after e-rate) If e-rate continues
350	Internet Connectivity	797,007	51,762	102,255	
399	Other Contracted Services	10,300	14,608	15,000	Contracted services e-rate consultant, \$9,500 e-rate
470	Cabling	84,560	-	-	District wide wireless internet upgrade, e-rate
					School Insites, Dyknow for all schools, Parent Square, Class link, Scinary
471	Software	62,935	132,022	145,000	Security, Securely
524	Staff Development	4,330	5,033	10,000	TETC, Summer Institute
722	Regular Instruction Equipment	959,212	450,000	118,326	Teacher Laptops @ Martin,Phnx
72250	Total	2,661,541	1,428,008	1,198,453	
		2024-2025	2025-2026	2026-2027	Notes
		Audited Actual	Projected Budget	Proposed Draft II	
72290	OTHER PROGRAMS				
215	On-Behalf Payments to OPEB	197,599	0	0	
72290	Total	197,599	-	-	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
72310	BOARD OF EDUCATION				
191	Board Fees	28,550	28,550	28,800	9 Board Members
201	Social Security	2,526	2,183	2,203	7.65%
204	State Retirement	1,722	1,418	1,895	
207	Medical Insurance	276,326	322,241	300,000	Cert or Class Retirees after 30 years of service until they reach 65
208	Dental Insurance	-	2,597	-	
210	Unemployment Compensation	12,031	5,442	15,500	
305	Audit Services - CPA	16,000	16,000	16,000	School Funds Audit, Matlock Clements, PC
320	Dues & Memberships - TSBA	20,083	21,280	21,500	TSBA \$8,180, Online Policy \$8,750, TSSA, TSSE \$4,500
331	Legal Services - Attorney	48,595	112,498	85,000	
355	Travel	28,544	12,082	31,000	Board & Board Sec. Professional Dev
399	Other Contracted Services	15,364	3,844	7,500	Recorder \$5,000, Emeeting \$2,500
499	Other Supplies & Materials	1,303	29	1,400	Board Recognition \$500, Required Annual Notices
508	Premium on Corporate Surety Bonds		-	350	
510	Trustee's Commission	273,335	276,216	280,000	
513	Workman's Compensation	409,667	355,084	414,838	Workman's Comp Insurance, 5% Increase
599	Other Charges	499	61	1,500	Supplies for Board
72310	Total	1,134,545	1,159,524	1,207,486	

Fund 141

2024-2025

2025-2026

2026-2027

...

					Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
72320	OFFICE OF THE SUPERINTENDENT				
	101 Director	118,560	135,000	137,100	Farley 12 mth (\$2,100 Bonuses)
	161 Secretary(s)	94,952	108,189	116,876	Board Sec.; Front Desk
	188 Bonus Payments	1,812	-	-	
	189 Other Salaries & Wages		1,000		CEO State Paid Supplement
	201 Social Security	16,375	19,132	19,429	7.65%
	204 State Retirement	15,993	17,720	20,394	6.35% Legacy; 10% Classified
	206 Life Insurance	135	149	135	
	207 Medical Insurance	33,030	29,809	47,200	
	208 Dental Insurance	980	1,024	1,014	\$28.17*3*12
	320 Dues & Memberships	5,318	10,000	10,000	TOSS, TSBA, TSSA, Chamber \$150, AASa \$441, etc.
	348 Postal Charges - Central Office	1,627	1,706	2,500	
	355 Travel	9,265	11,056	17,200	Includes Car allowance \$7,200
	399 Other Contracted Services	4,105	7,833	15,500	Copier maintenance/additional PD
	435 Office Supplies	1,922	2,800	3,000	
					Student appreciation \$250, bereavement \$250, Community Advisory luncheon \$1,500, Student & employee advisory events \$500; Teacher of the Year Banquet \$3,500 from HR 599 & Service Awards \$2,000 from HR 499)
	499 Other Supplies & Materials	9,034	8,872	12,500	Branding \$5,000/Kitchen Supplies \$1,500
	701 Administration Equipment	-	-	500	
72320	Total	313,108	354,290	403,348	

Fund 141		2024-2025	2025-2026	2026-2027	
	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
72410	OFFICE OF THE PRINCIPAL				
	104 Principals	1,149,136	1,182,078	1,229,839	12 FT (CCHS & SMHS 12 MTH, Elem 11 MTH, Phnx 11 MTH)
	117 Career Ladder Program	6,000	5,500	6,000	
	139 Assistant Principals	1,136,122	1,348,334	1,400,623	15 FT (10 MTH)- Over 200 Students = FT AP, below 200=1/2 Time AP, > 600 earns 120 day AP; 3 Elem has 120 day APs
	161 Secretaries	875,167	975,151	947,416	(28) Secretaries & Attendance clerks + 10 extra days for Elem & Phnx at the request of the principals
	162 Clerical Personnel	375,035	410,696	397,955	(12) Bookkeepers
	188 Bonus Payments	39,958	-	-	
	201 Social Security	267,137	293,550	304,610	7.65%
	204 State Retirement	259,893	271,405	399,643	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	3,122	3,209	3,145	
	207 Medical Insurance	699,602	745,510	826,000	
	208 Dental Insurance	20,606	21,602	22,649	\$28.17*67*12
	217 Ret-Hybrid Stabilization	-	1,504	2,344	0.85%
	499 Other Supplies & Materials	7,769	7,904	8,826	Postage = 6,700 students * \$.78; BK Acct Supplies \$3,600
	524 Staff Development	9,662	4,067	12,000	\$1,000 per school
72410	Total	4,849,209	5,270,511	5,561,050	
72510	FISCAL SERVICES				
	105 Supervisor/Director	96,803	142,943	176,723	COO & Finance Director
	162 Clerical Personnel	96,626	100,704	104,707	Textbook Coordinator/Control Specialist/Receiving Coordinator (Column N, 260 days, 20 yrs + longevity), Financial Asst 260 day
	188 Bonus Payments	1,812	-	-	
	201 Social Security	14,894	18,535	21,529	7.65%
	204 State Retirement	17,084	21,319	28,143	10.00%
	206 Life Insurance	88	105	121	
	207 Medical Insurance	26,346	34,982	47,200	
	208 Dental Insurance	980	1,193	1,352	\$28.17*4*12
	320 Dues & Memberships	303	447	450	AMEX \$90*5
	435 Office Supplies	692	659	800	1099 Forms and Postage
	471 Software	33,899	25,048	34,000	Inventory software, Paperless Pay, Bookkeeper EPES, 1099 Software
	499 Other Supplies & Materials	187	286	300	Copier
	524 Staff Development	255	619	1,000	TASBO, Spring Fiscal Workshop, Bookkeeper Training
72510	Total	289,969	346,842	416,326	

General Purpose School Fund
For Fiscal Year Ending June 30, 2027

Cumberland County Board of Education
Proposed Budget FY 27

Budget Draft II
April 23, 2026

Fund 141		2024-2025	2025-2026	2026-2027	Notes
Description		Audited Actual	Projected Budget	Proposed Draft II	
72520	HUMAN RESOURCES/PERSONNEL				
105	Supervisor/Director	65,073	66,374	68,375	Supervisor
161	Secretary	48,485	50,440	53,539	HR Exec Asst
188	Bonus Payments	1,208	-	-	
201	Social Security	8,742	8,895	9,326	7.65%
204	State Retirement	10,042	10,221	12,192	10.00%
206	Life Insurance	55	51	60	
207	Medical Insurance	18,516	19,566	23,600	
208	Dental Insurance	653	665	676	\$28.17*2*12
320	Dues & Memberships	-	-	-	
355	Travel	772	418	1,000	TASBO Conference, job fairs
399	Other Contracted Services	1,003	4,681	13,073	Employee fingerprints 150*\$37.15; Rap Back 150*\$50
435	Office Supplies	373	473	1,000	
471	Software	43,836	61,199	91,758	AOD -Time & Attendance, MyBenefits, Ready Sub, Siesta
499	Other Supplies & Materials	2,946	835	700	
524	Staff Development	-	837	3,000	Summer meeting for Principals/New Teachers
599	Other Charges	133	95	900	
72520	Total	201,837	224,749	279,199	

General Purpose School Fund
For Fiscal Year Ending June 30, 2027

Cumberland County Board of Education
Proposed Budget FY 27

Budget Draft II
April 23, 2026

Fund 141		2024-2025	2025-2026	2026-2027	
	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
72610	OPERATION OF PLANT				
	166 Custodial Personnel	1,532,011	1,644,702	1,748,184	58 Custodians
	188 Bonus Payments	31,710	-	-	
	189 Other Salaries & Wages	7,632	6,471	25,000	Summer cleaning/painting/mowing
	201 Social Security	118,924	124,652	135,649	7.65%
	204 State Retirement	135,259	141,560	177,318	10.00%
	206 Life Insurance	1,676	1,683	1,737	
	207 Medical Insurance	462,990	467,106	472,000	
	208 Dental Insurance	16,849	16,701	19,606	\$28.17*58*12
	307 Communication - Phones - All Schools	85,744	95,332	92,800	Phone service, iPad service & 6 hot spots
	328 Janitorial Services	34,343	34,882	36,750	Dust mops, rugs/mats, twice per month
	347 Pest Control	29,340	21,600	30,000	rotate schools for termite and insect control
	359 Disposal	43,178	44,697	44,100	
	399 Other Contracted Services	98,903	128,688	145,500	Security Systems, lead water testing, Pelican, Orkin
	410 Custodial Supplies	257,249	224,859	243,646	Increase in supplies usage and various price increases
	415 Electricity	1,550,449	1,514,159	1,556,242	
	434 Natural Gas	177,969	215,994	195,345	
	451 Uniforms	2,093	1,981	5,000	PPE & uniforms
	454 Water & Sewer	275,704	266,744	265,800	
	502 Building & Contents Insurance	707,472	803,027	783,000	
	524 Staff Development	1,138	-	2,000	Electrician classes/licensing/HVAC license, safety
					Increase for replacement cost of buffers, scrubbers, vacuum cleaners, small
	720 Plant Operation Equipment	28,660	27,466	30,000	school equipment
72610	Total	5,599,293	5,782,304	6,009,677	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
72620	MAINTENANCE OF PLANT				
	105 Supervisor/Director	76,891	69,499	82,869	Supervisor + longevity
	161 Secretary	55,617	57,588	79,702	(1) FT Bookkeeper, (1) 10 MTH PT Maintenance Clerk
	167 Maintenance Personnel	517,282	515,397	600,038	(12) + longevity
	169 Part-Time Personnel	-	608	25,000	(1) Part time grounds
	188 Bonus Payments	7,852	-		
	201 Social Security	49,884	48,207	60,252	7.65%
	204 State Retirement	57,499	55,352	78,761	10.00%
	206 Life Insurance	408	381	424	
	207 Medical Insurance	110,411	112,062	118,000	
	208 Dental Insurance	4,029	3,908	4,733	\$28.17*14*12
					Cell service for Maint Dept, data & internet mobile devices, Summit Tracer,
	307 Communications (Cell Phones)	5,905	5,266	10,000	Flashing zone light programming
	334 Maintenance Agreement (Septic)	10,800	10,800	10,800	State septic inspections/price increase; \$900/month to inspect 4 schools
	335 Maintenance & Repair Services	1,267,188	796,600	915,000	\$715,000 Maint projects+\$200K "as needed" repairs
					Elevator, boiler permits, maint. & inspections, tests, lead water testing &
	399 Other Contracted Services	28,174	6,014	28,500	ASHREA
	418 Equipment & Machinery Parts	25,959	17,232	28,000	Materials, parts, mower, trailer, backhoe, tractor parts, maint for all schools
	420 Lawn Care Supplies	14,790	19,223	55,000	Fertilizer, seed, sand, maintain school grounds, clay dirt for playing fields
					All plumbingcosts + replacement boilers, water heaters & sewer pumps
	459 Drainage & Septic Materials	26,135	47,816	55,000	w/maintenance
	468 Chemicals	2,937	3,670	4,000	Weed killer, court marshal, all schools
	471 Software	8,356	293,006	30,000	FMX Maintenance Software
	499 Other Supplies & Materials	51,631	53,350	55,000	Parts, bulbs, lumber, paint, wire, all materials used for maint at the schools
	524 Staff Development	4,067	832	5,000	Conferences and training, OSHA, ABESTOS, Safety, etc
	599 Other Charges	93,735	98,072	95,000	Bleacher parts, other items as needed for replacement
	701 Administrative Equipment	198,314	-	-	
	712 HVAC Equipment	288,305	329,392	130,000	Parts, filters, motors, supplies, scheduled PV
	717 Maintenance Equipment	75,685	29,716	-	
	790 Other Equipment	169,144	829,427	-	
72620	Total MAINTENANCE OF PLANT	3,150,998	3,403,419	2,471,079	

