

GMSD Work Session
April 19, 2021 5:00 PM
Board Room, GMSD Office

1. Approval of Grant of Tenure to the Recommended Teachers
2. Nominations for 2021 TSBA Volunteer and Student Awards
3. Annual Review / Revision of Policies - First Reading
4. Miscellaneous FY 20-21 Budget Amendments # 31,32 and 33
5. Fire Alarm System Replacement at Houston High School
6. GMSD FY 2021-2022 General Fund Budget - First Reading
7. Ten Point Grading Scale
8. Further Business

School Tenure Eligibility Review

Understandings:

1. According to school board policy, 5.117-*Teacher Tenure*, “the decision to grant tenure is solely within the discretion of the board.”
2. Tenure is granted typically when there has been a completion of five (5) school years or not less than forty-five (45) months within the last seven-year period.
3. Employees’ evaluations must demonstrate an overall performance effectiveness level (LOE) of “above expectations” or significantly above expectations” as provided in the evaluation guidelines adopted by the state board of education, during the last two (2) years of the probationary period.
4. Teachers from other public school systems in the state of Tennessee who arrived to us in a non-tenured status can include these years of service to count towards the five (5) years with the last two of the five years being at levels of overall performance level (LOE) of “above expectations” or significantly above expectations” as provided in the evaluation guidelines adopted by the state board of education. Year 5 of the non-tenured status does have to be with the Germantown Municipal School District.
5. A teacher who comes to us and *has tenure* from another Tennessee public school system must serve two (2) consecutive school years with us on probationary status. During these two (2) years of service, the teacher does have to perform at levels of overall performance level (LOE) of “above expectations” or significantly above expectations” as provided in the evaluation guidelines adopted by the state board of education.

Process:

- A list was generated by the Human Resources Department on teachers who met tenure eligibility requirements at the conclusion of the 2019-2020 school year.
- *Important Note Regarding LOE Scores for 2019-2020: Chapter 2 of the Public Acts of 2021 revised the tenure law to allow a teacher who has met all other requirements for tenure eligibility but has not acquired an official evaluation score during the last one (1) or (2) years of the probationary period due to unavailable data due to the cancellation of TCAP tests as a result of the COVID-19 pandemic to utilize the most recent (2) years of available evaluation scores achieved during the probationary period to meet the LOE requirements for tenure eligibility. This applies to educators serving in their 4th or 5th year in the 2019-20 school year.*
- Since GMSD educators did not receive LOE scores for the 19-20 school year, GMSD reviewed their LOE scores for the 17-18 and 18-19 school year to determine tenure eligibility.
- Principals reviewed the list and then were asked to identify any staff members who may have inadvertently been left off the list.
- HR, by this collaborative effort with the Principals, reviewed these additional names and determined their eligibility status for tenure as described in the *Understandings* section. The finalized list of teacher names eligible for tenure is on page 2.

With Gratitude:

Thank you, GMSD School Board, for reviewing this list of nineteen (19) staff members. By granting these teachers tenure, you have honored their work with children in this school district. On their behalf, the HR Team and our School Principals appreciate the consideration and the amount of work you put in for this school district.

GMSD Tenure Recommendations

The following Certified Staff Members have met the requirements for initial tenure eligibility according to TCA 49-5-501 et seq.

2019-2020

Certified Staff Member	Location
Kelly Martens	Dogwood Elem

Certified Staff Member	Location
Rebecca Carey	Farmington Elem
Richard Coleman	Farmington Elem

Certified Staff Member	Location
Ashley Banks	Forest Hill Elem
Paige Browning	Forest Hill Elem
Corby Bononno	Forest Hill Elem
Katherine Crawford	Forest Hill Elem
Morgan Grow	Forest Hill Elem
Pamela Welch	Forest Hill Elem

Certified Staff Member	Location
Amanda Alsbrook	Houston High
John Kennon	Houston High
Kevin Weaver	Houston High

Certified Staff Member	Location
Patrick Cook	Houston Middle
Ramon Moses	Houston Middle
Hanna Wroblewski	Houston Middle

Certified Staff Member	Location
Lauren Misquitta	Riverdale Elem
Regina Whitsell	Riverdale Elem
Beth York	Riverdale Elem

Certified Staff Member	Location
Terrence Schmitt	District Office

Germantown Municipal School District

Monitoring: Review: Annually, in March	Descriptor Term: Special Education	Descriptor Code: 4.202	Issued Date: 05/17/21 03/19/18
		Rescinds: 4.202	Issued: 06/02/14

1 The GMSD ~~Director~~ **Assistant Superintendent** for Exceptional Student Education shall be responsible
2 for ensuring that the District has a procedure for identifying and evaluating children who are suspected
3 of having a disability and that the procedure is being properly implemented.^{1,2,3}

4 A free appropriate public education (FAPE) shall be available to all children with disabilities,
5 aged three (3) through the school year the student turns twenty-two (22), including those children who
6 have been suspended or expelled from school for more than ten (10) school days in a school year.

7 The GMSD ~~Director~~ **Assistant Superintendent** for Exceptional Student Education, in coordination with
8 the GMSD Chief Financial Officer shall be responsible for developing a procedure for the
9 administration of IDEA and preschool funds and shall maintain appropriate records and reports to be
10 used in planning and evaluating special education programs and services.

11 Students with disabilities shall be educated with the general student population to the maximum extent
12 appropriate and should be placed in separate or special classes only when the severity of the disability
13 is such that education in regular classes, even with the use of supplementary aids and services, cannot
14 be accomplished satisfactorily.

15 Eligibility standards and options for service for special education services shall be based upon the
16 criteria specified in state regulations.

17 Students receiving special education services shall not be restrained, except as permitted by state law
18 and regulations.

19 **ISOLATION AND RESTRAINT**

20 **DEFINITIONS⁴**

21 “Emergency Situations” means that a child’s behavior poses a threat to the physical safety of
22 the student or others nearby.

23 “Isolation” or “Seclusion” means the confinement of a student alone in a room with or without a door,
24 or other enclosed area or structure pursuant to T.C.A. § 49-10-1305(g) where the student is physically
25 prevented from leaving; and does not include time-out, a behavior management procedure in which
26 the opportunity for positive reinforcement is withheld, contingent upon the demonstration of undesired
27 behavior; provided, that time-out may involve the voluntary separation of an individual student from
28 others.

1 “Physical holding restraint” means the use of body contact by school personnel with a student to
2 restrict freedom of movement or normal access to the student’s body.

3 “Behavior intervention training program” means a training program in positive behavioral supports,
4 crisis intervention and the safe use of restraint and isolation.

5 **REQUIREMENTS FOR USING ISOLATION OR RESTRAINTS⁵**

6 A student receiving special education services, may be physically restrained or isolated only
7 in emergency situations. Only the Principal or Principal’s designee may authorize the use of isolation
8 or restraint. Individualized education programs that provide for the use of restraint or isolation in
9 emergency situations shall contain a data driven functional behavior assessment and a plan for
10 modification of the behavior.

11 In the event that restraint or isolation is imposed on a student, it shall be imposed by any school
12 personnel who have been certified for completing a behavior intervention training program including
13 transportation and immobilization procedures through either the Crisis Prevention Institute or the
14 Professional Crisis Management Association; or other school personnel only if personnel who have
15 been certified for completing a behavior intervention training program are not immediately available.
16 Whenever possible, an additional school staff member should serve as an observer to any act of
17 physical restraint performed on a student. School personnel shall maintain a continuous direct line of
18 sight to a student who is in isolation.

19 If a student’s individualized education program does not provide for the use of isolation or restraint for
20 the behavior precipitating such action or if school personnel are required to use isolation or restraint
21 over an extended period of time as determined by Department of Education rules, then an individual
22 education program meeting shall be convened with ten (10) days following the use of the isolation or
23 restraint.

24 School personnel who must isolate or restrain a student receiving special education services, shall
25 report the incident to the school Principal or the Principal’s designee who shall record the use of the
26 isolation or restraint and the facts surrounding such use on the form provided by the Tennessee
27 Department of Education.

28 **TRAINING**

29 As stated above, in the event that restraint or isolation is imposed on a student, it shall be imposed by
30 school personnel who have been certified for completing a behavior intervention training program,
31 unless personnel who have been certified for completing a behavior intervention training program are
32 not immediately available.

33 Staff members who are primarily authorized to perform isolation or restraint functions must receive
34 annual behavior intervention training including transportation and immobilization procedures through
35 the Crisis Prevention Institute or the Professional Crisis Management Association.

1 **Responsibility**

- 2 Each principal shall be responsible for ensuring that staff in his/her building receives training. The
- 3 Department of Exceptional Student Education is responsible for reviewing school documentation of
- 4 the use of isolation and restraint and for implementing this policy.

Legal References

1. TRR/MS 0520-01-09
2. TCA 49-10-101 et. seq.
3. Education of Individuals with Disabilities 20 U.S. C. Sections 1400-1485. Section 504 of the Rehabilitation Act of 1973. (Note: 504 of the Rehabilitation Act of 1973 has been interpreted by the courts to protect individuals with contagious diseases.)
4. TCA 49-10-1303
5. TCA 49-10-1305; TRR/MS 0520-1-9-.23

Germantown Municipal School District

Monitoring: Review: Annually, in March	Descriptor Term: Service Animals	Descriptor Code: 4.615	Issued Date: 05/17/21 03/23/15
		Rescinds:	Issued:

- 1 The Germantown Municipal School District acknowledges its responsibility to permit students and/or
2 adults with disabilities to be accompanied by a “service animal” in its school buildings, in classrooms,
3 and at school functions, as required by the Americans with Disabilities Act, 28 C.F.R. Part 35, subject
4 to the following:
- 5 1. All requests for an individual with a disability to be accompanied by a service animal must be
6 addressed in writing to the Superintendent of Schools at ~~6685 Poplar Ave. ste.202~~ **3350 S.**
7 **Forest Hill Irene Road**, Germantown, TN, 38138, and must contain required documentation of
8 vaccinations. This written request must be delivered to the Superintendent of Schools’ Office at
9 least ten business days prior to bringing the service animal to school or a school function.
 - 10
 - 11 2. Owners of a service dog must provide annual proof of the following vaccinations: DHLPPC
12 (Distemper, Hepatitis, Leptospirosis, Parainfluenza, Parvovirus, and Coronavirus), Bordetella,
13 and Rabies.
 - 14
 - 15 3. Owners of service miniature horses must provide annual proof of the following vaccinations:
16 Equine Infectious Anemia (Coggins Test), Rabies, Tetanus, Encephalomyelitis,
17 Rhinoneumonitis, Influenza, and Strangles.
 - 18
 - 19 4. All service dogs must be spayed or neutered.
 - 20
 - 21 5. All service animals must be treated for, and kept free of, fleas and ticks.
 - 22
 - 23 6. All service animals must be kept clean and groomed to avoid shedding and dander.
 - 24
 - 25 7. Owners of service animals are liable for any harm or injury caused by the animal to other
26 students, staff, visitors, and/or property.
 - 27
 - 28 8. The animal must be a dog or, in specific circumstances, a miniature horse. No other species of
29 animals, whether wild or domestic, will be permitted in schools as a “service animal”.
 - 30
 - 31 9. The animal must be “required” for the individual with a disability.
 - 32
 - 33 10. The animal must be “individually trained” to do work or a task for the individual with a
34 disability.
 - 35
 - 36 11. Special Provisions/Miniature horses: Requests to permit a miniature horse to accompany a
37 student or adult with a disability in school buildings, in a classroom, or at school functions, will

1 be handled on a case-by-case basis, considering:
2

- 3 a. The type, size and weight of the miniature horse and whether the facility can
4 accommodate these features.
5
6 b. Whether the handler has sufficient control of the miniature horse.
7
8 c. Whether the miniature horse is housebroken.
9
10 d. Whether the miniature horse's presence in a specific facility compromises legitimate
11 safety requirements that are necessary for safe operation.
12

13 12. Removal of a Service Animal: A school administrator may ask an individual with a disability
14 or his/her parents to remove a service animal from a school building, a classroom, or from a
15 school function if any of the following circumstances occurs:
16

- 17 a. The animal is out of control and the animal's handler does not take effective action to
18 control it; or
19
20 b. The animal is not housebroken.
21
22 c. The animal's presence would "fundamentally alter" the nature of the service, program,
23 or activity.
24

25 13. If an animal is properly excluded: If a public entity properly excludes a service animal under
26 Sec. 35.136(b), it shall give the individual with a disability the opportunity to participate in the
27 service, program, or activity without having the service animal on the premises. 28 C.F.R. Sec.
28 35.136(c)
29

30 14. A service animal must have a harness, leash, or other tether, unless either the handler is unable
31 because of a disability to use the harness, leash, or other tether, or the use of a harness, leash, or
32 other tether would interfere with the service animal's safe, effective performance of work or
33 tasks, in which case the service animal must be otherwise under the handler's control.
34

35 15. The Germantown Municipal School District is not responsible for the care or supervision of a
36 service animal, including walking the animal or responding to the animal's needs to relieve
37 itself.
38

- 39 a. The school system is not responsible for providing a staff member to walk the service
40 animal or to provide any other care or assistance to the animal.
41
42 b. Students with service animals are expected to care and supervise their animal. In the case of
43 a young child or a student with disabilities who is unable to care for or supervise his or her
44 service animal, the parent is responsible for providing care and supervision of the animal
45 without interfering with the academic or social learning environment of the classroom.

- 1 Issues related to the care and supervision of service animals will be addressed on a case-by-
- 2 case basis at the discretion of the building administrator.

Germantown Municipal School District

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Promotion and Retention</h2>	Descriptor Code: <h3 style="text-align: center;">4.603</h3>	Issued Date: 05/17/21 04/22/19 04/16/18 06/06/16
		Rescinds:	Issued: 06/02/14

1 **PROMOTION¹**

2 The superintendent/designee shall promote students to the next grade level based on the successful
 3 completion of required academic work and on the satisfactory progress in each of the relevant academic
 4 areas. Students shall progress in sequential order from grade to grade. However, no student enrolled in
 5 the third grade shall be promoted unless the student has shown a basic understanding of curriculum
 6 and ability to perform the skills required in the subject of reading as demonstrated by the student's
 7 grades or standardized test results. This requirement shall not apply to students who are participating
 8 in a board-approved, research-based intervention prior to the beginning of the next school year or to
 9 students who have an individualized education program (IEP).²

10 Students who have difficulty in achieving the requirements for promotion **may be considered** for
 11 retention. Schools shall identify these students by February 1. Factors used to identify students for
 12 retention shall include:¹

- 13 1. The student's ability to perform at the current grade level;
- 14
- 15 2. The results of local assessments, screening, or monitoring tools;
- 16
- 17 3. State assessments, as applicable;
- 18
- 19 4. The overall academic achievement of the student;
- 20
- 21 5. The student's likelihood for success with more difficult material if promoted to the next
- 22 grade;
- 23
- 24 6. Attendance record; and
- 25
- 26 7. Social and emotional maturity.
- 27
- 28 8. Retention shall be considered more appropriate in grades K-3.