Fund 141		2024-2025	2025-2026	2026-2027	Notes
	Description	Audited Actual	Projected Budget	Proposed Draft II	
72710	TRANSPORTATION				
	105 Supervisor/Director	69,651	71,923	74,820	Supervisor
	142 Mechanics	260,718	289,741	305,869	(2) Column 11; (2) Column 10; 3 Hrs per day OT for 180 days
	146 Bus Drivers	1,386,251	1,557,498	1,499,369	63
	162 Clerical Personnel	68,650	43,841	45,510	
	188 Bonus Payments	56,220	25,833	30,000	Safety/Attendance Bonus
	189 Other Salaries & Wages	103,381	129,022	137,168	(10) Bus Attendants
	201 Social Security	140,986	152,784	160,094	7.65%
	204 State Retirement	152,834	161,369	209,274	10%
	206 Life Insurance	1,492	1,412	1,527	
	207 Medical Insurance	426,621	431,079	472,000	
	208 Dental Insurance	15,939	14,907	26,705	\$28.17*79*12
	338 Maintenance & Repairs Vehicles	10,933	11,671	10,000	
	355 Travel	-	-	1,500	
	399 Other Contracted Services	29,285	28,356	30,000	Extended life of buses per state law, requires twice per year inspections on buses over 15 years old, wrecker bills, TDOT physicals
	418 Equipment & Machinery Parts	10,000	9,645	10,000	Hard drive cameras
					Journal entries will affect, modest est. avg = \$4/gallon, 525 gallons daily for regular routes (Rogers Petroleum)
	425 Fuel	283,694	424,112	420,000	
	433 Lubricants	19,906	18,356	22,000	
	435 Office Supplies	1,198	1,497	1,500	
	450 Tires & Tubes	39,925	67,980	47,910	
	453 Vehicle Parts	108,154	145,832	118,429	
	471 Software	10,150	9,786	15,002	Trip Direct Software, Mapping Software, Cummings, Norwegian
	499 Other Supplies & Materials	8,588	13,486	8,500	Fire Ext., cleaning supplies, appreciation, awards, items for in-service
	524 Staff Development	4,490	4,188	5,000	PD & CDL Reimbursement
	599 Other Charges	1,995	1,967	2,000	
	729 Transportation Equipment - Buses	1,560,315	761,172	-	
72710	Total	4,771,376	4,377,454	3,654,177	

Fund 141		2024-2025	2025-2026	2026-2027	
	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
73300	COMMUNITY SERVICES				
	105 Supervisor/Director	50,797	41,642	60,107	Coordinator, Family Resource Center Pay July in June [(1) FT + 25% of second employee]
	188 Bonus Payments	1,812	-	-	
	189 Other Salaries & Wages	72,094	84,738	77,197	Kid's Club, Pay July in June, (2) assistants, (1) Supvr on scale
	201 Social Security	9,515	10,814	10,504	7.65%
	204 State Retirement	8,486	9,340	13,730	10%
	206 Life Insurance	75	75	75	x2
	207 Medical Insurance	18,749	20,898	23,800	
	208 Dental Insurance	735	748	676	\$28.17*3*12
	355 Travel	-	-	-	
	422 Food Supplies	337	1,122	2,000	Snacks for Kid's Club
	499 Other Supplies & Materials	454	953	1,500	Games, puzzles, crafts for Kid's Club
	535 Fee Waivers (Clothing, Shoes, School Supplies)	4,878	3,455	15,000	Donation - Clothing & School Supplies for at-risk students
	599 Other Charges	49,202	-	500	Kid's Club Certifications/Child Care
73300	Total	217,134	173,784	205,089	
73400	EARLY CHILDHOOD EDUCATION PROGRAM				
	116 Teachers	722,748	655,688	755,625	(11) FT
	117 Career Ladder Program	1,000	1,000	1,000	
	163 Educational Assistants	216,118	238,548	255,816	(11) FT + 2 extra days for required trainings
	188 Bonus Payments	13,892	-	-	
	189 Other Salaries & Wages		1,000		
	195 Substitute Teachers - Certified	462	200	1,000	\$135 per day
	198 Substitute Teachers - Non-certified	10,125	13,688	10,000	\$100 per day
	201 Social Security	70,928	66,930	78,293	7.65%
	204 State Retirement	69,276	62,271	79,454	6.35% Legacy; 9% Hybrid; 10% Classified
	206 Life Insurance	1,242	1,095	1,242	
	207 Medical Insurance	261,007	258,848	342,000	
	208 Dental Insurance	7,268	6,794	7,437	\$28.17*22*12
	217 Ret-Hybrid Stabilization	-	1,596	1,889	0.85%
	429 Instructional Supplies & Materials	369	4,980	5,000	
	499 Other Supplies & Materials	1,200	100	1,200	
73400	Total	1,375,635	1,312,736	1,539,956	

Fund 141	Description	2024-2025 Audited Actual	2025-2026 Projected Budget	2026-2027 Proposed Draft II	Notes
76000	CAPITAL OUTLAY				
76100	REGULAR CAPITAL OUTLAY				
	321 Engineering Services	104,500	112,695	120,000	District engineering on all major projects
	706 Building Construction	208,154	247,939	50,000	CTE Construction projects
	707 Building Improvements	90,216	90,524	50,000	CTE Improvements
	799 Other Capital Outlay	235,405	191,055	150,000	School & Dept needs; \$10,000 per School, \$30,000 district use
76100	Total REGULAR CAPITAL OUTLAY	638,275	642,213	370,000	
82130	DEBT SERVICE				
	620 Principal on Debt	-	130,235	222,924	
82130	Total DEBT SERVICE	-	130,235	222,924	
82230	DEBT SERVICE				
	620 Interest on Debt	-	17,920	30,132	
82230	Total DEBT SERVICE	-	17,920	30,132	
TOTAL	EDUCATION - DEBT SERVICE CONTRIBUTION TO PRIMARY GOVERNMENT	-	148,155	253,056	
91300	EDUCATIONAL CAPITAL PROJECTS		3,257,711	5,207,147	***See Attached Exhibit A on the last page of budget.
91300	Total EDUCATIONAL CAPITAL PROJECTS		3,257,711	5,207,147	
99100	TRANSFERS OUT	2024-2025	2025-2026	2026-2027	
		Audited Actual	Projected Budget	Proposed Draft II	
	590 Transfers to Other Funds	51,741	-	-	
99100	Total TRANSFERS OUT	51,741			
TOTAL ESTIMATED EXPENDITURES		75,097,799	80,393,429	84,673,812	

General Purpose School Fund
For Fiscal Year Ending June 30, 2027

Cumberland County Board of Education
Proposed Budget FY 27

Budget Draft II
April 23, 2026

Fund 141		2024-2025	2025-2026	2026-2027	
	Description	Audited Actual	Projected Budget	Proposed Draft II	Notes
39000	EXCESS OF ESTIMATED REVENUE AND OTHER SOURCES OVER (UNDER) ESTIMATED	766,695	(1,332,678)	(9,981,401)	

Beginning Balance As of 06/30/24	17,780,522
Net Change in Fund Balance per Audit 06/30/25	766,695
Actual Audit Report Beginning Balance as of 07/01/25	\$ 18,547,217
Estimated Revenues 2025-2026	79,060,752
Estimated Expenditures 2025-2026	80,393,429
Estimated Ending Balance as of 06/30/26	\$ 17,214,540
Estimated Revenues 2026-2027	74,692,411
Estimated Expenditures 2026-2027	84,673,812
Estimated Ending Balance as of 06/30/27	\$ 7,233,139

Actual Audit Report Beginning Balance as of 07/01/25	\$ 18,547,217	
Less: PO Encumbrances Per Audit As of 6/30/25	3,310,090	
Less: Restricted for Hybrid Retirement Stabilization Funds	1,100,043	
Actual Audit Report Unassigned Fund Balance as of 06/30/25	\$ 14,137,084	**Exhibit I-2 FY25 Annual Financial Report, Comptroller's Office

Exhibit A - Capital Projects

Educational Projects Line

HVAC	\$ 2,100,000	20 RTU	SMHS CCHS	
1 MM Fire Alarm Systems	\$ 1,000,000		Martin	1976
			Stone	1999
			Pleasant Hill (Old Wing)	1980
	\$ 3,100,000			

Homestead Electric		\$400,000
Martin Drainage		\$400,000
McKinstry Retro Commissioning /Asset Tagging		\$240,000
HVAC Units		\$200,000
Lawn Tractors		\$85,000
Buses/4 (1) SPED, (2) 78-Passenger, (1) 90-Passenger		\$782,147
		<u>\$2,107,147</u>
Grand Total		\$5,207,147

**Cumberland County Finance
Summary Financial Statement by Sub-Fund
June 2026**

:

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenues							
40110	Current Property Tax	1,890,277.00	(1,899,738.28)	100.50%	157,523.08	(5,351.84)	3.40%
40120	Trustee's Collections - Prior Year	52,999.00	(53,861.93)	101.63%	4,416.58	(4.94)	0.11%
40130	Cir Clk/Clk & Master Collections-Pr Yr	18,765.00	1,209.66	-6.45%	1,563.75	(1,496.94)	95.73%
40140	Interest And Penalty	21,342.00	(5,960.82)	27.93%	1,778.50	(1,293.34)	72.72%
40210	Local Option Sales Tax	16,953,333.00	(16,095,417.05)	94.94%	1,412,777.75	(1,495,636.33)	105.86%
40270	Business Tax	3,561.00	(3,943.64)	110.75%	296.75	(475.00)	160.07%
40275	Mixed Drink Sales	57,360.00	(55,527.29)	96.80%	4,780.00	(6,006.92)	125.67%
43517	Tuition - Other	150,246.00	(188,310.52)	125.33%	12,520.50	(16,632.00)	132.84%
43570	Receipts From Individual Schools	66,000.00	(113,679.59)	172.24%	5,500.00	(36,443.05)	662.60%
43990	Other Charges For Services	15,000.00	(24,623.30)	164.16%	1,250.00	0.00	0.00%
44120	Lease/Rentals/PPP	4,240.00	(25,187.90)	594.05%	353.33	(6,102.16)	1,727.03%
44145	Sale Of Recycled Materials	2,500.00	(2,472.15)	98.89%	208.33	(255.75)	122.76%
44170	Miscellaneous Refunds	133,644.81	(158,992.76)	118.97%	11,137.07	(17,689.85)	158.84%
44560	Damages Recovered From Individuals	500.00	(1,596.82)	319.36%	41.67	(328.80)	789.12%
44570	Contributions & Gifts	16,500.00	(13,651.00)	82.73%	1,375.00	0.00	0.00%
44990	Other Local Revenues	14,000.00	(21,510.82)	153.65%	1,166.67	(1,683.00)	144.26%
46510	Tennessee Investment in Student	779,835.50	(51,501,275.67)	6,604.12%	64,986.29	(3,901,649.24)	6,003.80%
46511	Basic Education Program	51,834,178.00	0.00	0.00%	4,319,514.83	0.00	0.00%
46513	TISA - On-behalf Payments	0.00	0.00	0.00%	0.00	0.00	0.00%
46515	Early Childhood Education	1,155,840.57	(1,127,587.26)	97.56%	96,320.05	(76,962.92)	79.90%
46590	Other State Education Funds	2,721,077.32	(1,672,234.35)	61.45%	226,756.44	(67,981.42)	29.98%
46591	Coordinated School Health - ARRA	114,200.00	(104,203.11)	91.25%	9,516.67	(11,516.03)	121.01%
46596	Paid Parental Leave	104,172.89	(89,674.02)	86.08%	8,681.07	0.00	0.00%
46610	Career Ladder Program	80,000.00	(94,701.27)	118.38%	6,666.67	0.00	0.00%
46790	Other Vocational	3,000,000.00	(1,637,851.34)	54.60%	250,000.00	(284,131.19)	113.65%
46851	State Revenue Sharing -T.V.A.	221,183.74	(221,183.74)	100.00%	18,431.98	0.00	0.00%
46990	Other State Revenues	108,500.00	0.00	0.00%	9,041.67	0.00	0.00%
47590	Other Federal Through State	622,115.41	(256,912.93)	41.30%	51,842.95	(48,162.51)	92.90%
48610	Donations	32,190.00	(23,390.00)	72.66%	2,682.50	0.00	0.00%
48990	Other	0.00	(5,500.00)	0.00%	0.00	0.00	0.00%
49600	Proceeds From Sale Of Capital Assets	0.00	(18,966.00)	0.00%	0.00	(2,419.00)	0.00%
49700	Insurance Recovery	0.00	(10,457.86)	0.00%	0.00	(934.30)	0.00%
	Total Revenues	80,173,561.24	(75,427,201.76)	94.08%	6,681,130.10	(5,983,156.53)	89.55%
Expenditures							
71100	Regular Instruction Program	(33,347,117.88)	32,467,163.47	97.36%	(2,778,926.49)	4,936,874.39	177.65%
71150	Alternative Instruction Program	(386,402.00)	380,873.18	98.57%	(32,200.17)	56,259.40	174.72%
71200	Special Education Program	(6,354,827.48)	6,287,829.70	98.95%	(529,568.96)	956,076.37	180.54%

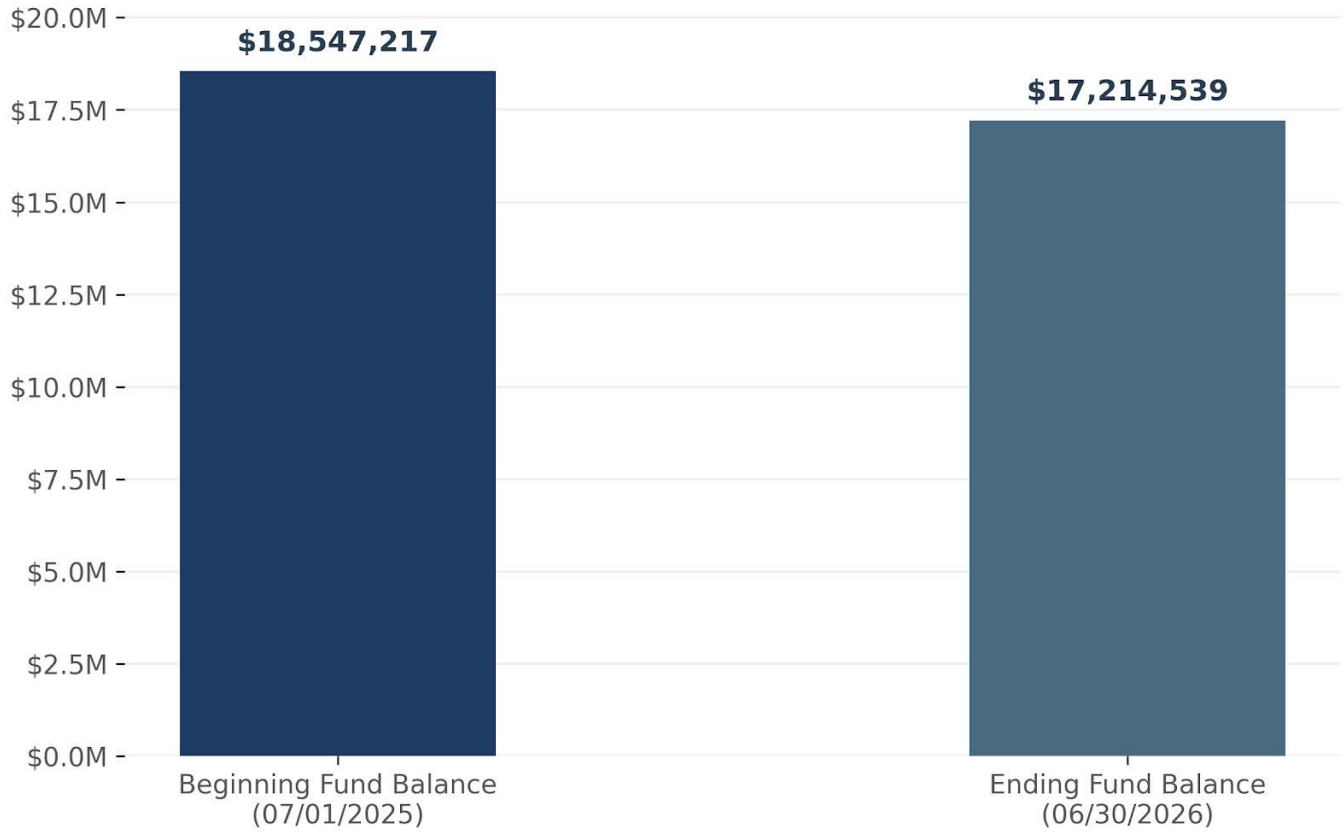
**Cumberland County Finance
Summary Financial Statement by Sub-Fund
June 2026**

:

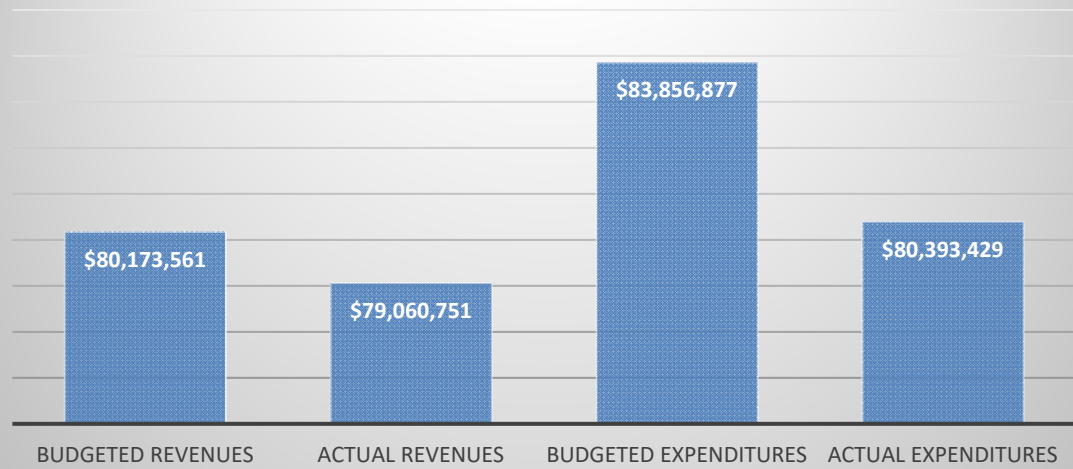
141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71300	Career And Technical Education	(7,193,178.06)	6,363,430.80	88.46%	(599,431.51)	756,182.37	126.15%
71400	Student Body Education Program	(638,651.00)	601,031.76	94.11%	(53,220.92)	31,266.94	58.75%
72110	Attendance	(248,618.00)	247,443.55	99.53%	(20,718.17)	22,597.13	109.07%
72120	Health Services	(1,054,088.81)	1,012,165.23	96.02%	(87,840.73)	160,949.63	183.23%
72130	Other Student Support	(2,036,815.60)	1,971,563.77	96.80%	(169,734.63)	304,068.45	179.14%
72210	Regular Instruction Program	(1,479,393.00)	1,365,499.48	92.30%	(123,282.75)	153,524.45	124.53%
72220	Special Education Program	(1,179,906.13)	1,162,304.61	98.51%	(98,325.51)	113,687.16	115.62%
72230	Career And Technical Education	(674,839.00)	652,424.55	96.68%	(56,236.58)	88,135.29	156.72%
72250	Technology	(1,511,615.00)	1,428,007.89	94.47%	(125,967.92)	72,157.45	57.28%
72310	Board Of Education	(1,252,046.00)	1,159,524.24	92.61%	(104,337.17)	83,911.75	80.42%
72320	Office Of The Superintendent	(368,766.00)	354,289.98	96.07%	(30,730.50)	29,455.05	95.85%
72410	Office Of The Principal	(5,324,769.00)	5,270,511.39	98.98%	(443,730.75)	790,646.94	178.18%
72510	Fiscal Services	(386,200.00)	346,841.69	89.81%	(32,183.33)	29,615.80	92.02%
72520	Human Services/Personnel	(244,287.00)	224,748.85	92.00%	(20,357.25)	16,987.96	83.45%
72610	Operation Of Plant	(5,944,538.00)	5,782,303.53	97.27%	(495,378.17)	381,652.34	77.04%
72620	Maintenance Of Plant	(3,579,570.41)	3,403,418.55	95.08%	(298,297.53)	341,659.22	114.54%
72710	Transportation	(4,573,756.14)	4,377,454.04	95.71%	(381,146.35)	508,298.71	133.36%
73300	Community Services	(197,761.00)	173,783.31	87.88%	(16,480.08)	22,061.03	133.86%
73400	Early Childhood Education	(1,405,123.00)	1,312,735.83	93.42%	(117,093.58)	193,285.43	165.07%
76100	Regular Capital Outlay	(780,369.03)	642,213.23	82.30%	(65,030.75)	17,960.72	27.62%
82130	Education	(222,924.00)	130,235.00	58.42%	(18,577.00)	18,785.00	101.12%
82230	Education	(30,132.00)	17,920.00	59.47%	(2,511.00)	2,380.00	94.78%
91300	Education Capital Projects	(3,441,183.74)	3,257,711.12	94.67%	(286,765.31)	3,315.49	1.16%
Total Expenditures		(83,856,877.28)	80,393,428.75	95.87%	(6,988,073.11)	10,091,794.47	144.41%
Total	141 General Purpose School	(3,683,316.04)	4,966,226.99	134.83%	(306,943.00)	4,108,637.94	1,338.

Fund Balance Comparison

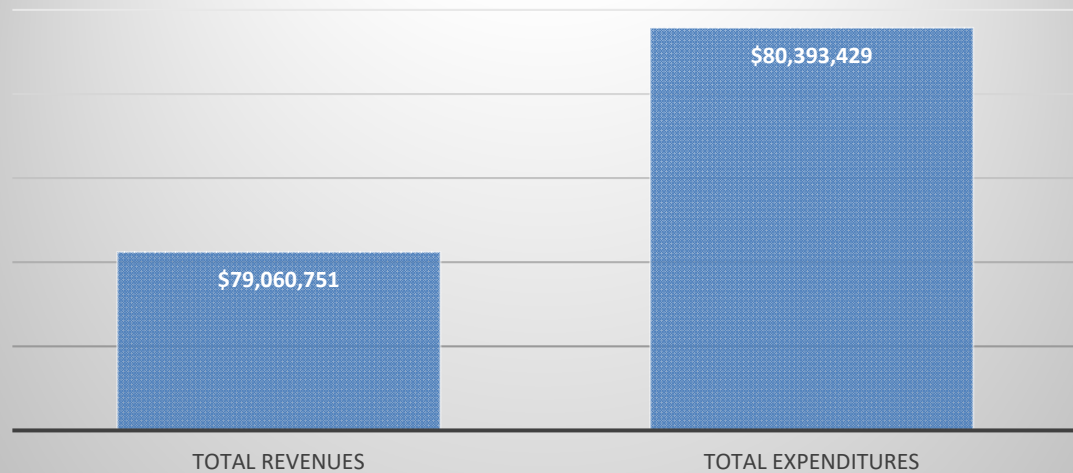
Net Decrease: \$1,332,678 (-7.19%) over Fiscal Year 2026



Budget vs Actual 2025-2026



Total Revenues & Expenditures 2025-2026



Resolution # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the Cumberland County Schools was awarded an Aviation Grant from the Tennessee Department of Transportation, approved for YR 2027 budget.

WHEREAS, it is necessary to increase funding appropriations for our General Funds.

NOW, THEREFORE, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, and by the Cumberland County Commission, meeting on August 17th, 2026,
that the following budget amendment be adopted.

General Budget Amendment

<u>Increase Revenue</u>		
46590	Other State Education Funds	\$20,000.00
Total Increase in Revenue		\$20,000.00
<u>Increase Expenditures:</u>		
141-71300-399	Other Contracted Services	\$15,000.00
141-72230-524	In-Service/Staff Development	\$5,000.00
Total Increase in Expenditures		\$20,000.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of School

Ayes: ____ Nays: ____ Abstain: ____

Sponsor: _____
County Commissioner

Approval: _____
County Commissioner

Attest: _____
County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution # _____

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS, the approved FY 2027 budget for the Cumberland County High School included the Federal/State grant GEAR UP.

WHEREAS, the grant will increase funding in Salaries, Supplies and Professional Development.