29 Students may be identified for retention after the February 1st deadline if the delay in identifying a
 30 student is due to:

- 31 1. Date of enrollment; or
- 32

- 1 2. Additional information acquired after results of local assessment, screening, or
2 monitoring are released.

3 When a student is **considered** for retention, the student's parent/guardian shall be notified within
4 fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the
5 student avoid retention. This plan shall be developed in coordination with the student's teachers
6 and may also include input from the student's parent/guardian, school counselor, or other
7 appropriate school personnel. ~~This plan will be provided to the student's parent/guardian.~~

8 All promotion plans shall include evidence-based promotion strategies and shall be tailored to the
9 student's learning needs. Each promotion plan shall also include expectations and measurements that
10 can be used to verify that a student has made sufficient progress to be promoted to the next grade level.

11 Evidence-based promotion strategies may include:

- 12 1. Special education services for students who qualify based on applicable state and federal
13 guidelines;
- 14 2. Response to Instruction and Intervention (RTI²) to address deficits in student learning;
- 15 3. Modification and personalization of curriculum and instruction;
- 16 4. Extended learning time beyond the regular school day or school week;
- 17 5. Attendance support and interventions; or
- 18 6. Individual or small group tutoring;

19 A copy of a student's promotion plan shall be provided to his or her parent or legal guardian, and the
20 school shall offer to parents or legal guardians the opportunity for a parent-teacher conference to
21 discuss the promotion plan.

22 A student who demonstrates sufficient academic progress with the strategies included in his or her
23 promotion plan during the school year shall be promoted to the next grade level.

24 If a student is not making progress on his or her promotion plan, then the promotion strategies shall be
25 modified to support the student in the goal of promotion to the next grade level.

26 If a student has not demonstrated sufficient academic progress on his or her promotion plan by the end
27 of the school year:

- 28 1. The student shall be enrolled in a summer reading or learning program, if such a
29 program is available. If a student is enrolled in a summer program, then a decision for
30 retention shall be made after completion of a summer program; provided, a decision for
31 retention shall be made and communicated to the student's parent or guardian at least
32 ten (10) calendar days prior to the start of the next school year; or

1 2. If a summer reading or learning program is not available, then a decision for retention
2 shall be made and communicated to the student's parent or guardian at least thirty (30)
3 calendar days prior to the start of the next school year.

4 3. Parents and guardians shall be notified of their right to appeal a retention decision.

5 Parents who disagree with the decision of the teacher(s) and Principal regarding the
6 promotion or retention of a student may appeal the decision to the Superintendent or
7 his/her designee. The decision of the Superintendent shall be final.

8 The superintendent or his/her designee shall ensure that the procedures governing how decisions
9 on retention will be made after the student begins work on his/her individualized promotion plan
10 are followed.

11 *K-3 Reading Notification*

12 If it is determined through a student's overall performance or a state or local assessment that a
13 student in grades kindergarten through three (K-3) is not meeting grade-level standards in reading,
14 the student's parent/guardian shall be notified within fifteen (15) calendar days of such
15 determination.

16 **RETENTION¹**

17 A student may be retained when, in the judgement of the student's teacher and/or the student's
18 IEP team, such retention is in the best interest of the student. However, a student shall not be
19 retained more than once in any grade.

20 ~~If a student is retained, the superintendent/designee shall develop an individualized academic~~
21 ~~remediation plan prior to the start of the next school year.~~ If a retention decision has been made,
22 then the school shall develop an individualized academic remediation plan for the retained student
23 prior to the start of the next school year. The academic remediation plan shall be developed in
24 coordination with the student's teachers and may also include input from the student's parents, school
25 counselor, or other appropriate school personnel. A copy of the plan shall be provided to the
26 student's parent/guardian within ten (10) days of its development. The academic remediation plan
27 shall be implemented to help the retained student attain and demonstrate learning proficiency and shall
28 include at least one of the following strategies:

- 29 1. Adjustment to the current instructional strategies or materials;
- 30
- 31 2. Additional instructional time;
- 32
- 33 3. Individual tutoring outside of school hours;

- 1
- 2 4. Modification to the student's classroom assignment to ensure the student receives
- 3 instruction from a teacher with a level of overall effectiveness of above expectations
- 4 (level 4) or significantly above expectations (level 5); or
- 5
- 6 5. Attendance or truancy interventions.

7 **Retention shall not:**

- 8 1. Be used without an academic remediation plan that includes strategies and enhancements that are
- 9 different from the previous year;
- 10
- 11 2. Be used as a punitive or disciplinary measure;
- 12
- 13 3. Be based solely on English language proficiency, for students who are identified as English
- 14 learners; or
- 15
- 16 4. Be based solely on a student's social and emotional maturity.

17 ~~The superintendent shall ensure proper monitoring of students who are retained and appropriate~~
18 ~~recordkeeping procedures are followed.~~

19 ~~For the purpose of determining the effectiveness of retention toward improving student~~
20 ~~achievement, the progress of retained students shall be monitored for at least three (3) years.~~

21
22 The progress of a retained student shall be closely monitored and reported to parents a minimum of
23 three (3) times during the school year in which the student is retained.

24 The superintendent or his/her designee shall keep an annual record of each student who is retained.

Legal References

1. State Board of Education Policy 3.300; TRR/MS
0520-01-03-.05(3)(b)
2. TCA 49-6-3115; 20 USCA § 1400 et seq.

Cross References

Credit Recovery 4.210
Grading System 4.600
Attendance 6.200
Student Assignments 6.205

Germantown Municipal School District

Monitoring: Review: Annually, in January	Descriptor Term: Charter Schools	Descriptor Code: 1.704	Issued Date: 05/17/21
		Rescinds:	Issued: 02/17/14

1 A charter school shall be a public, nonsectarian, non-religious, non-home-based school which operates
2 within a public school district under the terms of a charter agreement and in accordance with Tennessee
3 law. It shall be subject to all state and federal laws and constitutional provisions prohibiting
4 discrimination on the basis of disability, race, creed, color, gender, national origin, religion, ancestry or
5 need for special education services.

6 APPLICATION PROCESS

7 A prospective charter school sponsor shall send the Superintendent and the Tennessee Department of
8 Education (TDOE) notice of its intent of its plan to submit an application to operate a charter school
9 sixty (60) calendar days prior to February 1 of the year preceding the year in which the proposed charter
10 school plans to begin operation as a public charter school. The letter of intent shall be completed on the
11 form provided by TDOE. Failure to submit a letter of intent to both TDOE and the Superintendent by
12 the aforementioned deadline shall exclude a charter school sponsor from submitting an application for
13 that application cycle.

14 A charter school sponsor seeking GMSD Board approval of an initial charter school application must
15 file with the GMSD Superintendent and TDOE the most current TDOE "Application for a Public Charter
16 School".

17 One (1) original, four (4) copies and one (1) electronic version of the application must be received by
18 the GMSD Superintendent on or before 4:30 p.m. on February 1 of the year preceding the year in which
19 the proposed charter school plans to begin operation as a charter school. TDOE must receive one (1)
20 copy of the application on or before February 1 of the year preceding the year in which the proposed
21 charter school plans to begin operation as a charter school. Applications will be accepted only between
22 January 1 and February 1. If the 1st of February falls on a Saturday, Sunday, or holiday on which the
23 school district offices are closed, applications will be accepted on the previous business day on or before
24 4:30 p.m. Late applications will not be accepted. Each charter school application must be accompanied
25 by a cashier's check in the amount of Twenty-Five Hundred Dollars (\$2500), per proposed school, as an
26 authorizer non-refundable application fee.

27 REVIEW TEAM

28 The Superintendent shall appoint a charter school review team to assist the GMSD Board in reviewing
29 and evaluating charter school applications and making recommendations to the Board.

30 The charter school review team shall use the most current version of TDOE "Tennessee Charter School
31 Application Scoring Criteria" for scoring each charter school application.

1 Neither the GMSD charter school review team nor the GMSD Board shall review or formally act upon
2 the application if:

- 3 a) The sponsor did not submit the letters of intent by the required due date;
- 4 b) The application is incomplete; and/or
- 5 c) The application and fee are not submitted to GMSD by “the filing deadline”.

6 **APPROVAL, DENIAL OF APPLICATION**

7 The GMSD Board shall rule by resolution, at a regular or special called meeting, on the approval or
8 denial of a charter application within ninety (90) days of receipt of the completed application or the
9 application shall be deemed approved by law. If the GMSD Board fails to approve or deny a charter
10 school application within the ninety (90) day time period, the charter school application shall be deemed
11 approved.

12 No later than ten (10) days after the approval or denial of a charter school application, the GMSD Board
13 shall report to TDOE whether the Board approved or denied the application.

14 The approval by the Board shall be accompanied by a written Agreement which shall contain all
15 components of the application. The Agreement shall be signed by the sponsor and the GMSD Board’s
16 Executive Committee Members and the Agreement shall be binding upon the governing body of the
17 charter school. The term of the Agreement shall be ten (10) academic years.

18 **Denial**

19 The grounds upon which the Board based a decision to deny a charter school application must be stated
20 in writing, specifying objective reasons for the denial.

21 Upon receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days from receipt of
22 the grounds for denial, within which to submit an amended application to correct the deficiencies. The
23 Board shall have sixty (60) calendar days from receipt of the amended application, either to deny or to
24 approve the amended application or the application shall be deemed approved by law.

25 If the GMSD Board fails to approve or deny the amended application within sixty (60) calendar days
26 from the receipt of the amended application, the amended application shall be deemed approved.

27 **Renewal**

28 No later than April 1 of the year prior to the year in which the charter agreement expires, the governing
29 body of a public charter school shall submit a renewal application to the Board. On or before the
30 following February 1, the Board shall rule by resolution whether to approve or deny the renewal
31 application.

32 Three (3) months prior to the date on which a charter school is required to submit a renewal application,
33 the Board shall submit to the charter school a performance report that reflects the renewal evaluation.

1 A charter school renewal application must contain a report of the charter school's operations including
2 students' standardized test scores, financial statements, and audits for the eight (8) years immediately
3 preceding the date of the renewal application.

4 **AUTHORIZER FEE**

5 If GMSD becomes the authorizer of a charter school, GMSD shall receive an annual authorizer fee that
6 is a percentage of the charter school's per student state and local funding as allocated under T.C.A. § 49-
7 13-112. The annual authorizer fee shall be the lesser of three percent (3%) of the annual per student
8 state and local allocation or Thirty-Five Thousand Dollars (\$35,000) per school.

9 By December 1 of each year, GMSD shall report the total amount of authorizer fees collected in the
10 previous school year and the authorizing obligations fulfilled using the fee to the Department of
11 Education.

12 **INTERIM REVIEW**

13 The GMSD Superintendent or his designee shall conduct an interim review of the charter school in the
14 fifth year of the charter school's initial period of operation and in the fifth year following any renewal
15 of a charter agreement under guidelines developed by TDOE.

16 **ANNUAL REPORT**

17 The governing body of an approved charter school shall make a written report to the GMSD Board
18 annually between August 1 and September 1. This annual report shall include: a report on the progress
19 of the school in achieving the goals, objectives, pupil performance standards, content standards and all
20 other terms set forth in the charter agreement, financial records of the charter school, including revenues
21 and expenditures and a detailed accounting including the amounts and sources of funds received.

22 **CHARTER AMENDMENTS**

23 The governing body of the charter school may petition the authorizer to amend the original charter
24 agreement.

25 An amendment to the original charter agreement shall be required for any material modification to the
26 provisions of a charter school's charter agreement.

27 A material modification to a charter agreement is defined as a substantive change to the terms of the
28 charter agreement regarding a charter school's governance, financial, operational, or academic structure.
29 Material modifications include, but are not limited to:

30 (a) Change in governance structure (including, but not limited to, a change in the non-profit
31 entity governing the school), or addition of or changes to the charter management
32 organization;

33 (b) The addition or removal of a grade level or levels;

- 1 (c) Changes in student enrollment which fall outside of the minimum or maximum
2 enrollment thresholds set forth in the charter school’s charter agreement;
- 3 (d) The addition or removal of a plan to provide transportation to students attending the
4 charter school;
- 5 (e) Changes to the charter school’s location, if outside the geographic area set forth in the
6 charter agreement;
- 7 (f) Changes to the charter school’s academic focus set forth in the charter agreement; and
- 8 (g) Changes identified in the charter agreement as material modifications or amendments.

9 The governing body of the charter school applying for a material modification to the charter agreement
10 shall complete and submit to the GMSD Superintendent the most current “amendment petition
11 application” created and published by TDOE.

12 The governing body of a charter school seeking to apply for a material modification to the charter
13 agreement shall file an amendment petition letter of intent with the GMSD Superintendent by one (1) of
14 two (2) deadlines stated below:

- 15 1. Fall Deadline. The governing body of the charter school may file an amendment petition
16 letter of intent with the GMSD Superintendent by September 1 of the school year
17 preceding the school year in which the proposed amendment will take effect for any
18 material modification. If the due date falls on a Saturday, Sunday or state-observed
19 holiday, the letter of intent shall be due on the next business day.
- 20 2. Spring Deadline. The governing body of the charter school may file an amendment
21 petition letter of intent with the GMSD Superintendent by January 15 of the school year
22 preceding the school year in which the proposed amendment will take effect for any
23 material modification, except proposed changes involving the addition or removal of a
24 grade level or levels or proposed changes in student enrollment which fall outside of the
25 minimum or maximum enrollment thresholds set forth in the charter agreement. If the
26 due date falls on a Saturday, Sunday, or state-observed holiday, the letter of intent shall
27 be due on the next business day.