NOW, THEREFORE, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, and by the Cumberland County Commission, ~~meeting on August 17th, 2026, that the following budget amendment be adopted~~

Federal/State Budget Amendment

Increase Revenue:

47590

\$326,115.41

Total Increase in Revenue

\$326,115.41

Increase Expenditures:

141-71300-116-GEAR	Salaries	\$146,560.00
141-71300-189-GEAR	Other Salaries Wages	\$24,500.00
141-71300-201-GEAR	Social Security and Medicare	\$11,300.00
141-71300-204-GEAR	State Retirement	\$11,264.00
141-71300-206-GEAR	Life Insurance	\$150.00
141-71300-207-GEAR	Medical Insurance	\$34,350.00
141-71300-208-GEAR	Dental	\$1,500.00
141-71300-429-GEAR	Materials and Supplies	\$65,115.41
141-71300-524-GEAR	Professional Development	\$31,376.00

Total Increase in Expenditures

\$326,115.41

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

RESOLUTION # _____

Cumberland County, Tennessee
Recruitment and Retention Grant

WHEREAS, the Cumberland County Schools had been awarded the following State grant Recruitment and Retention Grant in 2025 - 26 SY. Whereas, the grant will need to rollover unspent funds to 2026 - 27 SY.

NOW, THEREFORE, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, and by the Cumberland County Commission, meeting on August 17th, 2026, that the following budget amendment be adopted.

Decrease Fund Balance

141-39000	Fund Balance - Unassigned	\$	11.40
Total Decrease in Expenditures		\$	11.40

Increase

141-72220-124	Psychological Personnel	\$	11.40
Total Increase in Expenditures		\$	11.40

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: _____ Nays: _____ Abstain: _____

Director of Schools

Sponsor: _____

County Commissioner

Approval: _____

County Mayor

Attest: _____

County Clerk

Budget Committee Vote:

Ayes: _____ Nays: _____ Abstain: _____

Resolution # _____

Cumberland County, Tennessee

General Purpose School Fund

WHEREAS, the approved FY 2027 budget for the Cumberland County Board of Education requires revision to record roll over funds from the Public School Security Grant.

NOW, THEREFORE, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, and by the Cumberland County Commission, meeting on August 17th, 2026, that the following budget amendment be adopted.

General Purpose School

Increase Revenues:

141-46590

Other State Grants

\$48,879.21

Total Increase in Revenue

\$48,879.21

Increase Expenditures:

141-72620-790

Maintenance of Plant-Other Equipment

\$48,879.21

Total Increase in Expenditures

\$48,879.21

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the approved FY 2027 budget for the Cumberland County Board of Education included appropriations for Property Insurance through TNRMT; and

WHEREAS, the annual Property Insurance expenditure exceeded original projections due to being an estimate at the time of budget preparations; and

WHEREAS, the proposed reallocation will not increase the total approved budget;

NOW, THEREFORE, BE IT RESOLVED, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, that the following budget amendment be adopted.

BE IT FURTHER RESOLVED, that the following budget amendment be adopted by the **Cumberland County Commission**, meeting in regular session on this **17th day of August 2026**.

Operation of Plant

Increase Expenditures:

141-72610-502	Operation of Plant - Building & Contents Insurance	\$68,206.00
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Total Increase in Expenditures		\$68,206.00
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Decrease Expenditures:

141-72310-513	Board of Education - Workman's Compensation	\$68,206.00
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Total Decrease in Expenditures		\$68,206.00
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SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____

County Commissioner

Approval: _____

County Commissioner

Attest: _____

County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the Cumberland County Schools has been awarded the following federal grant Perkins Basic. Whereas, the grant will provide additional money for Instructional supplies and materials, equipment, other contracted services, In-service/staff development, contracts with other vehicle owners. and other charges approved for YR 2027 budget.

WHEREAS, it is necessary to increase funding appropriations for our Federal Funds.

NOW, THEREFORE, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, and by the Cumberland County Commission, meeting on August 17th, 2026,
that the following budget amendment be adopted.

Federal Budget Amendment

<u>Increase Revenue</u>		
47131	Federal - Perkins Basic	\$149,287.40
Total Increase in Revenue		\$149,287.40
<u>Increase Expenditures:</u>		
142-801-71300-429	Instructional Supplies & Materials	\$11,614.07
142-801-71300-499	Other Supplies and Materials	\$10,000.00
142-801-71300-730	Vocational Instruction Equipment	78,250.94
142-801-72130-524	In-Service/Staff Development	\$17,000.00
142-801-72130-599	Other Charges (CTSO)	\$21,357.91
142-801-72230-105	Supervisor / Director	\$6,364.48
142-801-72230-201	Social Security	\$600.00
142-801-72230-204	Pensions	\$600.00
142-801-72230-524	In-Service/Staff Development	\$3,500.00
Total Increase in Revenue		\$149,287.40

SPONSORED BY:

APPROVED BY:

BOE Member

Chairman of the Board

ATTEST:

Ayes: ____ Nays: ____ Abstain: ____

Director of School

Sponsor: _____
County Commissioner

Approval: _____
County Commissioner

Attest: _____
County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Resolution # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the approved FY 2027 budget for the Cumberland County Board of Education included a federal Grant, Perkins Reserve.

WHEREAS, it is necessary to allocate appropriations to ensure adequate funding for Industry Certifications.

NOW, THEREFORE, be it resolved, by the Cumberland County Board of Education, meeting on this 23rd day of July 2026, and by the Cumberland County Commission, meeting on August 17th, 2026, that the following budget amendment be adopted.

Federal Budget Amendment		
Increase Revenue:		
47131-802		\$50,000.00
Total Increase in Revenue	Federal - Perkins Reserve	\$50,000.00
Increase Expenditures:		
142-802-71300-499		\$50,000.00
Total Increase in Expenditures		\$50,000.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of School

Ayes: ____ Nays: ____ Abstain: ____

Sponsor: _____
County Commissioner

Approval: _____
County Commissioner

Attest: _____
County Clerk

Budget Committee Vote

Ayes: ____ Nays: ____ Abstain: ____

Cumberland County Board of Education Administrative Procedures

Issued:	Procedure:	Policy Reference:
July 2004	Field Trip and Excursions	4.302 Exhibit B

Cumberland County Schools Field Trip Request

In State/Pre-Approved _____ Overnight X Out of State X

This form is to be submitted to the principal and received in the appropriate Director's office 2 weeks prior to the date of the trip for approval. OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then afterward filed in the principal's office.

School District Level Subject/Grade Level 5-12
 Trip Requested By Nathan Brown Date of Trip August 5-8, 2026
 Destination Canaan Valley Resort, W.Va City Davis State W.Va.
 Departure Time 7a Return _____ Admission per student \$ -
 Special Services: Check ALL that apply. Prior approval is required. ☐ School Nurse ☐ SpED Bus ☐ SpED Assistant
☐ Student has 504 plan ☐ Bus with Lift

Please Check Type of Activity

- ☐ Academic Field Trip
- ☐ Incentive Field Trip
- ☐ School Clubs
- ☐ Band/Chorus
- ☐ Competition
- ☒ Sports
- ☐ Special Classroom Trip (Describe) _____
- ☐ Other _____

Teachers Going: _____ # of Students 17

Nathan Thompson
Heather Jones

TOTAL # of TEACHERS: 2 TOTAL # of STUDENTS 17

Additional Chaperones (If Needed) 17

na }

- ☐ Cafeteria Notified ☐ Purchase Order Requested
- ☐ Substitute Requested (If Needed) ☐ Permission Slip Obtained (Take on trip)

Sponsoring Teacher's Signature Nathan Brown Cell Phone # 931-510-6413 Principal's Signature Rebecca Bailey Date 7-10-2026

To be completed for out-of-state and overnight school sponsored trips only	
☐ Approved ☐ Denied	_____ Director of Schools Date of Board Approval



**CRAB ORCHARD
ELEMENTARY SCHOOL**

240 School Road
Crab Orchard, TN 37723
PHONE: (931) 484-7400 FAX: (931) 456-5655
Principal: Debbie Beaty
Asst. Principal: Todd Kuffel

Dear Dr. Farley and School Board Members:

We are excited to announce that over 30 Cumberland County Students (plus some Adult coaches) have qualified for the 2026 IBO Outdoor World 3D Challenge in Canaan Valley Resort, WV. I have attached a list of the qualifying students. The event will take place August 5-8, 2026.

This will be overnight stays with parents/guardians responsible for transportation to and from the tournament. Fundraisers have been and possibly more will be conducted to help in reduction of motel and food expenses.

Thank you for your consideration for this trip. Our students/teams have been very successful in their previous tournaments and we are excited to carry on the tradition.

Sincerely,

Debbie Beaty
Principal, Crab Orchard Elementary



Issued:	Procedure:
April 2025	Policy Reference:
Field Trip and Excursions	
4.302 Exhibit B	

Cumberland County Schools Field Trip Request

In State/Pre-Approved _____ Overnight X Out of State X

This form is to be submitted to the principal and received in the appropriate Director's office 2 weeks prior to the date of the trip for approval. OUT OF STATE AND OVERNIGHT TRIPS MUST HAVE BOARD APPROVAL. YOU MUST SUBMIT THESE TRIPS 2 WEEKS PRIOR TO THE MONTHLY BOARD MEETING.

Parent permission slips must be obtained for all students making the trip, taken on the trip, and then afterward filed in the principal's office.

School Cumberland County High School Subject/Grade Level 9-12 Archery
Trip Requested By Blake Allen / Kenny Kilgore Date of Trip Aug 6-9th
Destination IBO World Championship - West Virginia City Cannon WV 26405 State _____
Departure Time 8:00am 8/6/24 Return 8:00pm 8/9/24 Admission per student \$ _____
Special Services: Check ALL that apply. Prior approval is required. ☐ School Nurse ☐ SpED Bus ☐ SpED Assistant
☐ Student has 504 plan ☐ Bus with Lift

School Nurse Signature _____ SPED Signature _____

Please Check Type of Activity

- ☐ Academic Field Trip
☐ Incentive Field Trip
☐ School Clubs
☐ Band/Chorus
☐ Competition
☒ Sports
☐ Special Classroom Trip (Describe) _____
☐ Other _____

Teachers Going:
Kenny Kilgore (Volunteer Coach)

of Students
8 - Parents must go if students go

TOTAL # of TEACHERS: 1 TOTAL # of STUDENTS 8

Additional Chaperones (If Needed) - Parents of each student going

☐ Cafeteria (Notified) Signature _____ ☐ Purchase Order Requested
☐ Substitute Requested (If Needed) _____ ☐ Permission Slip Obtained (Take on trip)

School Nurse Signature _____

Sponsoring Teacher's Signature [Signature] Cell Phone # 931-200-7380

Principal's Signature [Signature] Date 4-15-24

For Transportation Dept Only			
Drivers: 1) _____	2) _____	3) _____	4) _____
Beginning Mileage _____	Ending Mileage _____	Total Miles _____	
Amount to be paid to driver \$ _____		Amount for Fuel \$ _____	
Transportation Supervisor _____			

To be completed for out-of-state and overnight school sponsored trips only	
☐ Approved	☐ Denied
Director of Schools _____	Date of Board Approval _____

MEMORANDUM OF UNDERSTANDING
BETWEEN
CUMBERLAND COUNTY
AND
CUMBERLAND COUNTY SHERIFF'S OFFICE
AND
CUMBERLAND COUNTY SCHOOLS

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the above-named parties. Each individually as "Party" or collectively as "Parties".

WHEREAS, well developed School Resource Officer ("SRO") programs provide the crucial link between schools and law enforcement agencies in their continued efforts to establish and maintain safe and secure learning environments. An SRO, as part of his/her day-to-day operations, will be responsible for responding to all criminal acts committed at the school.

WHEREAS, the term School Resource Officer ("SRO") has the same meaning as in Tennessee Code Annotated § 49-6-4202(6). "School resource officer" means a law enforcement officer, as defined under § 39-11-106, who is in compliance with all laws, rules, and regulations of the peace officers standards and training commission and who has been assigned to a school in accordance with a memorandum of understanding between the chief of the appropriate law enforcement agency and the LEA." The term "law enforcement officer" as defined under § 39-11-106 means an "officer, employee, or agent of government who has a duty imposed by law to (a) maintain public order; or (b) make arrests for offenses, whether that duty extends to all offenses or is limited to specific offenses; and (c) investigate the commission or suspected commission of offenses." An SRO acts as a liaison between the police agency, the school, and the community. This does not include a School Safety Officer or a School Security Officer.

WHEREAS, the term Local Education Agency ("LEA") has the same meaning as in Tennessee Code Annotated § 49-1-103(2). "Local education agency (LEA)", "school system", "public school system", "local school system", "school district", or "local school district" means any county school system, city school system, special school district, unified school system, metropolitan school system, or any other local public school system or school district created or authorized by the general assembly."

WHEREAS, a "public charter school" shall be established and operated as set forth in the Tennessee Public Charter Schools Act (Tennessee Code Annotated Title 49, Chapter 13).

WHEREAS, an "alternative school" and "alternative program" shall be established and operated as set forth in Tennessee Code Annotated Title 49, Chapter 6, Part 34.