28 The governing body of a charter school shall file an amendment application in accordance with the
29 following deadlines:

- 30 1. Fall Deadline. The governing body of a charter school that submits its letter of intent shall
31 file an amendment application with the GMSD Superintendent by October 1. If the due
32 date falls on a Saturday, Sunday, or state-observed holiday, the amendment application
33 shall be due on the next business day.

1 2. Spring Deadline. The governing body of a charter school that submits its letter of intent
2 shall file an amendment application with the GMSD Superintendent by February 14. If
3 the due date falls on a Saturday, Sunday, or state-observed holiday, the amendment
4 application shall be due on the next business day.

5 The GMSD charter school review team shall review and score all complete and timely amendment
6 applications using a scoring rubric created and published by TDOE.

7 The GMSD Board shall rule by resolution, at a regular or special called meeting, on the approval or
8 denial of an amendment application within sixty (60) calendar days of the application due date.
9 Amendment applications may be submitted prior to the due date; however, all complete and timely
10 amendment applications shall be reviewed and acted upon within sixty (60) calendar days following the
11 applicable due date.

12 Should the GMSD Board fail to either approve or deny a complete and timely amendment application
13 within the sixty (60) calendar days' time limit, the amendment application shall be deemed approved.

14 If an amendment application is deemed approved, such amendment shall not alter the original term of
15 the charter agreement. The charter school shall still be required to submit a renewal application
16 pursuant to T.C.A. § 49-13-121 to continue to operate beyond the current charter term.

17 If an amendment application is denied, the grounds upon which the GMSD Board based the decision to
18 deny must be stated in writing, specifying the reasons for the denial, and shall be provided to the
19 governing body of the charter school within five (5) calendar days of the date of the decision to deny.

20 If the governing body of a charter school determines that, due to unanticipated extraordinary
21 circumstances, good cause exists for an "emergency amendment application" to be submitted, it shall
22 make a finding by resolution at a regular or special called meeting of the governing body. An
23 "emergency amendment application" created by TDOE, may be submitted to the GMSD
24 Superintendent at any time.

25 1. In order for an emergency amendment application to be complete, the governing body
26 of the charter school shall include with the emergency amendment application detailed
27 written findings explaining the unanticipated extraordinary circumstances giving rise to
28 the emergency amendment application. An emergency amendment application shall not
29 be used to add a grade level or levels or to increase student enrollment outside of the
30 maximum enrollment thresholds set forth in the charter agreement.

31 2. The GMSD Board shall rule by resolution, at a regular or special-called meeting, on the
32 approval or denial of an emergency amendment application within sixty (60) calendar
33 days of the date the completed emergency amendment application was submitted to the
34 GMSD Superintendent.

- 1 3. Should the GMSD Board fail to either approve or deny a complete emergency
2 amendment application within the sixty (60) calendar days' time limit, the emergency
3 amendment application shall be deemed approved.
- 4 4. If an emergency amendment application is denied, the grounds upon which the GMSD
5 Board based the decision to deny must be stated in writing, specifying the reasons for the
6 denial, and shall be provided to the governing body of the charter school within five (5)
7 calendar days of the date of the decision to deny.

Legal References

T.C.A. § 49-13-104
T.C.A. § 49-13-111
T.C.A. § 49-13-107
T.C.A. § 49-13-108
T.C.A. § 49-13-110
T.C.A. § 49-13-112
T.C.A. § 49-13-121
State Board of Education Rule 0520-14-01-.01
State Board of Education Rule 0520-14-01-.02
State Board of Education Rule 0520-14-01-.06



Germantown Municipal School District Budget Amendment

Fiscal Year: 2020-2021

Amendment # 31

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-72410-104	Principal Salaries	770,535	7,000	17,075	794,610
141-72410-161	Secretary Wages	250,069	7,500	6,556	264,125
141-72410-201	Social Security	176,913	2,883	1,465	181,261
141-72410-204	Retirement	283,005	4,776	2,363	290,144
141-72410-212	Medicare	41,375	674	343	42,392
141-39000	Reserves	20,994,668	(5,456,686)	(27,802)	15,510,180

REASON FOR AMENDMENT:

To appropriate funds for online school principal and secretary, May and June 2021.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

_____ Budget revision is denied for the following reason(s):

_____ Date _____

_____ Date _____



Germantown Municipal School District Budget Amendment

Fiscal Year: 2020 - 2021

Amendment # 32

GMSD Acct #	GMSD Acct	FTE	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71100-116	Teachers Salaries	332.00	19,303,671	562,418	153,384	20,019,473
141-71100-201	Social Security		1,263,830	36,730	9,510	1,310,070
141-71100-204	TCRS		2,085,164	60,841	15,753	2,161,758
141-71100-212	Medicare		295,573	8,590	2,224	306,387
141-71150-116	ALT ED Teachers Salaries	2.00	131,627	2,000	924	134,551
141-71150-130	Social Worker	1.00	61,833	1,000	462	63,295
141-71150-201	Social Security		14,536	310	86	14,932
141-71150-204	TCRS		22,975	514	142	23,631
141-71150-212	Medicare		3,400	73	20	3,493
141-71200-116	SPED Teachers Salaries	40.00	2,115,771	39,000	18,480	2,173,251
141-71200-171	Speech Therapists	9.00	495,882	9,000	4,158	509,040
141-71200-201	Social Security		214,205	13,082	1,404	228,691
141-71200-204	TCRS		344,846	21,381	2,325	368,552
141-71200-212	Medicare		58,202	3,060	328	61,590
141-71300-116	CTE Teachers Salaries	15.00	832,965	75,582	6,930	915,477
141-71300-201	Social Security		51,706	4,686	430	56,822
141-71300-204	TCRS		85,648	7,762	712	94,122
141-71300-212	Medicare		12,092	1,096	100	13,288
141-72120-131	Nurses' Salaries	7.00	297,755	7,000	3,234	307,989
141-72120-201	Social Security		23,318	525	201	24,044
141-72120-204	TCRS		34,787	870	332	35,989
141-72120-212	Medicare		5,453	123	47	5,623
141-72130-123	Guidance Salaries	14.00	882,742	14,000	6,468	903,210
141-72130-201	Social Security		55,009	868	401	56,278
141-72130-204	TCRS		91,120	1,438	664	93,222
141-72130-212	Medicare		12,865	203	94	13,162
141-72210-105	Director/Supervisor Salaries	7.00	741,882	9,000	3,234	754,116
141-72210-129	Librarians' Salaries	7.00	410,465	7,000	3,234	420,699
141-72210-138	Instructional Computer Personnel	4.00	228,584	4,000	1,848	234,432
141-72210-201	Social Security		101,560	1,612	516	103,688
141-72210-204	TCRS		156,884	2,670	854	160,408
141-72210-212	Medicare		23,752	377	121	24,250
141-72220-105	Director/Supervisor Salaries	3.00	254,707	3,000	1,386	259,093
141-72220-124	Psychological Personnel	4.00	224,451	3,000	1,848	229,299
141-72220-189	OT/PT Therapists	3.00	198,526	3,000	1,386	202,912
141-72220-201	Social Security		79,171	1,302	286	80,759
141-72220-204	TCRS		118,070	2,157	474	120,701
141-72220-212	Medicare		18,515	305	67	18,887
141-72410-104	Principals and Vice-Principal	7.00	770,535	7,000	3,234	780,769
141-72410-139	Assistant Principals	15.00	1,281,147	14,000	6,930	1,302,077
141-72410-201	Social Security		176,913	2,883	630	180,426
141-72410-204	TCRS		283,005	4,776	1,044	288,825
141-72410-212	Medicare		41,375	674	147	42,196
141-46511	Revenues - BEP and Adtl Compensation	(470)	29,613,000	-	256,051	29,869,051

REASON FOR AMENDMENT:

Additional compensation for certified staff.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

_____ Budget revision is denied for the following reason(s):

GMSD Board Chair

Date

GMSD Superintendent

Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2020-2021

Amendment # 33

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
177-91300-706	Building Construction	127,618	-	267,834	395,452
177-49100	Bond Proceeds - City of Germantown	150,000	-	267,834	417,834

REASON FOR AMENDMENT:

To appropriate funds for final payment on the Forest Hill Elem School project.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

_____ Budget revision is denied for the following reason(s):

GMSD Board Chair _____
Date

GMSD Superintendent _____
Date





Johnson Controls Fire Protection LP Quotation

To: Germantown Municipal
School District
3350 S. Forest Hill Irene Rd.
Germantown, TN 38138

Project: Houston High School- FA System Upgrade -
CPQ-70197
Johnson Controls Reference: 650070197
Proposal #: 1
Date: 04/08/2021
Page: 2 of 16

Items cited on this quote are products and services on the Johnson Controls Fire Protection LP Sourcewell Contract 031517 SGL.

Johnson Controls is pleased to offer for your consideration this quotation for the above project

Total net selling price \$567,264.86

Scope of Work

*** Johnson Controls offers competitive financing options for qualified projects; Contact me for more Information.

Critical Deadline Note: Due to the specified dates for the completion of the project a Purchase Order will be need to be received by JCFP by April 23, 2021. This will allow the necessary time to have the project booked in the month of April so that material can be released and received in time for the project to begin.

Johnson Controls is pleased to present this proposal and looks forward to working with you. Below is a brief description of the work to be performed. Feel free to call should you have any questions.

This quote is for the service replacement of the fire alarm panel and field devices due to lightning damage and the addition of the needed devices to bring the facility to current code requirements which includes full voice evacuation.

This will include the following:

- There will be a set of fire alarm drawings completed prior to the start of the installation in order to provide to the AHJ for approval.
- There will need to be a meeting between the school representative, JCI Fire, and the subcontractor to discuss the project and a plan put in place to complete the project in the specified amount of time.
- This is price to be completed prior to the students returning for the fall semester.
- At the start of the project the main FACP in the Main Bldg will be replaced.
- This will require all of the existing wires to be labeled prior to the removal of the existing panel.
- The program for the fire alarm system will also be completed ahead of time.
- Once the wires have been labeled the existing panel will be removed in order for the new panel to be installed in the same location.

- All of the wires will then be terminated to the correct location according to the label on the wire.
- There will then be a surge installed on the 120vac surge for added protection.
- Once the new panel is in place and the wires terminated the panel will then be programmed to reflect all of the existing devices.
- This will need to be in place prior to the replacement and addition of all of the field devices in order to provide fire alarm for the entirety of the project.
- The Remote Command Center will also be replaced in the main office in order to allow the use of the voice evac system for the entire campus.
- A audio riser wire will be required from the main panel to each of the other panels in order to provide the voice evac system to be utilized throughout the entire campus.
- All of the existing zone devices will be replaced with addressable devices.
- This will include the duct detectors that need replaced due to damage.
- The other devices need replaced due to the age of the devices and their susceptibility to failure.
- There will also be new smoke detectors and door holders added to all of the fire doors that are currently not covered. (15 total sets of doors)
- The current code requires full voice evac for the entire school and all classrooms.
- This will require changing all of the current devices to speaker visuals and adding devices to all of the classrooms and restrooms.
- A new raceway will have to be installed to accommodate the new circuits that will need to be installed for all of the new devices.
- The remote led sensors for the duct detectors in the gyms will be moved from the ceiling area to the wall at 8'.
- The panel in Bldg A will have the required hardware installed in order to add the voice evac system.
- Just as like the main bldg there will be new speaker visuals install in all of the classrooms and all of the existing devices will be replaced with speaker visuals.
- The existing addressable devices throughout the system are not included in the replacement as these are already newer devices.
- Once all of the devices have been replaced and are communicating across the network a full test will need to be performed on all of the new devices.
- There will then need to be a test with the AHJ for final approval.

The wire (initiating devices only) will be reused with the exception of any wire (initiating devices only) that may be defective in the field; which if it is determined that there are some wire (initiating devices only) that are defective, a new quote will be issued for any additional repairs.

-
The customer will be responsible for the notification of all occupants during the installation of equipment and testing and any fire watch that may be required.

-

The pricing is subject to change upon the approval of the submittals to the local AHJ; which have the Authority to make changes as needed to the system layout.

THIS QUOTATION INCLUDES ONLY THOSE ITEMS LISTED BELOW:

Equipment as listed
Freight
Panel terminations
Technical support
Functional system certification test
Close out documentation
One year standard warranty from substantial completion

THIS QUOTATION DOES NOT INCLUDE THE FOLLOWING:

Payment/Performance Bonds
Patching, or painting
Interface to non-Simplex provided equipment i.e.: HVAC and elevator

Delays, Costs and Extensions of Time.

JCI's time for performance of the Work shall be extended for such reasonable time as JCI is delayed due to causes reasonably beyond JCI's control, whether such causes are foreseeable or unforeseeable, including pandemics such as coronavirus (provisionally named SARS-CoV-2, with its disease being named COVID-19) including, without limitation, labor, parts or equipment shortages. To the extent JCI or its subcontractors expend additional time or costs related to conditions or events set forth in this provision, including without limitation, expedited shipping, hazard pay associated with site conditions, additional PPE requirements, additional time associated with complying with social distancing or hygiene requirements, or additional access restrictions, the Contract Sum shall be equitably adjusted.

Standard Progress Billing Applies to this contract:

Acceptance of this quotation (contract) establishes the following invoicing schedule.

- 25% of contract amount invoiced upon completion of System design efforts.
- 65% of contract amount invoiced upon materials shipping.
- 10% of contract amount invoiced upon fulfillment of quoted scope of work.
- Subsequent Increases to the contract value (change orders above the original contract) will be invoiced within 30 days of acceptance, either additional to the aforementioned, or as an independent installment.



No asbestos abatement is identified, expected, or included in this contract. All policies and procedures referenced in the specification will be followed as required.

No lead paint abatement is identified, expected, or included in this contract. All policies and procedures referenced in the specification will be followed as required.

ADDITIONAL NOTES:

If Johnson Controls is awarded this project we will need:

- Your P.O. or contract will need to reference this proposal # and amount. This proposal and its terms and conditions shall take precedence. Your Purchase Order or contract is subject to review and must be mutually agreeable.

This quotation is valid for a period of 60 days only unless modified in writing by Johnson Controls. We reserve the right to correct this quote for errors and omissions.

All work is to be performed during normal Johnson Controls working hours of 7:30am to 4:30pm Monday through Friday with the exception of company sponsored holidays unless specifically noted.

As stated above, Johnson Controls will perform the work pursuant to the attached Terms and Conditions. Should the parties fail to execute a mutually agreeable definitive agreement, all work performed by Johnson Controls on or related to the above captioned project (with the exception of any monitoring services anticipated, which will only be performed pursuant to the unaltered terms and conditions of Johnson Controls standard monitoring Agreement) will be performed pursuant to the attached Terms and Conditions.

Please indicate your approval of this quotation by signing the last page and returning to my attention as noted below.

Barron Rouse
Electronic Service Sales Representative
barron.rouse@jci.com
Office: (901)386-0532
Cell: (901)601-0194
Fax: (901)388-1756



QTY	MODEL NUMBER	DESCRIPTION
MAIN FACP MATERIAL		
2	2975-9446	3 BAY BB/GDOOR/DRESS PNL PLAT
2	2081-9296	BATTERY 50AH
1	2081-9281	50AH BATTERY CABINET, BEIGE
1	E120V-GT	120V HYBRID SRG PROTECT
1	SSU00685	CAB DOC STOR 12X13X2 2GB FLASH
1	4603-9101	LCD ANNUNCIATOR
1	4100-9921	4100ES RETROKT 2 BAY BGE GLS D
MAIN BLDG FACP		
1	4100-9701	ES-PS MSTR CTRLR 2X40
1	4100-6052	EVENT/POINT REPORTING DACT
1	4100-9621	BASIC AUDIO W/MIKE-DIGITAL
1	4100-1242	MESSAGE EXPANSION, 32 MINUTES
1	4100-1341	MULTI CMD CTR DIG AUDIO RISER
1	4100-6079	NEW SAFELINC INTERNET INTRFACE
1	41002163	INDICATOR ONLY 3 BAY SOLID
1	4100-6078	NETWORK IFC CARD, MODULAR
1	4100-1280	8 SWITCH, 8 RED LED MODULE
1	4100-3206	8 POINT 3 AMP AUX RELAY MODULE
1	41007905	FACTORY BUILT-MAIN CONFIGURED
2	4100-0634	POWER DISTRIBUTION MODULE 120V
1	4100-3202	4 RELAYS, 10 AMP CONTACTS
1	4100-1288	64/64 LED/SWITCH CONTROLLER
2	4100-0011	FACTORY USE ONLY-AUDIO SHIPKIT
2	4100-5128	BATTERY DIST TERM MODULE
1	4100-1266	EXPANSION NAC CARD FOR EXP SIG
2	4100-5401	ES-PS POWER SUPPLY
3	4100-5402	ES-XPS POWER SUPPLY



QTY	MODEL NUMBER	DESCRIPTION
2	4100-1328	DIG.100W AMP,6NAC,120VAC,25V
1	4100-0636	BOX TO BOX HARNESS KIT
1	4100-0637	AUDIO BOX TO BOX HARNESS KIT
1	4100-0638	ADDITIONAL 24V HARNESS
1	4100-3110	IDNET2+2 250 POINT 4 LOOP MOD
1	41002153	3Bay Glass Dr Pkg Factory Only
2	4100-2320	AUDIO EXPANSION BAY
7	4100-5013	8 POINT ZONE/RELAY MODULE
1	4100-1252	AUDIO IF MODULE, SGL CHANNEL
4	4100-5131	ES-PS FAN MODULE
4	4100-5450	NAC CARD
3	4100-5451	IDNAC CARD
1	4100-3117	MSTR CTRLR IDNET2, FACTORY ONLY
2	4100-2303	LEGACY CARD STABILIZER BRKT
6	4100-0644	120V ES-PS PDM HARNESS
1	4100-0623	NETWORK AUDIO INTERFACE MODULE
4	4100-2300	EXPANSION BAY (PHASE 10 ONLY)
1	4100-7911	APPLICATIONS ENG CUSTOM LAYOUT
1	4100-6304	4120 MM-R DUPLEX FIBER MEDIA
12	4100-1279	2 BLANK DISPLAY MODULE
1	4100-6303	4120 MM-L DUPLEX FIBER MEDIA
1	4100-5116	EXPANSION AUDIO SIGNAL CARD
MAIN OFFICE RCC		
1	4100-9610	REMOTE ANNUNCIATOR
1	4100-2320	AUDIO EXPANSION BAY
1	4100-1252	AUDIO IF MODULE, SGL CHANNEL
1	41002152	2Bay Glass Dr Pkg Factory Only
1	4100-1280	8 SWITCH, 8 RED LED MODULE



QTY	MODEL NUMBER	DESCRIPTION
1	4100-1292	REMOTE PANEL MOUNT LCD AUUNU
1	41007905	FACTORY BUILT-MAIN CONFIGURED
1	4100-0644	120V ES-PS PDM HARNESS
1	4100-0634	POWER DISTRIBUTION MODULE 120V
1	4100-1244	REMOTE AUDIO INTERFACE W/MIC
1	4100-1288	64/64 LED/SWITCH CONTROLLER
2	4100-0011	FACTORY USE ONLY-AUDIO SHIPKIT
1	4100-2300	EXPANSION BAY (PHASE 10 ONLY)
1	4100-5401	ES-PS POWER SUPPLY
4	4100-1279	2 BLANK DISPLAY MODULE

BLDG A & F.H. FACP MATERIAL

1	4100-5401	ES-PS POWER SUPPLY
1	4100-5451	IDNAC CARD
1	4100-1328	DIG.100W AMP,6NAC,120VAC,25V
1	4100-6303	4120 MM-L DUPLEX FIBER MEDIA
1	4100-2300	EXPANSION BAY (PHASE 10 ONLY)
1	4100-0636	BOX TO BOX HARNESS KIT
1	4100-0637	AUDIO BOX TO BOX HARNESS KIT
1	4100-0638	ADDITIONAL 24V HARNESS
1	4100-0644	120V ES-PS PDM HARNESS
2	4100-0622	DIGITAL AUDIO RISER MODULE
2	4100-0623	NETWORK AUDIO INTERFACE MODULE
1	4100-1210	ANALOG AUDIO CONTROLLER
1	4100-1242	MESSAGE EXPANSION, 32 MINUTES
1	4100-7158	4100ES MSTR CTRLR UPGD NO DSPLY

FA FIELD DEVICES

120	4098-9714	PHOTO SENSOR
122	4098-9792	SENSOR BASE



QTY	MODEL NUMBER	DESCRIPTION
2	4098-9733	HEAT SENSOR
32	4098-9756	DUCT SENSOR HOUSING-4-WIRE
32	4098-9857	"SAMPLING TUBE 73"', PLASTIC"
50	4098-9834	TEST STATION RED LED KEYSW
52	4099-9004	STATION-LED, SA ADDR
40	4090-9001	SUPERVISED IAM
3	4090-9002	RELAY IAM
90	4098-9832	SSD ADAPTER PLATE
29	DH1224SPC	12/24 V, SURFACE MT, CHROME
14	DHE1PC	1 IN EXT ROD,DR HLDR,CHRM
14	DHE2PC	2 IN EXT ROD,DR HLDR,CHRM
25	49VO-WRF	VO Wall Red FIRE
260	49SVC-WRFIRE	SV COVER WALL RED FIRE
260	49SV-APPLW	SPKR/VIS APPL ONLY WALL
260	49MP-SVWR	SV MOUNTING PLATE WALL RED
260	4905-9903	PLATE FOR 2975-9145
22	4905-9937	SKIRT, HORN/STROBE RED
190	2975-9145	BOX/A-V DEVICE RED
1	STH-2R24MCCH-FR	SPKR/STR CLUST,2 STH 15 SR,RSS
1	49VOC-CRF	VO COVER, CEILING RED FIRE
1	49VO-APPLC	VO APPLIANCE ONLY CEILING
MISC. MATERIAL		
1	DPIM	INSTALLATION MATERIALS
PERMITS & FEES		
	DPSVC	DP SVCS (PERMITS/FEES/BONDS)
JCI FIRE LABOR		
	DSGN LAB	DESIGN LABOR
	CAD LAB	CAD LABOR



QTY	MODEL NUMBER	DESCRIPTION
	PM LAB	PROJECT/CONSTRUCTION MGMT
	PREP LAB	PRE-SITE PREPARATION LABOR
	TECH LAB	TECHNICAL LABOR
INSTALLATION SUBCONTRACTOR		
	DPSUB	SUBCONTRACTING LABOR

Net selling price for FACP SERVICE REPLACEMENT, FOB shipping point, \$567,264.86

TERMS AND CONDITIONS (Rev. 2/21)

1.Payment. Amounts are due upon receipt of the invoice and shall be paid by Customer within 30 days. Invoicing disputes must be identified in writing within 21 days of the invoice date. Payments of any disputed amounts are due and payable upon resolution. All other amounts remain due within 30 days. Work performed on a time and material basis shall be at Company's then-prevailing rate for material, labor, and related items, in effect at the time supplied under this Agreement. Company shall invoice Customer for progress payments to 100% percent based upon equipment delivered or stored, and services performed. In the event project duration exceeds one month, Company reserves the right to submit partial invoices for progress payments for work completed at the project site. Customer agrees to pay any progress invoices in accordance with the payment terms set forth herein. In exchange for close-out documents to be provided by Company, Customer agrees to pay Company the remaining project balance when on-site labor is completed and prior to any final inspections. Customers without established satisfactory credit and Customers who fail to pay amounts when due may be required to make payments of cash in advance, upon delivery or as otherwise specified by Company. Company reserves the right to revoke or modify Customer's credit in its sole discretion. Customer's failure to make payment when due is a material breach of this Agreement and will give Company, without prejudice to any other right or remedy, the right to (a) stop performing any Services and/or withhold further deliveries of Equipment and other materials; terminate or suspend any unpaid software licenses; and/or terminate this Agreement; and (b) charge Customer interest on the amounts unpaid at a rate equal to the lesser of 1.5% per month or the maximum rate permitted under applicable law, until payment is made in full. Customer agrees to pay all of Company's reasonable collection costs, including legal fees and expenses.

2.Deposit. Customer agrees to pay a deposit equal to 30% of the project sell price (pre-tax) prior to Company providing any labor or materials on the project. Company will generate an invoice for the 30% deposit within three business days after Company's receipt of a written agreement or order from Customer. Company will not commence work until receipt of the deposit.

3.Pricing. The pricing set forth in this Agreement is based on the number of devices to be installed and services to be performed as set forth in the Scope of Work ("Equipment" and "Services"). If the actual number of devices installed or services to be performed is greater than that set forth in the Scope of Work, the price will be increased accordingly. If this Agreement extends beyond one year, Company may increase prices upon notice to the Customer. Customer agrees to pay all taxes, permits, and other charges, including but not limited to state and local sales and excise taxes, however designated, levied or based on the service charges pursuant to this Agreement. Prices in any quotation or proposal from Company are subject to change upon notice sent to Customer at any time before the quotation or proposal has been accepted. Prices for products covered may be adjusted by Company, upon notice to Customer at any time prior to shipment, to reflect any increase in Company's cost of raw materials (e.g., steel, aluminum) incurred by Company after issuance of Company's applicable proposal or quotation. Pricing for Equipment and material covered by this Agreement does not include any amounts for changes in taxes, tariffs, duties or other similar charges imposed and/or enacted by a government. At any time prior to shipment, Company shall be entitled to an increase in time and money for any costs that it incurs directly or indirectly that arise out of or relate to changes in taxes, tariffs, duties or similar charges due to such changes.

4.Alarm Monitoring Services. Any reference to alarm monitoring services in this Agreement is included for pricing purposes only. Alarm monitoring services are performed pursuant to the terms and conditions of Company's standard alarm monitoring services agreement.

5.Code Compliance. Company does not undertake an obligation to inspect for compliance with laws or regulations unless specifically stated in the Scope of Work. Customer acknowledges that the Authority Having Jurisdiction (e.g. Fire Marshal) may establish additional requirements for compliance with local codes. Any additional services or equipment required will be provided at an additional cost to Customer.

6.Limitation of Liability; Limitations of Remedy. It is understood and agreed by the Customer that Company is not an insurer and that insurance coverage shall be obtained by the Customer and that amounts payable to company hereunder are based upon the value of the services and the

scope of liability set forth in this Agreement and are unrelated to the value of the Customer's property and the property of others located on the premises. Customer agrees to look exclusively to the Customer's insurer to recover for injuries or damage in the event of any loss or injury and that Customer releases and waives all right of recovery against Company arising by way of subrogation. Company makes no guaranty or Warranty, including any implied warranty of merchantability or fitness for a particular purpose that equipment or services supplied by Company will detect or avert occurrences or the consequences therefrom that the equipment or service was designed to detect or avert. It is impractical and extremely difficult to fix the actual damages, if any, which may proximately result from failure on the part of Company to perform any of its obligations under this Agreement. Accordingly, Customer agrees that, Company shall be exempt from liability for any loss, damage or injury arising directly or indirectly from occurrences, or the consequences therefrom, which the equipment or service was designed to detect or avert. Should Company be found liable for any loss, damage or injury arising from a failure of the equipment or service in any respect, Company's liability shall be limited to an amount equal to the Agreement price (as increased by the price for any additional work) or where the time and material payment term is selected, Customer's time and material payments to Company. Where this Agreement covers multiple sites, liability shall be limited to the amount of the payments allocable to the site where the incident occurred. Such sum shall be complete and exclusive. In no event shall Company be liable for any damage, loss, injury, or any other claim arising from any servicing, alterations, modifications, changes, or movements of the Covered System(s) or any of its component parts by Customer or any third party. To the maximum extent permitted by law, in no event shall Company and its affiliates and their respective personnel, suppliers and vendors be liable to Customer or any third party under any cause of action or theory of liability, even if advised of the possibility of such damages, for any (a) special, incidental, consequential, punitive or indirect damages of any kind; (b) loss of profits, revenues, data, customer opportunities, business, anticipated savings or goodwill; (c) business interruption; or (d) data loss or other losses arising from viruses, ransomware, cyber-attacks or failures or interruptions to network systems. The limitations of liability set forth in this Agreement shall inure to the benefit of all parents, subsidiaries and affiliates of Company, whether direct or indirect, Company's employees, agents, officers and directors.