NOW THEREFORE, in consideration of the mutual promises contained herein, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

- I. PURPOSE OF MOU. The purpose of this MOU is to set forth the obligations of the Parties with respect to the placement of School Resource Officers ("SROs") in schools and with respect to planning and funding related thereto for the purpose of providing a law enforcement presence at each school. For the purposes of selecting and assigning SROs, the term "Sheriff" shall include the duly elected Sheriff or an authorized Sheriff Deputy designated by the Sheriff to oversee the SRO program. The term "Chief of Police" shall include the appointed Chief of Police or an authorized Officer designated by the Chief of Police to oversee the SRO program.
- II. AUTHORITY. This MOU is to serve as the template MOU for the SRO grant funded program authorized by Public Chapter 1142 of the 114th Tennessee General Assembly and shall be executed between a local law enforcement entity and the LEA or public charter school or alternative school and presented to the Tennessee Department of Safety and Homeland Security as part of the application process for grant funding.

This MOU is also made and entered into pursuant to the authority contemplated by Tennessee Code Annotated Sections 49-6-4201 et seq., and specifically the authority granted to the Parties under Tennessee Code Annotated Section 12-9-101 et seq., which provides that one (1) or more public agencies may contract with any one (1) or more public agencies to perform any governmental service, activity, or undertaking which each public agency entering into is authorized by law to perform; provided that such MOU shall be authorized by the governing body of each Party. Contracts entered into pursuant to Tennessee Code Annotated § 12-9-108 need not conform to the requirements set forth in this chapter for joint undertakings.

III. GENERAL RESPONSIBILITIES OF LOCAL EDUCATION AGENCY (LEA) or PUBLIC CHARTER SCHOOL OR ALTERNATIVE SCHOOL.

- A. Shall provide materials and facilities at each school location as are necessary for the SRO's performance of his/her function as an SRO at the assigned schools including, but not limited to the following:
 - i. A secured climate-controlled and properly lighted office large enough, at a minimum, to adequately accommodate a desk, two (2) chairs, a gun safe, and a lockable file cabinet and be located as reasonably possible near the main office;
 - ii. A landline telephone to be located in the office;
 - iii. Access to a computer work station; and
 - iv. Secretarial assistance when needed by the SRO.

- B. Shall allow the SRO assigned to schools untethered access to the school facilities as required for the SRO to perform his/her duties on school property.
- C. Shall be responsible for all aspects and costs of operation of its schools and nothing herein shall place any monetary obligation on the County or City unless specifically provided for herein.
- D. Shall assist the SRO in the provision of his/her duties and responsibilities if requested by the Sheriff's Office or the assigned SRO.

IV. GENERAL RESPONSIBILITIES OF SHERIFF'S OFFICE or POLICE DEPARTMENT. The Sheriff or Chief of Police, on behalf of the County or City, shall have the following responsibilities:

- A. The Sheriff or Chief of Police shall have the sole authority to conduct background checks, hire, select, discharge, discipline, outfit, provide equipment, and determine (within the parameters established by state law) the qualifications of SROs. The Sheriff or Chief of Police may involve school administrators in the selection process at his/her discretion.
- B. Assign supervisors to oversee the SRO program and to perform non-scheduled visits to schools in which an SRO has been assigned.
- C. Assign SROs to the schools within the jurisdiction of the Local Education Agency (LEA) or Public Charter School or Alternative School pursuant to a full-time schedule. The grant funding is for a full-time SRO to be dedicated to each particular school.
- D. The sole authority to determine the duty hours of the SRO and the qualifications thereof, subject to the provision of IV.E. below.
- E. To the degree required by applicable law, ensure that all SROs maintain qualifications and satisfactorily accomplish continuing training and continuing education required for the SROs to maintain state required qualifications as provided in Tennessee Code Annotated § 49-6-4217. The County or City will remain responsible for the costs associated with the obligations contained in this Section IV.E.

V. QUALIFICATIONS OF AN SRO.

- A. An SRO must be a POST-certified, sworn officer of a law enforcement agency within the jurisdiction that includes the school community being served.

- B. An SRO is recommended to have at least two (2) years' experience as a police officer or the equivalent in order to be able to draw upon the expertise and experience of traditional police work when performing their duties in a school setting.
- C. An SRO should not only be selected based on specific qualifications, but on a genuine desire to work with youth. Due to the nature of the SRO position, the majority of the time is spent interacting with youth. The ability of an SRO to connect with students and provide positive and enriching relationships is a very important trait that will have a positive effect on the school's overall climate.

VI. TRAINING FOR AN SRO AND SCHOOL PERSONNEL.

- A. An SRO should receive forty (40) hours of specialized training provided by the Department of Justice, the National Association of School Resource Officers, Tennessee Association of School Resource Officers, Tennessee Law Enforcement Training Academy (TLETA), or other appropriate and recognized entity within one (1) year of being hired or assigned to a school, whichever is earlier. Due to the nature of the role of an SRO, it being significantly different than that of a traditional patrol officer, the SRO position requires skills and knowledge that may not be addressed in traditional law enforcement training. Therefore, it is important for an SRO to receive specialized training that will prepare him/her to work in a school setting.
- B. After the initial forty (40) hours of specialized training, an SRO should attend sixteen (16) hours per year of training specific to his/her SRO duties in addition to the twenty-four (24) hours of POST-certified training that is annually required. Annual training ensures an SRO remains up-to-date with school related issues, trends, and best practices and provides the SRO with the knowledge and ongoing professional development necessary to perform the duties of an SRO.
- C. Planning and training for emergencies and school safety should be conducted collaboratively by SROs and school personnel. Both should take an active role in training school personnel regarding emergency management issues. The development and implementation of school safety plans should be a collaborative effort, and school personnel should include and engage other first responders in the community.

- VII. INFORMATION EXCHANGE. To best serve both the school and the law enforcement agency, it is important that lasting, long-term collaborations take place. The school and the law enforcement agency should participate in an open exchange of information and resources to

better serve the students and the community. It may be necessary to formalize information-sharing procedures in order to address student confidentiality concerns.

VIII. GENERAL DUTIES OF AN SRO.

- A. The SRO shall not act as school disciplinarians, nor make decisions regarding school discipline. The SRO shall not be involved in the enforcement of disciplinary infractions that do not constitute violations of the law. The SRO shall retain full law enforcement authority and will take law enforcement action as appropriate. As soon as practical, the SRO will notify the head of the school of any such action. The SRO will comply with applicable state and federal law as they apply to SROs regarding special education students.
- B. The basic duties of SROs include monitoring those who visit schools, providing assistance for disruptive students, and enforcing applicable laws.
- C. An SRO may assist in any class as a guest speaker if requested by the head of the school in which the SRO is assigned.
- D. To the extent that the SRO may do so under the authority of law, the SRO will take appropriate law enforcement action as the SRO deems is appropriate including, but not limited to action against intruders and unwanted guests who may appear at the school and related school functions. As practical, the SRO will advise the head of the school before requesting additional police assistance on campus.
- E. The SRO may establish new programs relating to security and safety of the students and faculty but only after permission is granted by the Sheriff or Chief of Police and the head of the school in which the SRO is assigned.
- F. The SRO will assist other law enforcement officers in matters regarding his/her school assignment whenever necessary.
- G. The SRO shall make examination of all exterior doors to ensure they are locked or secured.
- H. SROs may have other specific duties and responsibilities as defined by the Sheriff's Office or Police Department.

IX. ADDITIONAL DUTIES OF AN SRO FOR MIDDLE AND HIGH SCHOOLS.

- A. The SRO will become familiar with all community agencies that offer assistance to youth and their families including, but not limited to school-based behavioral health liaisons,

mental health clinics, mental health liaisons, and drug treatment centers. The SRO may recommend referrals to such agencies once the SRO notifies the head of the school.

- B. If requested by the head of the school and upon approval of the Sheriff or Chief of Police, the SRO may attend parent/faculty meetings to promote support and understanding of the SRO program.
 - C. If an SRO determines it necessary, the SRO may, in accordance with applicable state and federal laws regarding the questioning of juveniles, conduct formal police interviews with students and faculty. The interviews shall also be conducted in conformance with the SRO's employing agency's policies and procedures, the LEA, Public Charter School, or Alternative School policies, and all applicable laws.
 - D. The SRO may act as an instructor for the Drug Abuse Resistance Education ("D.A.R.E.") and for other related short-term programs at the assigned school if requested by the head of the school and approved by the Sheriff or Chief of Police.
 - E. Upon approval of the Sheriff or Chief of Police, an SRO may be assigned to investigate incidents relating to thefts, alcohol or drug use, or any other crime occurring at the school in which the SRO is assigned.
- X. DISMISSAL AND REASSIGNMENT OF AN SRO. In the event the head of the school to which an SRO is assigned determines that the assigned SRO has failed to perform his/her duties and responsibilities, he/she may make a written request to the Superintendent or Director to request reassignment of the SRO including the reasons supporting the request. If the Superintendent or Director determines the request is valid, the Superintendent or Director shall promptly forward the written request to the Sheriff or Chief of Police for his/her consideration. The Sheriff or Chief of Police may, in his/her complete discretion, request a meeting with the head of the school to which an SRO is assigned and the SRO to determine whether reassignment is appropriate. The Sheriff or Chief of Police may request the Superintendent or Director to attend the meeting. If a meeting is held, the Sheriff or Chief of Police shall take the comments and written request into consideration in determining whether the SRO will be reassigned. Should the Sheriff or Chief of Police determine a meeting with the head of the school to which an SRO is assigned would not be advantageous, the Sheriff or Chief of Police shall determine whether the SRO shall be reassigned based on the information provided to him/her. The authority to reassign an SRO shall be in the complete discretion of the Sheriff or Chief of Police.
- XI. RECORDS. The SRO will maintain detailed and accurate records of all actions taken by the SRO and general operations relating to the SRO program and shall submit those records to the Sheriff's Office or Police Department.

- XII. TERM. The initial term of this MOU shall commence on the date this MOU is fully executed by the Parties and shall continue until June 30, 2026. The grant funding program requires an annual application for funding and an annual execution of an MOU.
- XIII. TERMINATION.
- A. Termination for Convenience. Any Party may terminate this MOU at any time by providing thirty (30) calendar days' written notice to the other Parties. Notice shall also be given to the Tennessee Department of Safety and Homeland Security. Such termination shall not affect in any manner any prior existing obligations between the Parties. Any unspent grant funding shall be returned to the Tennessee Department of Safety and Homeland Security.
- B. Termination for Lack of Funding. Should any Party fail to, after exercising good faith effort, obtain the grant funding for the provision of SROs, this MOU shall be terminated immediately upon receiving written notice from the Tennessee Department of Safety and Homeland Security that the requirements for grant funding were not met. Termination for lack of funding shall not be deemed termination for breach.
- XIV. RELATIONSHIP OF THE PARTIES. The SROs assigned to schools shall be considered employees of County, Sheriff's Office, City, or Police Department and shall be subject to the employing agency's control, supervision, and chain of command. The assigned SROs shall not be considered employees of the Local Education Agency (LEA), the Public Charter School, or the Alternative School. Assigned SROs will be subject to current procedures and policies in effect for his/her employing agency, including attendance at all mandated training and testing to maintain state law enforcement certification. This MOU is not intended to and will not constitute, create, give rise to, or otherwise recognize a joint venture, partnership, or formal business association or organization of any kind between the Parties, and the rights and obligations of the Parties shall be only those expressly set forth in this MOU.
- XV. COOPERATION. The Parties agree to cooperate fully in order to successfully execute the terms and conditions of this MOU, including obtaining all regulatory and governmental approvals required by this MOU recognizing that the intent of each party to other parties is to serve the individual interests of each party while respecting the conditions and obligations of this MOU.
- XVI. ADMINISTRATION. This MOU shall be administered by the head of the Local Education Agency (LEA), Public Charter School, or Alternative School for the Local Education Agency (LEA), the Public Charter School, or the Alternative School and the Sheriff or Chief of Police shall administer this MOU on behalf of the County or City.

XVII. LIMITATION ON LIABILITY. Each Party shall be responsible for its own actions and the actions of its employees, contractors, subcontractors, and agents conducted pursuant to this MOU. No Party shall be liable for claims against another party unless liability is imposed under the Tennessee Governmental Tort Liability Act.

XVIII. GENERAL TERMS.

- A. Choice of Law and Forum. This MOU shall be exclusively governed by the laws of the State of Tennessee. In the event that any section and/or term of this MOU, or any exhibits hereto, becomes subject to litigation, the venue for such action will be exclusively maintained in a court of competent jurisdiction sitting in the County in which the Local Education Agency (LEA), Public Charter School, or Alternative School is located.
- B. Notices. All notices, demands, and requests to be given hereunder by any Party shall be in writing and must be sent by certified or registered mail and shall be deemed properly given if tendered at the address below or at such other address as any Party shall designate by written notice to the other Parties.