7.Reciprocal Waiver of Claims (SAFETY Act). Certain of Company's systems and services have received Certification and/or Designation as Qualified Anti-Terrorism Technologies ("QATT") under the Support Anti-terrorism by Fostering Effective Technologies Act of 2002, 6 U.S.C. §§ 441-444 (the "SAFETY Act"). As required under 6 C.F.R. 25.5 (e), to the maximum extent permitted by law, Company and Customer hereby agree to waive their right to make any claims against the other for any losses, including business interruption losses, sustained by either party or their respective employees, resulting from an activity resulting from an "Act of Terrorism" as defined in 6 C.F.R. 25.2, when QATT have been deployed in defense against, response to, or recovery from such Act of Terrorism.

8.General Provisions. Customer has selected the service level desired after considering and balancing various levels of protection afforded, and their related costs. All work to be performed by Company will be performed during normal working hours of normal working days (8:00 a.m. – 5:00 p.m., Monday through Friday, excluding Company holidays), as defined by Company, unless additional times are specifically described in this Agreement. Company will perform the services described in the Scope of Work section ("Services") for one or more system(s) or equipment as described in the Scope of Work section or the listed attachments ("Covered System(s)"). The Customer shall promptly notify Company of any malfunction in the Covered System(s) which comes to Customer's attention. This Agreement assumes the Covered System(s) are in operational and maintainable condition as of the Agreement date. If, upon initial inspection, Company determines that repairs are recommended, repair charges will be submitted for approval prior to any work. Should such repair work be declined Company shall be relieved from any and all liability arising therefrom, UNLESS OTHERWISE SPECIFIED IN THIS AGREEMENT,

ANY INSPECTION (AND, IF SPECIFIED, TESTING) PROVIDED UNDER THIS AGREEMENT DOES NOT INCLUDE ANY MAINTENANCE, REPAIRS, ALTERATIONS, REPLACEMENT OF PARTS, OR ANY FIELD ADJUSTMENTS WHATSOEVER, NOR DOES IT INCLUDE THE CORRECTION OF ANY DEFICIENCIES IDENTIFIED BY COMPANY TO CUSTOMER. COMPANY SHALL NOT BE RESPONSIBLE FOR EQUIPMENT FAILURE OCCURRING WHILE COMPANY IS IN THE PROCESS OF FOLLOWING ITS INSPECTION TECHNIQUES, WHERE THE FAILURE ALSO RESULTS FROM THE AGE OR OBSOLESCENCE OF THE ITEM OR DUE TO NORMAL WEAR AND TEAR. THIS AGREEMENT DOES NOT COVER SYSTEMS, EQUIPMENT, COMPONENTS OR PARTS THAT ARE BELOW GRADE, BEHIND WALLS OR OTHER OBSTRUCTIONS OR EXTERIOR TO THE BUILDING, ELECTRICAL WIRING, AND PIPING.

9.Customer Responsibilities. Customer shall furnish all necessary facilities for performance of its work by Company, adequate space for storage and handling of materials, light, water, heat, heat tracing, electrical service, local telephone, watchman, and crane and elevator service and necessary permits. Where wet pipe system is installed, Customer shall supply and maintain sufficient heat to prevent freezing of the system. Customer shall promptly notify Company of any malfunction in the Covered System(s) which comes to Customer's attention. This Agreement assumes any existing system(s) are in operational and maintainable condition as of the Agreement date. If, upon initial inspection, Company determines that repairs are recommended, repair charges will be submitted for approval prior to any work. Should such repair work be declined Company shall be relieved from any and all liability arising therefrom. Customer shall further:

- supply required schematics and drawings unless they are to be supplied by Company in accordance with this Agreement;
- Provide a safe work environment, in the event of an emergency or Covered System(s) failure, take reasonable safety precautions to protect against personal injury, death, and property damage, continue such measures until the Covered System(s) are operational, and notify Company as soon as possible under the circumstances.
- Provide Company access to any system(s) to be serviced,
- Comply with all laws, codes, and regulations pertaining to the equipment and/or services provided under this Agreement.

Customer is solely responsible for the establishment, operation, maintenance, access, security and other aspects of its computer network ("Network") and shall supply Company secure Network access for providing its services. Products networked, connected to the internet, or otherwise connected to computers or other devices must be appropriately protected by Customer and/or end user against unauthorized access. Customer is responsible to take appropriate measures, including performing back-ups, to protect information, including without limit data, software, or files (collectively "Data") prior to receiving the service or products.

10.Excavation. In the event the Work includes excavation, Customer shall pay, as an extra to the contract price, the cost of any additional work performed by Company dues to water, quicksand, rock or other unforeseen condition or obstruction encountered or shoring required.

11.Structure and Site Conditions. While employees of Company will exercise reasonable care in this respect, Company shall be under no responsibility for loss or damage due to the character, condition or use of foundations, walls, or other structures not erected by Company or resulting from the excavation in proximity thereto, or for damage resulting from concealed piping, wiring, fixtures, or other equipment or condition of water pressure. All shoring or protection of foundation, walls or other structures subject to being disturbed by any excavation required hereunder shall be the responsibility of Customer. Customer shall have all things in readiness for installation including, without limitation, structure to support the sprinkler system and related equipment (including tanks), other materials, floor or suitable working base, connections and facilities for erection at the time the materials are delivered. In the event Customer fails to have all things in readiness at the time scheduled for receipt of materials, Customer shall reimburse Company for all expenses caused by such failure. Failure to make areas available to Company during performance in accordance with schedules that are the basis for Company's proposal shall be considered a failure to have things in readiness in accordance with the terms of this Agreement.

12.Confined Space. If access to confined space by Company is required for the performance of Services, Services shall be scheduled and performed in accordance with Company's then-current hourly rate.

13.Hazardous Materials. Customer represents that, except to the extent that Company has been given written notice of the following hazards prior to the execution of this Agreement, to the best of Customer's knowledge there is no:

- "permit confined space," as defined by OSHA,
- risk of infectious disease,
- need for air monitoring, respiratory protection, or other medical risk,
- asbestos, asbestos-containing material, formaldehyde or other potentially toxic or otherwise hazardous material contained in or on the surface of the floors, walls, ceilings, insulation or other structural components of the area of any building where work is required to be performed under this Agreement.

All of the above are hereinafter referred to as "Hazardous Conditions". Company shall have the right to rely on the representations listed above. If hazardous conditions are encountered by Company during the course of Company's work, the discovery of such materials shall constitute an event beyond Company's control and Company shall have no obligation to further perform in the area where the hazardous conditions exist until the area has been made safe by Customer as certified in writing by an independent testing agency, and Customer shall pay disruption expenses and re-mobilization expenses as determined by Company. This Agreement does not provide for the cost of capture, containment or disposal of any hazardous waste materials, or hazardous materials, encountered in any of the Covered System(s) and/or during performance of the Services. Said materials shall at all times remain the responsibility and property of Customer. Company shall not be responsible for the testing, removal or disposal of such hazardous materials.

14.OSHA Compliance. Customer shall indemnify and hold Company harmless from and against any and all claims, demands and/or damages arising in whole or in part from the enforcement of the Occupational Safety Health Act (and any amendments or changes thereto) unless said claims, demands or damages are a direct result of causes within the exclusive control of Company.

15.Interferences. Customer shall be responsible to coordinate the work of other trades (including but not limited to ducting, piping, and electrical) and for and additional costs incurred by Company arising out of interferences to Company's work caused by other trades.

16.Modifications and Substitutions. Company reserves the right to modify materials, including substituting materials of later design, providing that such modifications or substitutions will not materially affect the performance of the Covered System(s).

17.Changes, Alterations, Additions. Changes, alterations and additions to the Scope of Work, plans, specifications or construction schedule shall be invalid unless approved in writing by Company. Should changes be approved by Company, that increase or decrease the cost of the work to Company, the parties shall agree, in writing, to the change in price prior to performance of any work. However, if no agreement is reached prior to the time for performance of said work, and Company elects to perform said work so as to avoid delays, then Company's estimate as to the value of said work shall be deemed accepted by Customer. In addition, Customer shall pay for all extra work requested by Customer or made necessary because of incompleteness or inaccuracy of plans or other information submitted by Customer with respect to the location, type of occupancy, or other details of the work to be performed. In the event the layout of Customer's facilities has been altered, or is altered by Customer prior to the completion of the Work, Customer shall advise Company, and prices, delivery and completion dates shall be changed by Company as may be required.

18.Commodities Availability. Company shall not be responsible for failure to provide services, deliver products, or otherwise perform work required by this Agreement due to lack of available steel products or products made from plastics or other commodities. In the event Company is unable, after reasonable commercial efforts, to acquire and provide steel products, or products made from plastics or other commodities, if required to perform work required by this Agreement, Customer hereby agrees that Company may terminate the Agreement, or the relevant portion of the Agreement, at no additional cost and without penalty. Customer agrees to pay Company in full for all work performed up to the time of any such termination.

19.Project Claims. Any claim of failure to perform against Company arising hereunder shall be deemed

waived unless received by Company, in writing specifically setting forth the basis for such claim, within ten (10) days after such claims arises.

20.Backcharges. No charges shall be levied against Company unless seventy-two (72) hours prior written notice is given to Company to correct any alleged deficiencies which are alleged to necessitate such charges and unless such alleged deficiencies are solely and directly caused by Company.

21.System Equipment. The purchase of equipment or peripheral devices (including but not limited to smoke detectors, passive infrared detectors, card readers, sprinkler system components, extinguishers and hoses) from Company shall be subject to the terms and conditions of this Agreement. If, in Company's sole judgment, any peripheral device or other system equipment, which is attached to the Covered System(s), whether provided by Company or a third party, interferes with the proper operation of the Covered System(s), Customer shall remove or replace such device or equipment promptly upon notice from Company. Failure of Customer to remove or replace the device shall constitute a material breach of this Agreement. If Customer adds any third party device or equipment to the Covered System(s), Company shall not be responsible for any damage to or failure of the Covered System(s) caused in whole or in part by such device or equipment.

22.Reports. Where inspection and/or test services are selected, such inspection and/or test shall be completed on Company's then current Report form, which shall be given to Customer, and, where applicable, Company may submit a copy thereof to the local authority having jurisdiction. The Report and recommendations by Company are only advisory in nature and are intended to assist Customer in reducing the risk of loss to property by indicating obvious defects or impairments noted to the system and equipment inspected and/or tested. They are not intended to imply that no other defects or hazards exist or that all aspects of the Covered System(s), equipment, and components are under control at the time of inspection. Final responsibility for the condition and operation of the Covered System(s) and equipment and components lies with Customer.

23.Limited Warranty. Subject to the limitations below, Company warrants any equipment (as distinguished from the Software) installed pursuant to this Agreement to be free from defects in material and workmanship under normal use for a period of one (1) year from the date of first beneficial use or all or any part of the Covered System(s) or 18 months after Equipment shipments, whichever is earlier, provided however, that Company's sole liability, and Customer's sole remedy, under this limited warranty shall be limited to the repair or replacement of the Equipment or any part thereof, which Company determines is defective, at Company's sole option and subject to the availability of service personnel and parts, as determined by Company. Company warrants expendable items, including, but not limited to, video and print heads, television camera tubes, video monitor displays tubes, batteries and certain other products in accordance with the applicable manufacturer's warranty. Company does not warrant devices designed to fail in protecting the System, such as, but not limited to, fuses and circuit breakers. Company warrants that any Company software described in this Agreement, as well as software contained in or sold as part of any Equipment described in this Agreement, will reasonably conform to its published specifications in effect at the time of delivery and for ninety (90) days after delivery. However, Customer agrees and acknowledges that the software may have inherent defects because of its complexity. Company's sole obligation with respect to software, and Customer's sole remedy, shall be to make available published modifications, designed to correct inherent defects, which become available during the warranty period. If Repair Services are included in this Agreement, Company warrants that its workmanship and material for repairs made pursuant to this Agreement will be free from defects for a period of ninety (90) days from the date of furnishing.

EXCEPT AS EXPRESSLY SET FORTH HEREIN, COMPANY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED INCLUDING BUT NOT LIMITED TO ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE WITH RESPECT TO THE SERVICES PERFORMED OR THE PRODUCTS, SYSTEMS OR EQUIPMENT, IF ANY, SUPPORTED HEREUNDER.

Warranty service will be performed during Company's normal working hours. If Customer requests warranty service at other than normal working hours, service will be performed at Company's then current rates for after hours services. All repairs or adjustments that are or may become necessary shall be performed by and

authorized representative of Company. Any repairs, adjustments or interconnections performed by Customer or any third party shall void all warranties. Company makes no and specifically disclaims all representations or warranties that the services, products, software or third party product or software will be secure from cyber threats, hacking or other similar malicious activity, or will detect the presence of, or eliminate, treat, or mitigate the spread, transmission, or outbreak of any pathogen, disease, virus or other contagion, including but not limited to COVID 19.

24.Indemnity. Customer agrees to indemnify, hold harmless and defend Company against any and all losses, damages, costs, including expert fees and costs, and expenses including reasonable defense costs, arising from any and all third party claims for personal injury, death, property damage or economic loss, including specifically any damages resulting from the exposure of workers to Hazardous Conditions whether or not Customer pre-notifies Company of the existence of said hazardous conditions, arising in any way from any act or omission of Customer or Company relating in any way to this Agreement, including but not limited to the Services under this Agreement, whether such claims are based upon contract, warranty, tort (including but not limited to active or passive negligence), strict liability or otherwise. Company reserves the right to select counsel to represent it in any such action.

25.Insurance. Customer shall name Company, its officers, employees, agents, subcontractors, suppliers, and representatives as additional insureds on Customer's general liability and auto liability policies.

26.Termination. Any termination under the terms of this Agreement shall be made in writing. In the event Customer terminates this Agreement prior to completion for any reason not arising solely from Company's performance or failure to perform, Customer understands and agrees that Company will incur costs of administration and preparation that are difficult to estimate or determine. Accordingly, should Customer terminate this Agreement as described above, Customer agrees to pay all charges incurred for products and equipment installed and services performed, and in addition pay an amount equal to twenty (20%) percent of the price of products and equipment not yet delivered and Services not yet performed, return all products and equipment delivered and pay a restocking fee of twenty (20%) percent the price of products or equipment returned. Company may terminate this Agreement immediately at its sole discretion upon the occurrence of any Event of Default as hereinafter defined. Company may also terminate this Agreement at its sole discretion upon notice to Customer if Company's performance of its obligations under this Agreement becomes impracticable due to obsolescence of equipment at Customer's premises or unavailability of parts.

27.Default. An Event of Default shall be (a) failure of Customer to pay any amount when due and payable, (b) abuse of the System or the Equipment, (c) dissolution, termination, discontinuance, insolvency or business failure of Customer. Upon the occurrence of an Event of Default, Company may pursue one or more of the following remedies: (i) discontinue furnishing Services and delivering Equipment, (ii) by written notice to Customer declare the balance of unpaid amounts due and to become due under this Agreement to be immediately due and payable; (iii) receive immediate possession of any Equipment for which Customer has not paid; (iv) proceed at law or equity to enforce performance by Customer or recover damages for breach of this Agreement, and (v) recover all costs and expenses, including without limitation reasonable attorneys' fees, in connection with enforcing or attempting to enforce this Agreement.

28.Exclusions. Unless expressly included in the Scope of Work, this Agreement expressly excludes, without limitation, testing inspection and repair of duct detectors, beam detectors, and UV/IR equipment; provision of fire watches; clearing of ice blockage; draining of improperly pitched piping; replacement of batteries; recharging of chemical suppression systems; reloading of, upgrading, and maintaining computer software; system upgrades and the replacement of obsolete systems, equipment, components or parts; making repairs or replacements necessitated by reason of negligence or misuse of components or equipment or changes to Customer's premises, vandalism, corrosion (including but not limited to micro-bacterially induced corrosion ("MIC")), power failure, current fluctuation, failure due to non-Company installation, lightning, electrical storm, or other severe weather, water, accident, fire, acts of God or any other cause external to the Covered System(s). Repair Services provided pursuant to this

Agreement do not cover and specifically excludes system upgrades and the replacement of obsolete systems, equipment, components or parts. All such services may be provided by Company at Company's sole discretion at an additional charge. If Emergency Services are expressly included in the scope of work section, the Agreement price does not include travel expenses.

29.No Option to Solicit. Customer shall not, directly or indirectly, on its own behalf or on behalf of any other person, business, corporation or entity, solicit or employ any Company employee, or induce any Company employee to leave his or her employment, for a period of two years after termination of this Agreement.

30.Force Majeure; Delays. Company shall not be liable, nor in breach or default of its obligations under this Agreement, for delays, interruption, failure to render services, or any other failure by Company to perform an obligation under this Agreement, where such delay, interruption or failure is caused, in whole or in part, directly or indirectly, by a Force Majeure Event. A "Force Majeure Event" is a condition or event that is beyond the reasonable control of Company, whether foreseeable or unforeseeable, including, without limitation, acts of God, severe weather (including but not limited to hurricanes, tornados, severe snowstorms or severe rainstorms), wildfires, floods, earthquakes, seismic disturbances, or other natural disasters, acts or omissions of any governmental authority (including change of any applicable law or regulation), epidemics, pandemics, disease, viruses, quarantines, or other public health risks and/or responses thereto, condemnation, strikes, lock-outs, labor disputes, an increase of 5% or more in tariffs or other excise taxes for materials to be used on the project, fires, explosions or other casualties, thefts, vandalism, civil disturbances, insurrection, mob violence, riots, war or other armed conflict (or the serious threat of same), acts of terrorism, electrical power outages, interruptions or degradations in telecommunications, computer, network, or electronic communications systems, data breach, cyber-attacks, ransomware, unavailability or shortage of parts, materials, supplies, or transportation, or any other cause or casualty beyond the reasonable control of Company. If Company's performance of the work is delayed, impacted, or prevented by a Force Majeure Event or its continued effects, Company shall be excused from performance under the Agreement. Without limiting the generality of the foregoing, if Company is delayed in achieving one or more of the scheduled milestones set forth in the Agreement due to a Force Majeure Event, Company will be entitled to extend the relevant completion date by the amount of time that Company was delayed as a result of the Force Majeure Event, plus such additional time as may be reasonably necessary to overcome the effect of the delay. To the extent that the Force Majeure Event directly or indirectly increases Company's cost to perform the services, Customer is obligated to reimburse Company for such increased costs, including, without limitation, costs incurred by Company for additional labor, inventory storage, expedited shipping fees, trailer and equipment rental fees, subcontractor fees or other costs and expenses incurred by Company in connection with the Force Majeure Event.

31.One-Year Claims Limitation; Choice of Law. No claim or cause of action, whether known or unknown, shall be brought against Company more than one year after the claim first arose. Except as provided for herein, Company's claims must also be brought within one year. Claims not subject to the one-year limitation include claims for unpaid: (a) contract amounts, (b) change order amounts (approved or requested) and (c) delays and/or work inefficiencies. The laws of Wisconsin shall govern the validity, enforceability, and interpretation of this Agreement, without regard to conflicts of law.

32.Assignment. Customer may not assign this Agreement without Company's prior written consent. Company may assign this Agreement to an affiliate without obtaining Customer's consent.

33.Entire Agreement. The parties intend this Agreement, together with any attachments or Riders (collectively the "Agreement") to be the final, complete and exclusive expression of their Agreement and the terms and conditions thereof. This Agreement supersedes all prior representations, understandings or agreements between the parties, written or oral, and shall constitute the sole terms and conditions of sale for all equipment and services. No waiver, change, or modification of any terms or conditions of this Agreement shall be binding on Company unless made in writing and signed by an Authorized Representative of Company.

34.Severability. If any provision of this Agreement is held by any court or other competent authority to be void or unenforceable in whole or in part, this

Agreement will continue to be valid as to the other provisions and the remainder of the affected provision.

35.Legal Fees. Company shall be entitled to recover from the customer all reasonable legal fees incurred in connection with Company enforcing the terms and conditions of this Agreement.

36.Software and Digital Services. Use, implementation, and deployment of the software and hosted software products ("Software") offered under these terms shall be subject to, and governed by, Company's standard terms for such Software and Software related professional services in effect from time to time at <https://www.johnsoncontrols.com/techarticles> (collectively, the "Software Terms"). Applicable Software Terms are incorporated herein by this reference. Other than the right to use the Software as set forth in the Software Terms, Company and its licensors reserve all right, title, and interest (including all intellectual property rights) in and to the Software and improvements to the Software. The Software that is licensed hereunder is licensed subject to the Software Terms and not sold. If there is a conflict between the other terms herein and the Software Terms, the Software Terms shall take precedence and govern with respect to rights and responsibilities relating to the Software, its implementation and deployment and any improvements thereto.

37.Privacy. Company as Processor: Where Company factually acts as Processor of Personal Data on behalf of Customer (as such terms are defined in the DPA) the terms at www.johnsoncontrols.com/dpa ("DPA") shall apply. **Company as Controller:** Company will collect, process and transfer certain personal data of Customer and its personnel related to the business relationship between it and Customer (for example names, email addresses, telephone numbers) as controller and in accordance with Company's Privacy Notice at <https://www.johnsoncontrols.com/privacy>. Customer acknowledges Company's Privacy Notice and strictly to the extent consent is mandatorily required under applicable law, Customer consents to such collection, processing and transfer. To the extent consent to such collection, processing and transfer by Company is mandatorily required from Customer's personnel under applicable law, Customer warrants and represents that it has obtained such consent.

38.License Information (Security System Customers): AL Alabama Electronic Security Board of Licensure 7956 Vaughn Road, Pmb 392, Montgomery, Alabama 36116 (334) 264-9388; AR Regulated by: Arkansas Board of Private Investigators And Private Security Agencies, #1 State Police Plaza Drive, Little Rock 72209 (501)618-8600; CA Alarm company operators are licensed and regulated by the Bureau of Security and Investigative Services, Department of Consumer Affairs, Sacramento, CA, 95814. Upon completion of the installation of the alarm system, the alarm company shall thoroughly instruct the purchaser in the proper use of the alarm system. Failure by the licensee, without legal excuse, to substantially commence work within 20 days from the approximate date specified in the agreement when the work will begin is a violation of the Alarm Company Act; NY Licensed by N.Y.S. Department of the State; TX Texas Commission on Private Security, 5805 N. Lamar Blvd., Austin, 78752-4422, 512-424-7710. License numbers available at www.johnsoncontrols.com or contact your local Johnson Controls office.



IMPORTANT NOTICE TO CUSTOMER

In accepting this Proposal, Customer agrees to the terms and conditions contained herein and any attachments or riders attached hereto that contain additional terms and conditions. It is understood that these terms and conditions shall prevail over any variation in terms and conditions on any purchase order or other document that the Customer may issue. Any changes in the system requested by the Customer after the execution of this Agreement shall be paid for by the Customer and such changes shall be authorized in writing. **ATTENTION IS DIRECTED TO THE LIMITATION OF LIABILITY, WARRANTY, INDEMNITY AND OTHER CONDITIONS ON THE FOLLOWING PAGES.** This proposal shall be void if not accepted in writing within 30 days from the date of the Proposal.

<p>Offered By: Johnson Controls Fire Protection LP 6423 Shelby View Drive, Suite 107 Memphis , TN 38134 Telephone: Representative: _____ Email: barron.rouse@jci.com</p>	<p>Accepted By: (Customer) Company: _____ Address: _____ Signature: _____ Title: _____ P.O.#: _____ Date: _____</p>
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Below is the current IFC 2015 (International Fire Code) requirement:

907.2.3 Group E

A manual fire alarm system that initiates the occupant notification signal utilizing an emergency voice/alarm communication system meeting the requirements of Section 907.5.2.2 and installed in accordance with Section 907.6 shall be installed in Group E occupancies. When automatic sprinkler systems or smoke detectors are installed, such systems or detectors shall be connected to the building fire alarm system.

Exceptions:

1. A manual fire alarm system is not required in Group E occupancies with an occupant load of 50 or less.
2. Emergency voice/alarm communication systems meeting the requirements of Section 907.5.2.2 and installed in accordance with Section 907.6 shall not be required in Group E occupancies with occupant loads of 100 or less, provided that activation of the manual fire alarm system initiates an approved occupant notification signal in accordance with Section 907.5.
3. Manual fire alarm boxes are not required in Group E occupancies where all of the following apply:
 1. Interior corridors are protected by smoke detectors.
 2. Auditoriums, cafeterias, gymnasiums and similar areas are protected by heat detectors or other approved detection devices.
 3. Shops and laboratories involving dusts or vapors are protected by heat detectors or other approved detection devices.
4. Manual fire alarm boxes shall not be required in Group E occupancies where all of the following apply:
 1. The building is equipped throughout with an approved automatic sprinkler system installed in accordance with Section 903.3.1.1.
 2. The emergency voice/alarm communication system will activate on sprinkler water flow.
 3. Manual activation is provided from a normally occupied location.

907.5.2.2 Emergency Voice/Alarm Communication Systems

Emergency voice/alarm communication systems required by this code shall be designed and installed in accordance with NFPA 72. The operation of any automatic fire detector, sprinkler waterflow device or manual fire alarm box shall automatically sound an alert tone followed by voice instructions giving approved information and directions for a general or staged evacuation in accordance with the

building's fire safety and evacuation plans required by Section 404. In high-rise buildings, the system shall operate on at least the alarming floor, the floor above and the floor below. Speakers shall be provided throughout the building by paging zones. At a minimum, paging zones shall be provided as follows:

1. Elevator groups.
2. Interior exit stairways.
3. Each floor.
4. Areas of refuge as defined in Chapter 2.

Exception: In Group I-1 and I-2 occupancies, the alarm shall sound in a constantly attended area and a general occupant notification shall be broadcast over the overhead page.

907.5.2.2.1 Manual Override

A manual override for emergency voice communication shall be provided on a selective and all-call basis for all paging zones.

907.5.2.2.2 Live Voice Messages

The emergency voice/alarm communication system shall have the capability to broadcast live voice messages by paging zones on a selective and all-call basis.

907.5.2.2.3 Alternate Uses

The emergency voice/ alarm communication system shall be allowed to be used for other announcements, provided the manual fire alarm use takes precedence over any other use.

907.5.2.2.4 Emergency Voice/Alarm Communication Captions

Where stadiums, arenas and grandstands are required to caption audible public announcements in accordance with Section 1108.2.7.3 of the International Building Code, the emergency/voice alarm communication system shall be captioned. Prerecorded or live emergency captions shall be from an approved location constantly attended by personnel trained to respond to an emergency.

907.5.2.2.5 Emergency Power

Emergency voice/ alarm communications systems shall be provided with emergency power in accordance with Section 604. The system shall be capable of powering the required load for a duration of not less than 24 hours, as required in NFPA 72.