County or City: CUMBERLAND COUNTY
Street Address 1: 2 N MAIN ST #203
Street Address 2:
City Crossville State: TN ZIP Code 38555
ATTN Allen Foster, Cumberland County Mayor
(Name of person or title of County/City Official):

Sheriff or Chief of Police: Name and Title: Sheriff Casey Cox
Street Address 1: 90 Justice Center Drive
Street Address 2:
City Crossville State: TN ZIP Code 38555

Name of LEA or Public Charter School or Alternative School: Name of LEA or Public Charter School: Cumberland County Schools
Street Address 1 368 4th Street
Street Address 2
City Crossville State: TN ZIP Code 38555
ATTN: Dr. Rebecca Farley, Director of Schools
(Name or title of LEA, Public Charter School Official, or Alternative School Official)

- C. Entire Understanding and Modifications in Writing. This MOU and any exhibits included herewith at the time of execution of this MOU contain the entire MOU between the parties, and no statement, promises, or inducements made by any party or agency of any party that is not contained in this MOU shall be valid or binding and this MOU may not be

**THIS IS A CONFIDENTIAL DOCUMENT AND IS NOT SUBJECT TO RELEASE OR DISTRIBUTION
AS A PUBLIC RECORD PURSUANT TO TENN. CODE ANN. § 10-7-504(p)**

enlarged, modified, or altered except in writing and signed by the parties and attached hereto.

- D. Dispute Resolution. The Parties may agree to participate in non-binding mediation in an attempt to resolve any disputes. Notwithstanding the foregoing statement, any claims, disputes, or other matters in question between the Parties to this MOU, arising out of or relating to this MOU or breach thereof, shall be subject to and decided by a court of law.
- E. Assignment. The rights and obligations of this MOU are not assignable.
- F. Waiver. No waiver of any provision of this MOU shall be valid unless in writing and signed by the parties against who charged.
- G. Headings. The headings in the MOU are for convenience and reference and are not intended to define or limit the scope of any provision of this MOU.
- H. Employment Practices. No party shall subscribe to any personnel policy which permits or allows for the promotion, demotion, employment, dismissal, or laying off of any individual due to race, creed, color, national origin, age, sex, or which is in violation of applicable laws concerning the employment of individuals with disabilities. The Parties shall not knowingly hire any unauthorized employees or fail to comply with record keeping requirements set forth in the Federal Immigration Reform and Control Act of 1986, Chapter 878 of the 2006 Tennessee Public Acts, and all other applicable laws.
- I. Independent Contractor. The relationship of the Parties shall be that of an independent contractor. No principal-agent or employer-employee relationship is created by this MOU. No party shall hold itself out in a manner contrary to the terms of this paragraph. No party shall become liable for any presentation, act, or omission of any other party contrary to the terms of this paragraph.
- J. Severability. If any one or more of the covenants, agreements, or provisions of this MOU shall be held contrary to any expressed provisions of law or contrary to any policy of expressed law, although not expressly prohibited, or contrary to any express provision of public policy, or shall for any reason whatsoever be held invalid, then such covenants, agreements, or provisions shall be null and void and shall be deemed separate from the remaining covenants, agreements, or provisions of this MOU.
- K. Specific Performance. The Parties recognize that the rights afforded to each under this MOU are unique and, accordingly, County or City shall, in addition to such other remedies as may be available to them in equity, have the right to enforce their respective

rights hereunder by an action for injunctive relief and/or specific performance to the extent permitted by law.

- L. Compliance with Laws. The Parties shall comply with all laws of the United States of America, the State of Tennessee, and local laws and shall secure all necessary permits and licenses and keep the same in force during the term of this MOU.
- M. Property. Each party shall be responsible for acquiring, holding, and disposing of real and personal property used in the provisions of the services and obligations provided herein.
- N. Press Releases. In connection with the provision of SROs or the obligations or duties contained in this MOU, the Parties hereby agree that no party shall issue a press release or other similar external communications regarding this MOU, or otherwise related to the obligations or duties provided herein without written permission from all Parties. The Parties shall mutually agree on the language of any press release, provided that no Party shall unreasonably withhold its approval of the language. The Local Education Agency (LEA), Public Charter School, or Alternative School shall not publicly comment on the actions of a particular SRO without first consulting with the Sheriff or Chief of Police or designee.
- O. List of Schools. The schools covered by this MOU are those listed on Attachment A.
- P. Effective Date. This MOU shall be binding and effective on the date it has been signed by the authorized representative of the Local Education Agency (LEA), Public Charter School, or Alternative School and the Sheriff or Chief of Police.

IN WITNESS WHEREOF, the Parties have executed this MOU effective as of the date and year written below.



Signature of LEA, Public Charter School,
or Alternative School



Signature of Sheriff or Chief of Police

DATE: 9 Jun 2026

DATE: 9 Jun 2026

Attachment A follows this page

ATTACHMENT A
SCHOOLS COVERED BY THIS MOU

Crab Orchard Elementary
240 School Road
Crab Orchard, TN 3772

Frank P. Brown Elementary
3766 Dunbar Road
Crossville, TN 38555

Homestead Elementary School
3889 Highway 127 S
Crossville, TN 38555

North Cumberland Elementary
7657 Hwy 127 N
Crossville, TN 38555

Pine View Elementary
349 Daysville Road
Rockwood, TN 37854

South Cumberland Elementary
35336 Lantana Road
Crossville, TN 38555

Stone Elementary
1219 Cook Road
Crossville, TN 38555

Pleasant Hill Elementary
486 Main Street
Pleasant Hill, TN 38578

MEMORANDUM OF AGREEMENT
Between
Volunteer Behavioral Health Care System
And
Cumberland County School District

Cumberland County Schools agrees to enter into an automatic renewal agreement with Volunteer Behavioral Health Care System, who will provide school-based prevention services through the Positive Action Program. The terms of this MOU will automatically renew at the beginning of each new school year unless either party terminates the agreement before or at that time. Modifications of the terms of this MOU can be made through mutual agreement between parties that is appropriately documented in writing. Both parties have the right to terminate this agreement at any time.

- A. This Memorandum of Agreement (MOA) documents the cooperation in the conduct of Positive Action prevention program at participating Cumberland County Schools, to begin during the 2026-2027 school year, between Volunteer Behavioral Health Care System (hereinafter referred to as “VBHCS”) and Cumberland County School District, each referred to as the “Party” and collectively as the “Parties” herein.
- B. By this agreement, both parties understand and affirm that:
 - 1. The Positive Action Prevention Program is a school-based alcohol and drug abuse prevention program based on the philosophy that when we think positive thoughts and have positive feelings about ourselves, we will make positive decisions; and our actions in our daily life will be positive. The program can serve students from grade 3 to grade 12 in school and court settings. Program activities provided by a trained Positive Action Prevention Specialist (PS) include classroom group settings focusing on mental health education, life skills, alcohol and drug abuse education, and other social skills lessons to build resiliency among our children and youth. All Positive Action services are provided at no charge to service recipients.
 - 2. Positive Action is a program of VBHCS, which assumes responsibility for services and the actions of agency staff assigned to the program. Positive Action staff will pass a background check agreeable to both parties at the expense of VBHCS.
 - 3. The Positive Action Program recommends a minimum of twelve (12) hours of service for each group/participant. The group sessions can range from 30-minute sessions to 90-minute sessions in a school or court setting. The specialists will conduct lessons in person or a hybrid format using the steps outlined in Positive Action, which is an evidence-based curriculum. This service will be provided by the PS in compliance with accepted educational practices and with regard to the instructional needs of Cumberland County School District. These presentations are ideally held in the classroom setting with the teacher present, but can be presented in a hybrid format utilizing in person and virtual

adaptations. If utilizing the hybrid format, all steps outlined by Positive Action will be followed to ensure program fidelity. Final implementation timeline of the program will be determined through collaboration with site administration and/or staff designated by site administration.

4. The Positive Action program is allowed into Cumberland County School District classrooms, however each school site principal reserves the right to allow or deny the program into their school.
5. The Positive Action program will not interfere with and/or take away from instructional time for tested subjects.
6. Written consent by the legal guardian must be obtained for each potential group participant.
7. Protection of the privacy of the individual is an obligation in the conduct of Positive Action Prevention Specialists. Therefore, all transactions between the Prevention Specialist and individual students, parents, and school staff shall be confidential, except where protection of a child's welfare or orderly operation of the school are at risk, or where statute requires suspension of confidence, or where precedence of law or professional ethics permits suspension of confidence.

As the Positive Action Prevention Program is a grant-funded program, it is required to collect pre- and post-survey information to measure program effectiveness. The surveys are confidential and will not include student/participant names to ensure anonymity. Parents/guardians can view the survey using a QR code on the consent form and approve or deny survey completion.

8. The Positive Action program is intended to enhance the school service of participating schools and therefore will not replace existing or future guidance and counseling, special education, student health, or institutional programs.
9. Operation of Positive Action Prevention Program is funded by a grant through the TN Department of Mental Health and Substance Abuse Services and through contract with VBHCS and is, therefore, subject to the regulations of this contract and limited by the availability of the contract funds.

C. Toward accomplishment of this cooperation, Cumberland County School District agrees that:

1. The PS assigned to Positive Action will have access to the building and campus of participating schools, subject to the same usual regulations for school staff.
2. The staff of participating schools will coordinate scheduling of classroom activities with Positive Action staff in accordance with program session details listed in Section B.3. of this Agreement.

3. All students participating in the Positive Action Program require parental permission. Parental consent forms will be collected before the program begins.
4. Students may be released from class to receive services from Positive Action staff at the teacher's discretion, if applicable. Most group sessions will be provided to the entire classroom.
5. At the beginning of the school year, the principal may schedule a time for the PS to conduct a briefing about Positive Action for all staff of participating schools. The briefing will include an introduction of the PS, an overview of the Positive Action program, role and responsibilities of the PS, program expectations, and an explanation of services to be provided.

D. Volunteer Behavioral Health Care System agrees that:

1. VBHCS will provide a qualified person as a Prevention Specialist (PS) to conduct all Positive Action services at participating schools.
2. VBHCS will provide adequate liability insurance coverage for the activities of the PS.
3. The PS shall be responsible to the principal of participating schools for his/her conduct while on campus. Any concerns that arise should be reported by the principal to the PS' direct supervisor; the program director at VBHCS.
4. The PS will coordinate delivery of services with the school staff to minimize disruption of usual school procedures and activities.
5. The PS will obtain parental permission as necessary to the delivery of services to students.
6. The agency will provide the PS with adequate supplies for the conduct of all Positive Action services.
7. There exists the possibility of confusion of Positive Action services with school services because of its location on campus. Therefore, all communications by VBHCS, the PS, and other agency staff shall clearly represent Positive Action as a program of VBHCS.
8. All news releases about the operation of Positive Action at participating schools will be submitted to the principal for review of accuracy prior to publication.
9. The Vice President of Specialized Grants and Services and their designee to coordinate operations of Positive Action shall monitor the program at participating schools to assure effective, professional operations and shall be available to participating schools to resolve any related conflicts.

10. VBHCS shall comply with the background check requirement of T.C.A. § 49-5-413(d) for all employees of VBHCS that will have access to school grounds when children are present. If required by the school district, a copy of the background check results for any VBHCS employee will be provided by the employee to the appropriate school official before the employee will be given access to the school grounds.

- E. **TERM AND TERMINATION OF MOA:** The Term, referred collectively in this MOU as the “Term,” becomes effective on the date this MOU is signed by both Parties and remains in force unless explicitly terminated, in writing, by either Party. Either Party may terminate this MOU, with or without cause, upon thirty (30) days prior written notice to the other Party. In addition, this MOU may be revised, in writing, in accordance with each organization’s need if both Parties are in agreement of such revisions.
- F. **FERPA:** Both Parties shall keep in strict confidence to the fullest extent required by any applicable law, including but not limited to the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g (“FERPA”), any and all records and information, in whatever form or format received, pertaining to the District’s individual students. Both Parties shall not publish confidential information or any other information which identifies students, employees, or officers of the District by name without first obtaining written consent from such individuals, or in the case of a student, his or her parent or legal guardian. Both Parties will protect and ensure confidentiality of children’s records. Exceptions will be made when precedence of law or professional ethics permits or requires, such as is necessary for basic coordination of services with the school and family or in situations when a child’s welfare is at risk.
- G. **HIPAA COMPLIANCE AND CONFIDENTIALITY:** The Parties shall each maintain the privacy and confidentiality of all information, including the personal facts and circumstances of shared Clients, in compliance with all applicable federal and state laws and regulations (including, but not limited to, the Health Insurance Portability and Accountability Act [HIPAA] and its implementing regulations set forth at 45 C.F.R Part 160 and Part 164) and individual Parties' policies and procedures regarding the privacy and confidentiality of such information. The Parties shall: (1) not use or disclose patient information other than as permitted or required by this Agreement for the proper performance of its duties and responsibilities hereunder, and any other disclosure of protected health information must be made pursuant to a properly executed Authorization as required by HIPAA or other applicable law or regulation; (2) use appropriate safeguards to prevent use or disclosure of patient information other than and provided for under this agreement; and (3) notify the other immediately in the event the Party becomes aware of any use or disclosure of patient information that violates the terms and conditions of this agreement or applicable federal and state laws or regulations.