2022

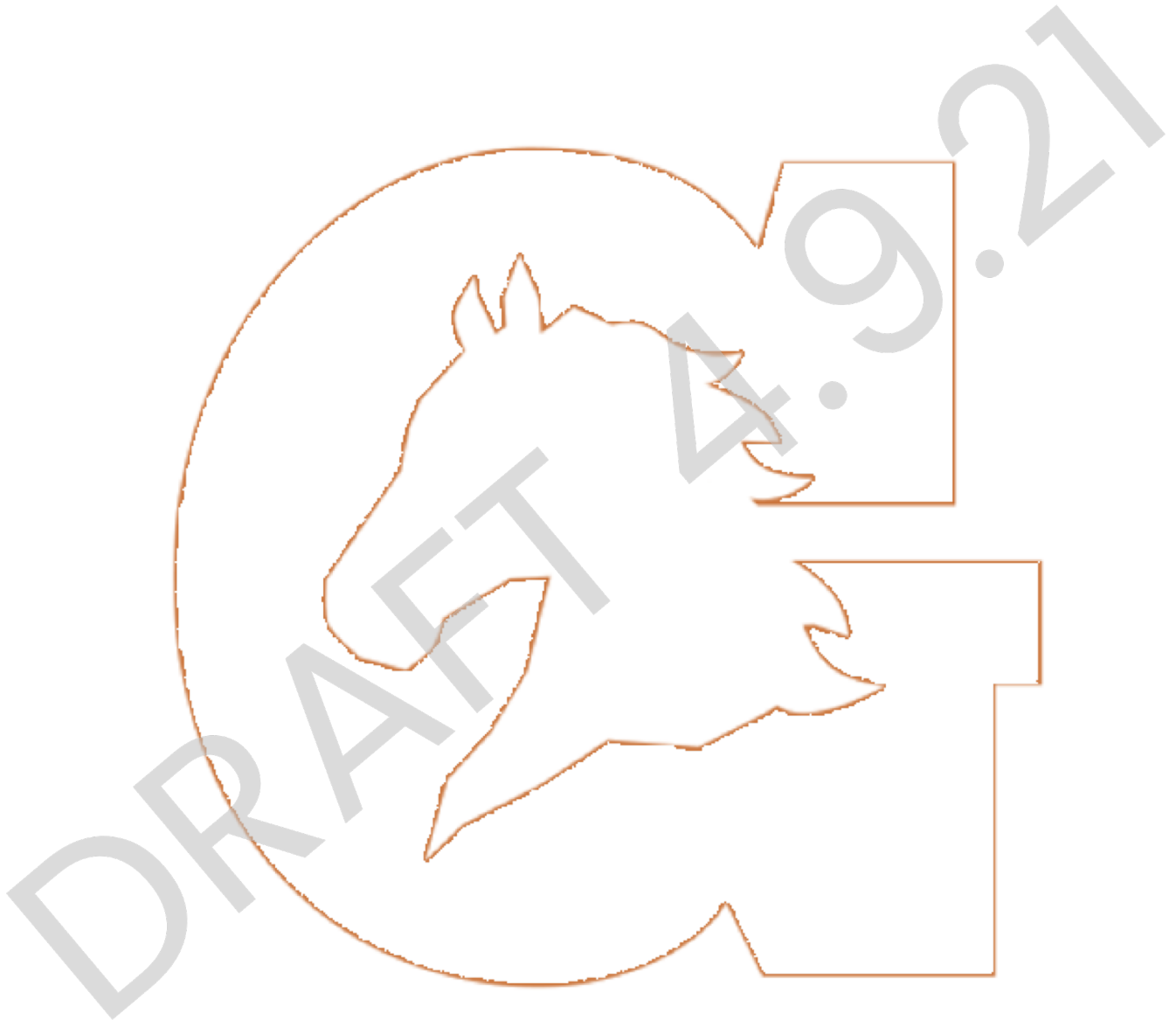
GMSD BUDGET REPORT

April 12, 2021 Work Session

JOSH CATHEY,
DEPUTY SUPERINTENDENT

JASON MANUEL,
SUPERINTENDENT

AMY EOFF,
SCHOOL BOARD CHAIR





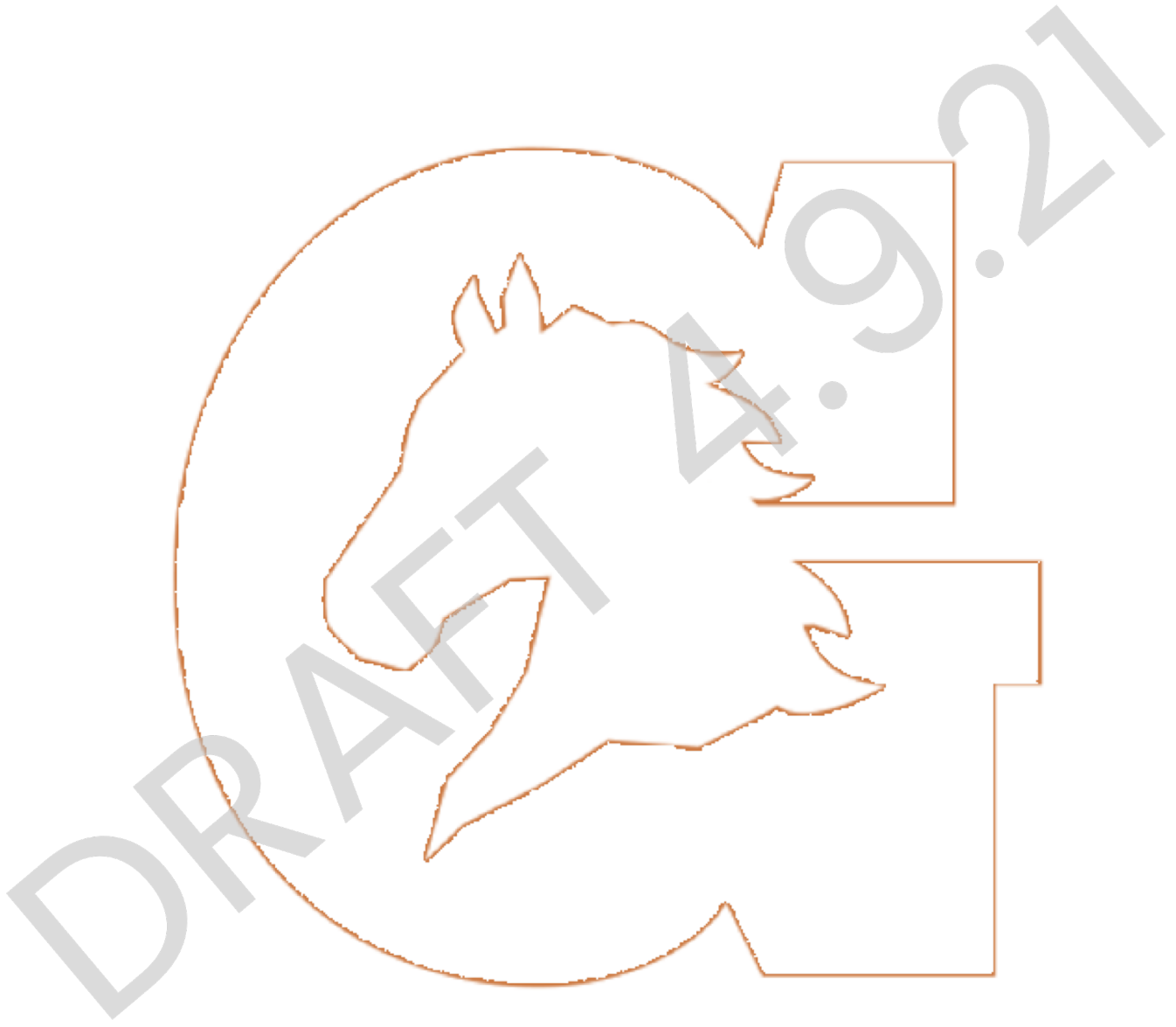
GERMANTOWN MUNICIPAL SCHOOL DISTRICT

BOARD OF EDUCATION

Amy Eoff	Chair
Betsy Landers	Vice-Chair
Brian Curry	Board member
Angela Griffith	Board member
Ryan Strain	Board member

ADMINISTRATION

Jason Manuel	Superintendent
Missy Abel	Executive Director, Teaching, Learning and Assessment
Chauncey Bland	Assistant Superintendent, Student Services
Josh Cathey	Deputy Superintendent
Sarah Huffman	Assistant Superintendent, Exceptional Student Education
Kevin Jones	Chief Financial Officer
John Pierce	Director of Technology
Elissa Stratton	Executive Director of Human Resources



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SUPERINTENDENT & BOARD OF ED

Office of the Superintendent, Board of Ed. Services

Inspiring Personal Excellence

Our Germantown Municipal School District's focus is: to place students at the forefront of all our decisions; to respect our state department of education's plan and ambitions with Tennessee Succeeds; and to focus on developing a local public school system that excels in all academic and non-academic areas.

SCHOOL DISTRICT PROFILE

The Germantown Board of Education and the Germantown Municipal School District (GMSD) were established by the City of Germantown, TN in 2013. The first year of service to students began July 1, 2014. The 2020-21 budget represents expectations for GMSD in its seventh year of operation. This budget presents projected revenues and expenditures for GMSD based on current student enrollment and projected changes for the coming year.

GMSD is comprised of six schools; three K-5 (Dogwood, Farmington and Forest Hill), one K-8 (Riverdale), one 6-8 (Houston Middle), and one 9-12 (Houston High).

GMSD fosters a healthy learning environment for all students and offers a variety of extracurricular activities that promotes academics, arts, athletics, and citizenship in our students.

BUDGET HIGHLIGHTS

FUND

This budget includes the General Purpose Fund, which is the primary operating fund of the school system and accounts for financial resources of the District.

ENROLLMENT

The District's enrollment projections for FY 2022 are estimated using FY 2021 enrollment data and enrollment applications made during open enrollment for the FY 2022 school year. Projected enrollment for FY2022 is 6,076.

REVENUES

The three major sources of revenues for GMSD are from the City of Germantown, Shelby County, and the State of Tennessee.

The City of Germantown provides a \$2.5 million maintenance of effort payment to GMSD.

County funds come from two primary sources, property and sales taxes. The County assesses a property tax rate that is earmarked for education. Educational revenues from the property tax distribution is shared between the municipal school districts and Shelby County Schools based on the weighted full-time equivalent average daily attendance (WFTEADA) formula developed by the Tennessee Department of Education. The WFTEADA percentage varies each year between school districts according to their share of the total enrollment in the County. Half of all local sales tax revenues collections is given to education and is distributed in the same manner as property taxes. For FY 2022, the District's share is estimated at 4.20 percent. The net increase in County funds is projected at \$502,000 for sales tax revenues.



BUDGET HIGHLIGHTS

State funds consist primarily of Basic Education Plan (BEP) funds. The BEP portion of State funds represents a preliminary estimate from the State based upon the FY 2021 average daily membership (ADM). Funding is based on ADM weighted on the 2nd, 3rd, 6th, and 7th attendance periods. Formulas used to determine funding are total weighted student count multiplied by the per pupil allocation, per teacher allocation, staffing formulas and salary allocations, maintenance and operations square foot calculations, plus transportation allowances. At this time, there is not a projected increase in BEP funds for FY 2022.

The sale of technology devices will generate a \$358,000 increase in revenues. Also, \$458,000 in reserves will be used to balance the budget.

RESOURCE MANAGEMENT – INCREASES TO BUDGET

During the budget development process, GMSD will allocate additional resources in alignment with strategic plan goals. Resources will be allocated to departmental functions for engaging, challenging, and innovative academics; for the development of the whole child; to recruit, develop, and retain exemplary staff; to enhance community partnerships; and for other needs.

ENGAGING, CHALLENGING & INNOVATIVE ACADEMICS

- Consumable instructional supplies, such as Wit & Wisdom and Eureka Math - \$514,000
- Assessments, such as CASE and Iowa - \$139,000
- Extended School Year (ESY) for students who demonstrate the most need - \$118,000
- Standards-based software - \$33,000

WHOLE CHILD

- Continued funding of school counselors, psychologists, and social workers

RECRUIT, DEVELOP & RETAIN EXEMPLARY STAFF

- Step increase in compensation for eligible employees - \$411,000
- Increase in TCRS certified retirement contribution rate from 10.27% to 10.30%
- Continued funding of OPEB Actuarial Determined Contribution (ADC) for Retiree Health and Life Insurance
- No increase in the health insurance rates for employees