Additional Confidentiality Requirements: Both Parties acknowledge that consumers of mental health services are entitled to additional confidentiality protections awarded under the Title 33 Mental Health Code which may supersede the confidentiality protections provided by HIPAA. Furthermore, consumers of substance abuse treatment services are entitled to additional confidentiality protections awarded under 42 CFR, Part 2 which may supersede the confidentiality protections provided by HIPAA. When serving mental health consumers on site, both Parties will comply with the confidentiality requirements of these and any other applicable state or federal laws, rules, or regulations.

Breaches of Confidentiality: If either Party becomes aware of a material breach or any violation of its obligation to protect the confidentiality and security of consumers' protected health information (PHI), they must immediately take reasonable steps to cure the breach or end the violation and must report the breach or violation to the other Party's Privacy Officer. The alleged breach or violation will be investigated and appropriate steps will be taken, up to and including immediate termination of this MOU. Both Parties reserve the right to terminate this agreement if they determine that either Party has violated a material term of the agreement.

It is expressly understood and agreed the obligations set forth in this section shall survive the termination of this agreement.

IN WITNESS WHEREOF, the Parties hereto have set their signatures for the purposes contained herein, on the day and date written below.

CUMBERLAND COUNTY
SCHOOL DISTRICT

VOLUNTEER BEHAVIORAL
HEALTH CARE SYSTEM

Dr. Rebecca Farley
Director of Schools

Phyllis Persinger
President/CEO

DATE _____

DATE _____



Stone Memorial High School

2800 Cook Road · Crossville, TN 38571

Telephone (931) 484-5767

Marcy Harelson

Principal

July 1, 2026

Director of Schools, Dr. Farley and
Cumberland County Board of Education Members
368 Fourth Street
Crossville, TN 38555

Dear Dr. Farley and Board of Education Members,

Stone Memorial High School is submitting the attached agreement for your consideration and approval. We would like to continue our agreement/MOU with the STARS/Vanderbilt College Advisor Program for the 2026-2027 school year. If you need additional information, please feel free to contact me. Thank you for your consideration/continuation of this agreement.

Sincerely,

Marcy Harelson

Marcy Harelson
Principal

**MOU Between STARS College Network and Stone Memorial High School
(Cumberland County) for a
*College Advisory Program Partnership***

The following is a Memorandum of Understanding (MOU) between the STARS College Network (STARS) and Stone Memorial High School (SMHS) in Crossville, TN detailing the terms and expectations of their partnership for the STARS College Counselor program. While this document attempts to lay out the core expectations of both parties and their stakeholders, both STARS and SMHS understand and embrace that the STARS College Counselor program is a pilot venture and will evolve over the course of the three-year initial phase of the partnership. Both parties commit to open communication, collaboration and flexibility as the program develops and as we both solicit feedback from stakeholders and analyze results in both the short- and long-term to inform changes as needed.

The initial term of the partnership will be three years, from Summer 2025 through Spring 2028. Discussions about extending the partnership can begin at any time, though no later than Spring 2027 so that future hiring and funding decisions can be made in a timely fashion.

The purpose of the STARS College Advisory Program is as follows:

- Increase education about and exposure to the lifelong opportunities of attending and graduating from a top four-year college or university
- Support college-going culture in SMHS and its community by expanding the number of qualified and interested students choosing to apply to and matriculating to top four-year colleges and universities
- Provide expert, student-centered college advising; expose students and their families to “selective” educational options, as well as traditional “best fit” educational options; advise on issues of access, affordability, and financial aid; and support them through the entire process, including the transition to college life
- Collaborate closely with SMHS staff to build relationships with the students and their families and to ensure that the advising is student-centered and consistent with and sensitive to each student’s interests and needs
- Improve student self-efficacy in the college admissions process, proven through college application submissions to the most selective colleges and universities in the United States.

The STARS College Network, as the provider of the College Counselor to SMHS, agrees to the following:

- A college advising approach for SMHS that commits to encouragement, availability, and honesty in supporting student achievement towards their highest goals and most meaningful aspirations.
- Monthly in-person visits to SMHS and regular virtual meetings with students, as needed

- Online office hours and one-on-one scheduling for students; meeting with students during unscheduled periods, as reasonably able
- Offering professional expertise and network resources in effort to support the college-going infrastructure at SMHS, including implementing college access and affordability events for program students and families, facilitating student access to rigorous college-preparatory courses, and integrating college-positive narratives into curriculum and communications
- Access to wider STARS resources, particularly virtual programming for students and educators and fly-in or drive-in programs for students and educators
- Adherence to required district protocols related to working with students and staff (submitting to background checks, protecting student privacy, etc.)
- Collecting and sharing all available worthwhile data on STARS College Counselor intervention strategies, student milestones, workshop attendance, one-on-one engagement, etc. as deemed appropriate and necessary, within reason of FERPA guidelines

SMHS, as a partner high school of the STARS College Counselor Program, agrees to the following:

- Spirit of collaboration and collegiality with STARS and the College Counselor in support of the students' aspirations!
- On-staff assigned point person for the partnership; this person will be referred to as the "STARS Liaison."
- Dedicated space for students (if possible) for virtual counseling sessions with privacy, reliable internet access, and computer, video, and audio capabilities so they can receive advising during the school day
- Access to the information necessary to provide fully informed guidance to students about their college preparedness and applications (i.e. grades and transcripts, extracurricular involvement, teacher recommendations, disciplinary incidents, etc.)
- Access to required advanced courses for admission to selective/highly selective four-year colleges and universities (i.e. Calculus, Statistics, advanced levels of Physics, etc.); either courses are already available in the curriculum, available via dual-enrollment, or SMHS will cooperate in facilitating students' access to approved online programs to deliver these course(s) and subject mastery credentialing
- Willingness to help promote the work of STARS to district leadership, and willingness to participate in public promotion and communication with media, as necessary
- Facilitation of communication with families (parents/guardians/caregivers)
- Facilitation of parental/guardian/caregiver requirements, such as early FAFSA completion and attendance at meetings
- Cooperation with tracking data, both for individual student progress and aggregate data collection for all student participants in the pilot program

The partnership will commence in Summer 2025, with a precise date to be determined based on the appointment of the College Advisor. If there is agreement between the parties, this Memorandum of Understanding can be amended at any time.

Signed by representatives of:

Marjorie Betley
STARS College Network

7/10/2025
Date

M. Fareham
Stone Memorial High School (Cumberland County)

7/9/25
Date

**Cumberland County
Board of Education**

**Agreement for Special Education Services
2026-27 School Year**

This Agreement for Special Education Services ("Agreement") made this 6th day of July by and between the **Cumberland County ("BOARD OF EDUCATION")** with its principal office at **368 4th St., Crossville, TN 38555** and the State of Tennessee, Department of Education ("the State") for special education services at the State Special Schools ("**SSS**").

WITNESSETH

WHEREAS, T.C.A. § 49-10-107 authorizes local education agencies to contract with one another for the provision of special education and related services to students with disabilities.

WHEREAS, **BOARD OF EDUCATION** in order to provide a free appropriate public education, finds it necessary to acquire the services of another agency.

WHEREAS, the **SSS**, including the Tennessee School for the Blind and the Tennessee Schools for the Deaf, are agencies having the appropriate programs, capacity, and competence to provide special education services for students who reside within the geographical region of the **BOARD OF EDUCATION** and attend the **SSS**.

NOW, THEREFORE, **BOARD OF EDUCATION** and the **SSS** for the consideration hereinafter named, agree as follows:

1. This Agreement is contingent on the following:
 - a. Each student covered by this Agreement meets the eligibility criteria of Chapter 0520-04-03 of the Tennessee State Board of Education Rules and the admissions criteria of the appropriate **SSS** Policy 6.2030; and
 - b. Each student covered by this Agreement has been evaluated and referred for placement at a **SSS** by his or her Individualized Education Program (IEP) team, that includes a representative from the **SSS**, upon the IEP team's determination that the **SSS** will provide the student a free appropriate public education in the student's least restrictive environment.
2. The **BOARD OF EDUCATION** shall maintain the ultimate responsibility to provide each student with a free appropriate public education in their least restrictive environment and shall maintain the responsibility for complying with all relevant federal and state special education laws, unless otherwise noted herein.
3. **SSS** in collaboration with **BOARD OF EDUCATION** shall be responsible for developing and implementing an IEP which will be specifically designed to meet the unique needs of the student enrolled with provision for all support materials and services necessary for their education. The IEP shall not be changed or terminated without an IEP team meeting

composed of representatives of **BOARD OF EDUCATION** and **SSS** which results in agreement regarding change or termination of the program unless the **SSS, BOARD OF EDUCATION**, and parents agree to amend or modify the IEP in writing instead of convening an IEP team meeting per 34 C.F.R. § 300.324(a).

1. **BOARD OF EDUCATION** is responsible for:

- a. Providing **SSS** with copies of each student's educational records within 5 business days of the student's enrollment at **SSS**;
- b. Ensuring extended school year (ESY) services, separately from Summer Learning, if specified in the student's IEP;
- c. Providing homebound services in consultation with **SSS**;
- d. Providing transportation to residential and non-residential students, who reside within 90 minutes of the campus, between the student's home, or other location designated in the student's IEP, and the **SSS** campus;
- e. Providing a one to one (1:1) aide, if required in the student's IEP, during transportation;
- f. Providing families the option of transporting residential students to a designated bus stop where a **SSS** charter bus will pick up students and transport to campus;
- g. Providing a gifted education teacher to consult with **SSS** staff in the event a student is identified as gifted;
- h. Filing a truancy petition with the appropriate authorities in the county where the student permanently resides (if applicable);
- i. Providing transportation for Summer Learning Camps, STREAM Mini Camps, and/or Learning Loss Bridge Camps, as required by T.C.A. § 49-6-1503, to residential and non-residential students, who reside within 90 minutes of the campus, between the student's home, or other location designated in the student's IEP, and the **SSS** campus, OR
 - i. Ensuring the student is provided extended school year (ESY) services, separately from Summer Learning, if specified in the student's IEP.

2. **SSS** is responsible for:

- a. Providing transportation to residential students, who do not reside within 90 minutes of the campus, between the student's home or other location designated in the student's IEP and the **SSS** campus.
- b. Providing a residential program for students who meet the criteria of **SSS** Residential Policy 3.7000;
- c. Providing access to student's educational records in TN PULSE to **BOARD OF EDUCATION** for each student attending a **SSS**;
- d. Providing special education and related services in accordance with the student's IEP, other than those listed in Section 4 above;
- e. Hiring or identifying a **SSS** employee to serve as a one to one (1:1) aide if specified in the student's IEP with the exception of an aide during transportation as noted in Section 4 above.
 - i. One to one (1:1) aide will receive pay and benefits per the **SSS** pay scale and be paid by **SSS**;

1. **SSS** and **BOARD OF EDUCATION** shall collaborate to adopt procedures for implementation of a progressive truancy intervention plan.
2. **SSS** are entities of the State of Tennessee. Any and all monetary claims against the State of Tennessee, its officers, employees, and agents in their official capacities shall be submitted to the Board of Claims or the Claims Commission of the State of Tennessee and shall be limited to those provided for in T.C.A. § 9-8-307.
3. Nothing in this Agreement shall relieve the **BOARD OF EDUCATION** of their obligation to ensure students served at **SSS** are provided a free appropriate public education in accordance with state and federal special education law.
4. The term of this Agreement is from **July 1, 2026** to **June 30, 2027**. The Parties may, upon mutual agreement, terminate this Agreement at any time.

WITNESS THEREOF, parties have executed this AGREEMENT the day and year first above written.

BOARD OF EDUCATION:


Name, Director of Schools

State Special Schools:

Joshua Mason

Digitally signed by

Joshua Mason

Date: 2026.06.26 16:09:07 -05'00'

Name, Executive Director of State Special Schools

TENNESSEE DEPARTMENT OF EDUCATION:

Lizzette Reynolds, Commissioner of the Tennessee Department of Education



FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account Lauren Mathews

Expected date of fundraiser 2026-2027 School Year
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised items donated will be used in
classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
PE class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Lauren Mathews Date 07/02/2026
Name/Title

Approved by B. Bonse Date 7/2/26
Bookkeeper

Approved by Mary E Edmonds Date 7/6/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Homestead

Fund/club/class account General Fund

Expected date of fundraiser 2026/2027 School Year
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Kona Ice Days

Method of fundraising (in-person, crowdfunding, etc.) in-person
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised supplement school needs, SWPB
program
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
school-wide
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit check

Requested by B. Clouse Date 7/2/26
Name/Title

Approved by B. Clouse Date 7/2/26
Bookkeeper

Approved by Mary Edmonds Date 7/6/26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Pleasant Hill Elementary

Fund/club/class account Girls & Boys Basketball Teams

Expected date of fundraiser July 24

(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Online Team Shop through CustomInk (selling PHS gear for parents & families)

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding

(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised End of season team activities & general basketball supplies (new balls, ball pumps, practice equipment, etc.)

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) Girls & Boys Basketball Teams (~45 students)

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit A portion of the profits from the gear sold will go to us. The Team Shop will send us a check of our profits once the Team Shop closes.

Requested by Taylor Blyly & Paige Wattenbarger (coaches) Date 6/12/26
Name/Title

Approved by Laura Piper Date 6/13/26
Bookkeeper

Approved by Brandy Lowe Date 6/13/26
Principal

Approved by _____ Date _____
Director of Schools



FUNDRAISER AUTHORIZATION FORM

School Pleasant Hill Elementary

Fund/club/class account PHS PTO

Expected date of fundraiser 8/10/26 - 8/24/26
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities selling t-shirts

Method of fundraising (in-person, crowdfunding, etc.) in-person, sent home w/ student
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised student enrichment, staff/faculty happiness, school supplies
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
school wide
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash/check

Requested by Sarah Matthews / PTO Prez Date 7/7/26
Name/Title

Approved by [Signature] Date 7/7/26
Principal

Approved by _____ Date _____
Director of Schools



FUNDRAISER AUTHORIZATION FORM

School Pleasant Hill Elementary

Fund/club/class account School Wide Fundraiser

Expected date of fundraiser 9/1 - 10/1
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities World's Finest Chocolate
Candy Bar Sales

Method of fundraising (in-person, crowdfunding, etc.) in-person
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised furniture for classes,
office, class supplies + other general school needs.
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
school-wide
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash/check

Requested by Brandy Lowe Principal Date 7/7/20
Name/Title

Approved by Laura Piper Date July 7, 2020
Bookkeeper

Approved by [Signature] Date 7/7/20
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Stone Memorial High School

Fund/club/class account SMHS Dance Team

Expected date of fundraiser 7/24-8/7
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Calendar fundraiser online

Method of fundraising (in-person, crowdfunding, etc.) crowd funding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...) *Crowdfunding Must be Board Approved *

Proposed uses of funds raised Team apparel & expenses

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

all team members
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit cash & checks

Requested by Elizabeth Collins Coach Date 7/7/26
Name/Title

Approved by Sharon Garrett Date 7.7.26
Bookkeeper

Approved by Munfarah Date 7.7.26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Stone Elementary School

Fund/club/class account 2nd Grade Class - A. Whitson

Expected date of fundraiser 2026-2027 School Year
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Amazon Wish List

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
Class

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Abby Whitson Date 7-5-26
Name/Title

Approved by Jamie Honeycutt Date 7.6.26
Bookkeeper

Approved by A.R.B. Date 7-6-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Stone Elementary

Fund/club/class account Kindergarten class - A Hawes

Expected date of fundraiser 2026-2027 School Year
(Date must be AFTER Board and/or Director approval)

Proposed fundraising activities Amazon wish list

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online". This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised Items will be used in classroom and/or by the students
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization) class
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items donated

Requested by Alice Flaver Date 6-28-26
Name/Title

Approved by Janis Honeycutt Date 7.6.26
Bookkeeper

Approved by A.R.B. Date 7-6-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval
*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Stone Elementary School

Fund/club/class account J. Willis Classroom

Expected date of fundraiser 7/24/26
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Amazon Wish List

Method of fundraising (in-person, crowdfunding, etc.) crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised I will use the items from the list in my classroom throughout the year.
(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)
Items will be for my K Students
(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit items will be mailed to the school.

Requested by Jenell Willis Date 6/25/26
Name/Title

Approved by Janin Honeycutt Date 7.6.26
Bookkeeper

Approved by AJB Date 7-6-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



FUNDRAISER AUTHORIZATION FORM

School Stone Elementary

Fund/club/class account 8th grade Davis Class

Expected date of fundraiser 07/01/26-10/31/26
(Date must be **AFTER** Board and/or Director approval)

Proposed fundraising activities Donors Choose

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
Donors Choose, social media st
(Crowdfunding is defined as "raising money online")

Proposed uses of funds raised Wall-mounted dry erase boards/graph white boards

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

None

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit Donation

Requested by Jennifer Davis

Date 6/19/26

Approved by [Signature]
Name/Title
Principal

Date 6/19/26

Approved by _____
Director of Schools

Date _____

Jani Honeycutt

6.19.26



FUNDRAISER AUTHORIZATION FORM

School Stone Elementary School
Fund/club/class account K-2 CDC class
Expected date of fundraiser 8/6/24 to 5/3/27
(Date must be **AFTER** Board and/or Director approval)
Proposed fundraising activities Amazon Wishlist

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding
(Crowdfunding is defined as "raising money online" This includes any option provided for paying online via QR code, online payment link, etc...)

Proposed uses of funds raised purchase of items for use in K-2 CDC classroom to include educational materials + supplies

(Any change in proposed uses of funds raised must be approved by the Director of Schools)

Expected student involvement (school-wide or specific school organization)

K-2 CDC class / family / friends

(Fundraising activities that involve the participation of the entire student population in the selling of the fundraising items must be board approved)

Method by which school will receive profit orders sent from Amazon to Stone Elementary School

Requested by Kristi Desrosier Spec teacher Date 6/22/26
Name/Title

Approved by Janis Honeycutt Date 6.22.26
Bookkeeper

Approved by St. RB Date 6-22-26
Principal

Approved by _____ Date _____
Director of Schools

*** Crowdfunding & School-Wide need board approval

*** All others require Director approval

Rev 3-12-26



Dr. Rebecca Farley
Director of Schools

Scott VanWinkle
Board Chairman

July 6, 2026

Dr. Rebecca Farley, Ed.D.
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Farley and Board of Education,

I am submitting to you the General and Food Service Department's list(s) of items to be retired by the BOE at July's regularly scheduled board meeting. Please include these list(s) on the consent agenda for retirement approval.

If you have any further questions or concerns, please contact Marilyn Noel.

Sincerely,

Marilyn Noel *man*

Kathy Hamby *kh*

Central Services
Room Inventory Worksheet

7/6/2026

FOOD SERVICE/GENERAL

18-TO RETIRE INVENTORY~BOE-
RETIRE Holding

Room Type: VIRTUAL

Tag	Product	Model	Product Type	Assigned To	Serial	Price
<i>FOOD SERV</i> 102456	Hubert Utility Cart	unknown	CART		102456	\$0.00
<i>GENERAL</i> 44727	Dell D07S Computer	D07S	COMPUTER		CYH9R22	\$0.00

FOOD SERVICE's Retirement List for July 2026

page 1 of 1

Asset Tag	Location	Description	Model Name	Manufacturer	Serial Number	Department	Funding Source
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[illegible]



Pleasant Hill School

486 East Main Street
Crossville, TN 38571

Phone (931) 277-3677
Fax (931) 277-3880
Brandy Lowe, Principal
Aaron Lewis, Assistant Principal

June 20th, 2026

Dr. Rebecca Farley
Cumberland County Board of Education
368 Fourth Street
Crossville, TN 38555

Dear Dr. Farley and Cumberland County Board of Education:

With approval from the district CTE Department, we are requesting the items, on the separate attachment, be retired from Pleasant Hill Elementary.

Thank you for your consideration.

Sincerely,

Brandy Lowe

Pleasant Hill Elementary
Room Inventory Worksheet

6/22/2026

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
___ 3720	Brother CE5000PRW Sewing Machine	CE5000PRW	SEWING MACHINE		U62069-K8G129439	\$0.00
___ 3721	Brother CE5000PRW Sewing Machine	CE5000PRW	SEWING MACHINE		U62069-L8G124932	\$0.00
___ 3722	Brother CE5000PRW Sewing Machine	CE5000PRW	SEWING MACHINE		U62069-F8G121198	\$0.00
___ 45145	Apple MacBook Pro	MacBook Pro	LAPTOP		SC1MN68CP DTY3	\$964.05
___ 45163	Apple MacBook Pro	MacBook Pro	LAPTOP		SC1MN6G94 DTY3	\$964.05
___ 45168	Apple MacBook Pro	MacBook Pro	LAPTOP		SC1MN6888 DTY3	\$964.05
___ S00188	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		4RH76Y2	\$0.00
___ S00191	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		60N66Y2	\$0.00
___ S00193	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		G3076Y2	\$0.00
___ S00232	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3MR66Y2	\$0.00
___ S00304	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		7HJ76Y2	\$0.00
___ S00308	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		94WB7Y2	\$0.00
___ S00309	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		1KJD7Y2	\$0.00

Pleasant Hill Elementary
Room Inventory Worksheet

6/22/2026

60-TO RETIRE ITEMS TO BE RETIRED				Room Type: VIRTUAL			
	Tag	Product	Model	Product Type	Assigned To	Serial	Price
___	S00346	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		J8LN7Y2	\$0.00
___	S00351	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		CQK66Y2	\$0.00
___	S00462	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		8FC76Y2	\$0.00
___	S00561	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3J3B7Y2	\$0.00
___	S00565	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		9WR66Y2	\$0.00
___	S00651	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		DYTN7Y2	\$0.00
___	S00652	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		1PD66Y2	\$0.00
___	S00656	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		HLFC7Y2	\$0.00
___	S00681	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3JR66Y2	\$0.00
___	S00797	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		3Z376Y2	\$0.00
___	S00810	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		B0DD7Y2	\$0.00
___	S00812	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		DG2F7Y2	\$0.00
___	S00888	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		D7FC7Y2	\$0.00

Pleasant Hill Elementary
Room Inventory Worksheet

6/22/2026

60-TO RETIRE ITEMS TO BE RETIRED					Room Type: VIRTUAL	
Tag	Product	Model	Product Type	Assigned To	Serial	Price
___ S00906	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		4TPC6Y2	\$0.00
___ S00921	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		7XG56Y2	\$0.00
___ S01590	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR093XQ0	\$0.00
___ S01857	Lenovo 80YS N23 Chromebook w/ChromeOS MGT	80YS N23	CHROMEBOOK		LR09C7NR	\$0.00
___ S03483	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		7LL66Y2	\$0.00
___ S03498	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		38ZC7Y2	\$0.00
___ S03574	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		6W666Y2	\$0.00
___ S03592	Dell 3100 Chromebook Laptop w/Google Mgt	3100	CHROMEBOOK		456D7Y2	\$0.00
___ S04633	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XLLV3	\$0.00
___ S04844	Lenovo 100e 2nd Generation w/Google Chrome Mgmt.	100e 2nd Generation	CHROMEBOOK		MP1XQS8Z	\$0.00
___ S05774	HP 11MK G9 EE CRMBK w/Google Management	MT8183C 4GB/32GB	CHROMEBOOK		5CD110LGG B	\$357.00
___ S05863	HP 11MK G9 EE CRMBK w/Google Management	MT8183C 4GB/32GB	CHROMEBOOK		5CD110LGJ6	\$357.00

Pleasant Hill Elementary
Room Inventory Worksheet

6/22/2026

60-TO RETIRE ITEMS TO BE RETIRED				Room Type: VIRTUAL		
Tag	Product	Model	Product Type	Assigned To	Serial	Price
— S07639	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD1096VC9	\$0.00
— S07647	HP 11 G8 EE Chromebook w/Google Management	11 G8 EE	CHROMEBOOK		5CD109728Q	\$0.00
— S07929	HP 11 G9 EE N4500 Processor w/Google Mgmt	11 G9 EE N4500	CHROMEBOOK		5CD411CK4V	\$0.00