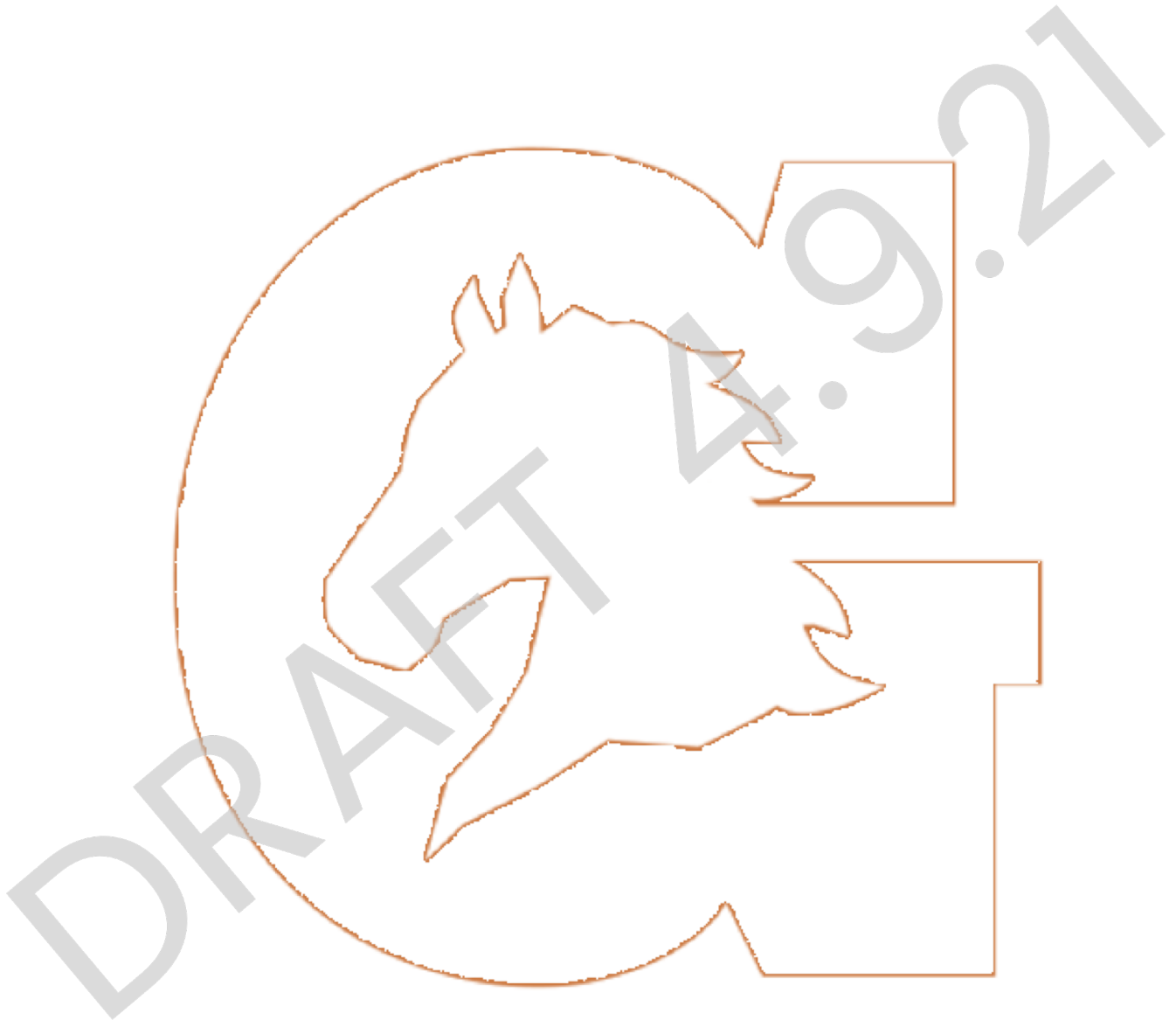
ENHANCE COMMUNITY PARTNERSHIPS

- Continued funding for communications

OTHER

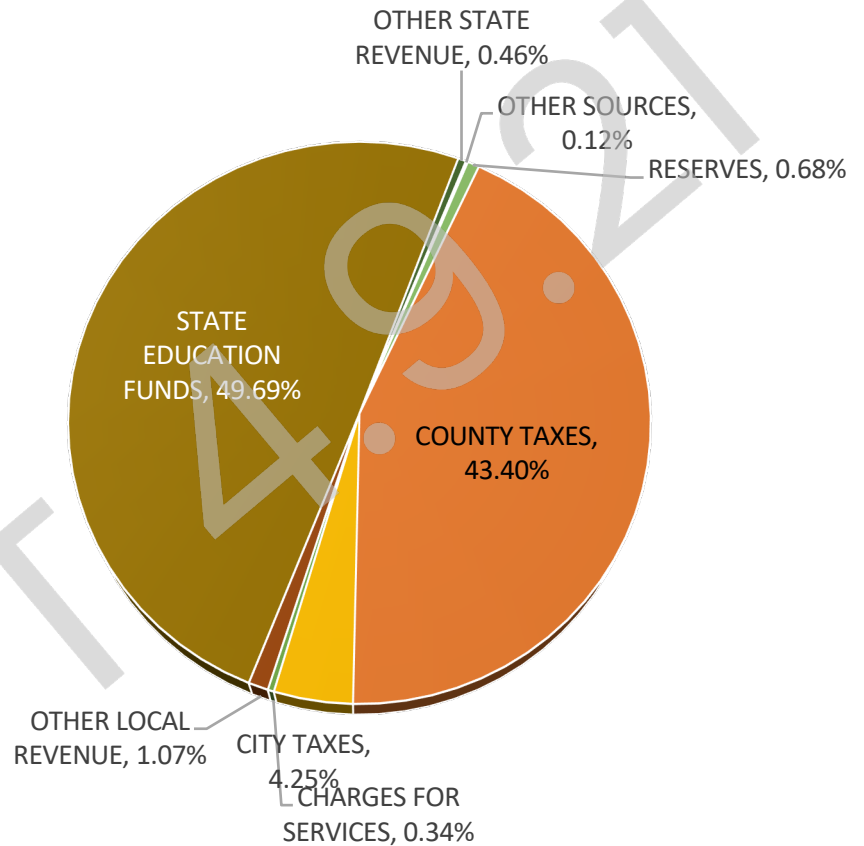
- Reduction of 3 temporary teaching positions – (\$233,000)
- Transportation contract with Durham - \$200,000
- Diesel fuel costs - \$40,000
- Technology software enhancements and equipment - \$48,000
- Legal services - \$50,000





GENERAL FUND REVENUES

2021-2022 Projections



Overview

The three major sources of revenues for GMSD are from the State of Tennessee, Shelby County, and the City of Germantown.

Subcategories

- State Education Funds
- County Taxes
- City Taxes
- Other State Revenues
- Other Local Revenues
- Charges for Services
- Other Sources

GENERAL FUND REVENUES

Subcategories

- State Education Funds
- County Taxes
- City Taxes
- Other State Revenues
- Other Local Revenues
- Charges for Services
- Other Sources

\$60,036,830

Revenue Sources

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Funding is based on ADM weighted on the 2nd, 3rd, 6th, and 7th attendance periods. Formulas used to determine funding are total weighted student count multiplied by the per pupil allocation, per teacher allocation, staffing formulas and salary allocations, maintenance and operations square foot calculations, plus transportation allowances.

GENERAL FUND REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2022</u> <u>Budget</u>	<u>FY 2021</u> <u>Budget</u>	<u>FY 2020</u> <u>Actual</u>
40400	COUNTY TAXES	26,033,951	25,531,654	25,699,543
40800	CITY TAXES	2,549,581	2,549,581	2,507,297
43000	CHARGES FOR SERVICES	201,305	203,111	217,353
44000	OTHER LOCAL REVENUE	644,000	321,117	491,101
46000	STATE EDUCATION FUNDS	29,805,884	29,809,232	29,112,539
46800	OTHER STATE REVENUE	274,441	296,020	449,500
47100	FED FUNDS RCVD THRU STATE			
49000	OTHER SOURCES	70,000	70,000	739,115
	RESERVES	457,668		
REVENUES GRAND TOTAL:		<u>60,036,830</u>	<u>58,780,715</u>	<u>59,216,448</u>



STATE EDUCATION FUNDS

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
46511	Basic Education Program	29,613,000	29,613,000	28,924,965
46591	Coordinated School Health Grant	90,000	90,000	90,000
46590	Other State Education Funds			10,277
46610	Career Ladder Program	102,884	106,232	87,297
STATE EDUCATION FUNDS TOTAL:		29,805,884	29,809,232	29,112,539

Includes Germantown Municipal School District's share of the Basic Education Program (BEP) Funds, grants, and other flow-through state funds, such as Career Ladder.

COUNTY TAXES (40400)

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
40110	Current County Property Tax	15,893,810	15,893,810	16,210,521
40120	Trustee Collection - Prior Year	297,152	297,152	231,454
40130	Circuit Court (prior Year)			
40130	Chancery & Circuit Court - Prior Year	151,462	151,462	154,112
40162	PILOT - Utility	152,970	152,970	122,341
40163	PILOT - Other	126,124	126,124	142,487
40210	Local Option Sales Tax	7,723,175	7,220,878	7,424,130
40240	Wheel Tax	1,477,882	1,477,882	1,393,243
40290	Other Tax	211,376	211,376	21,255
COUNTY TAXES TOTAL:		26,033,951	25,531,654	25,699,543

Includes Germantown Municipal School District's share of Shelby County property taxes, local option sales taxes, and wheel taxes based on the prior year weighted average daily attendance (ADA) for schools in the Germantown Municipal School District.

CITY TAXES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
40610	Municipal Property Taxes	2,549,581	2,549,581	2,507,297
CITY TAXES TOTAL:		2,549,581	2,549,581	2,507,297

City of Germantown's contribution to the School District.

DRAFT 4.9.21



OTHER STATE REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
46,850	Mixed Drink Tax	132,000	84,000	161,825
46,980	Other State/Local Revenue - SPED State Grant	83,441	97,000	62,050
46,981	Safe Schools Grant	59,000	105,927	127,685
46,982	School Safety Grant	-	9,093	97,940
46,990	Other State Revenues	-	-	-
OTHER STATE REVENUE TOTAL:		274,441	296,020	449,500

Includes Germantown Municipal School District's share of one-half of the tax assessed on the seating capacity of establishments serving mixed drinks based on the average daily attendance (ADA) distribution for Germantown Municipal Schools.

OTHER LOCAL REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
44110	Interest Earned	25,000	60,000	283,533
44120	Lease/Rentals	21,000	21,000	30,371
44160	PEG Funding	148,000	148,000	159,460
44170	Miscellaneous Refunds	-	-	17,487
44530	Sale of Equipment	450,000	92,117	-
44570	Contributions & Gifts	-	-	250
46150	Alternative School Program	-	-	23,790
44990	Other	-	-	-
RECURRING LOCAL REVENUE TOTAL:		644,000	321,117	491,101

Includes PEG funding from cable companies for the Houston High School TV studio.

CHARGES FOR SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
43512	Laptop Insurance	99,420	129,311	143,464
43512	Tuition	101,885	73,800	73,889
CHARGES FOR SERVICES TOTAL:		201,305	203,111	217,353

Includes revenue for laptop insurance and tuition for out-of-county residents, summer school, and preschool program.

FEDERAL FUNDS RECEIVED THRU STATE

<u>Account</u>	<u>Description</u>	FY 2022 Budget	FY 2021 Budget	FY 2019 Actual
47590	Other Federal Thru State	-	-	-
TOTAL FEDERAL THRU STATE:		-	-	-

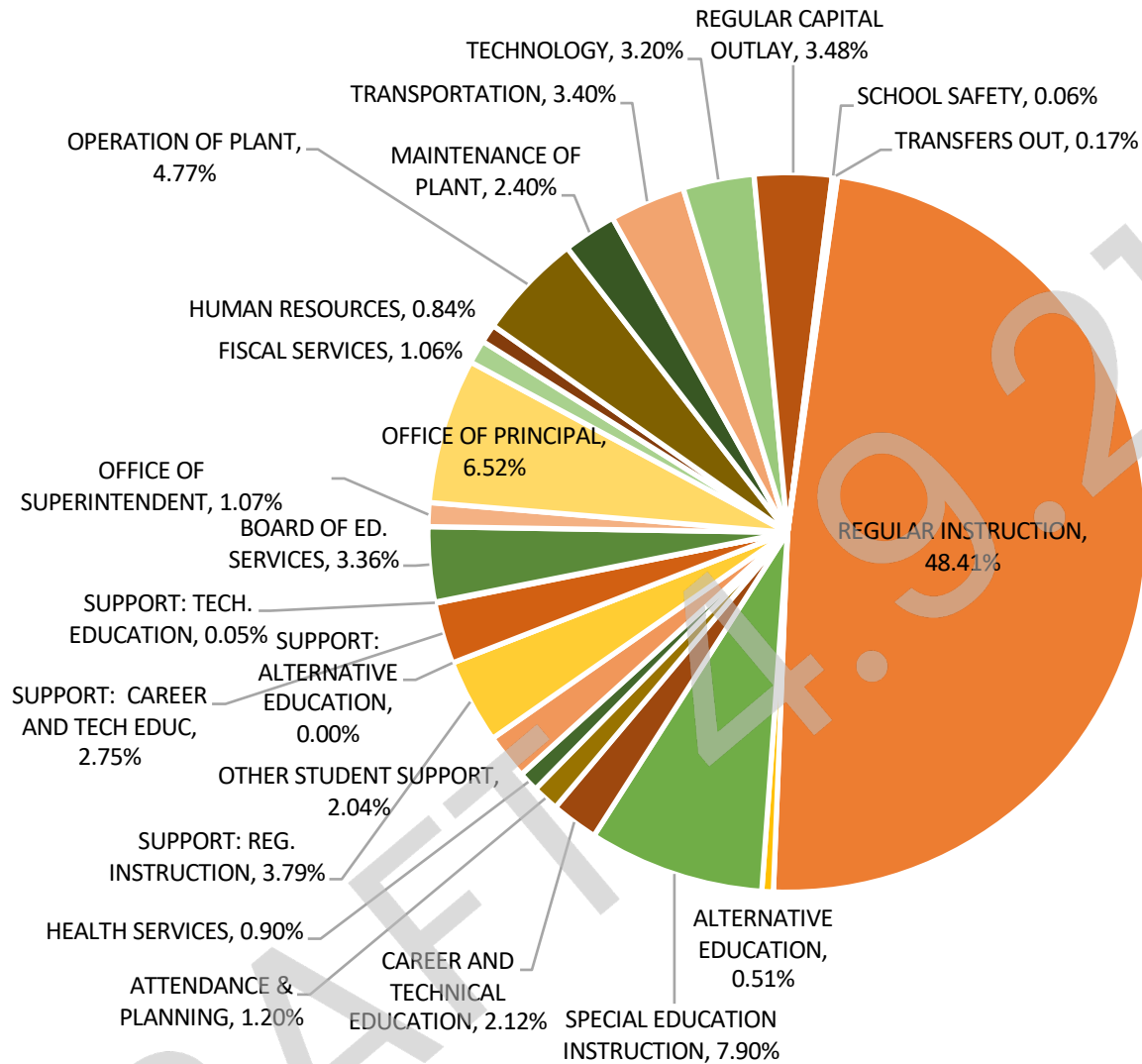
Includes funds for financial assistance for "high cost" special education students.



OTHER SOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
49700	Insurance Recoveries		-	655,050
49800	Transfers In - Indirect Costs	70,000	70,000	84,065
49810	Transfers from the City of Germantown	-	-	-
OTHER SOURCES TOTAL:		70,000	70,000	739,115

GENERAL FUND EXPENDITURES



\$60,036,830

Overview

General Fund expenditures outline Germantown Municipal School District's commitment to its Strategic Plan and is organized in this document by departments.

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Exceptional Students.....	45
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GENERAL FUND EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Per.</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
71100	REGULAR INSTRUCTION	358.00	29,038,809	28,623,497	27,574,246
71150	ALTERNATIVE EDUCATION	4.00	308,423	303,661	283,798
71200	SPECIAL EDUCATION INSTRUCTION	78.80	4,738,923	4,588,556	4,144,899
71300	TECHNICAL EDUCATION	16.00	1,271,437	1,151,992	1,092,467
72110	ATTENDANCE & PLANNING	6.50	717,511	703,994	687,778
72120	HEALTH SERVICES	7.75	538,628	540,360	527,986
72130	OTHER STUDENT SUPPORT	14.00	1,225,138	1,193,686	1,132,396
72210	SUPPORT: REG. INSTRUCTION	25.70	2,273,492	2,266,653	2,274,429
72215	SUPPORT: ALTERNATIVE EDUCATION	0.00	-	-	-
72220	SUPPORT: SPEC. EDUCATION	18.61	1,651,145	1,664,630	1,541,067
72230	SUPPORT: TECH. EDUCATION	0.20	30,683	30,246	24,392
72310	BOARD OF ED. SERVICES	5.00	2,067,228	2,005,590	1,484,337
72320	OFFICE OF SUPERINTENDENT	4.40	641,774	704,182	675,945
72410	OFFICE OF PRINCIPAL	47.50	3,912,479	3,863,052	3,556,999
72510	FISCAL SERVICES	5.50	635,305	610,397	604,552
72520	HUMAN RESOURCES	4.00	502,649	493,993	480,420
72610	OPERATION OF PLANT	6.00	2,859,081	2,855,735	2,516,344
72620	MAINTENANCE OF PLANT	6.00	1,438,834	1,428,164	1,350,658
72710	TRANSPORTATION		2,039,351	1,799,351	1,511,215
72810	SPECIAL SERVICES	0.00			
72820	TECHNOLOGY	9.00	1,918,211	1,723,615	1,482,304
76100	REGULAR CAPITAL OUTLAY		2,089,035	2,090,667	4,764,650
72830	SCHOOL SAFETY		38,694	38,694	32,683
99100	TRANSFERS OUT		100,000	100,000	14,476
EXPENDITURES GRAND TOTAL:		616.96	60,036,830	58,780,715	57,758,041

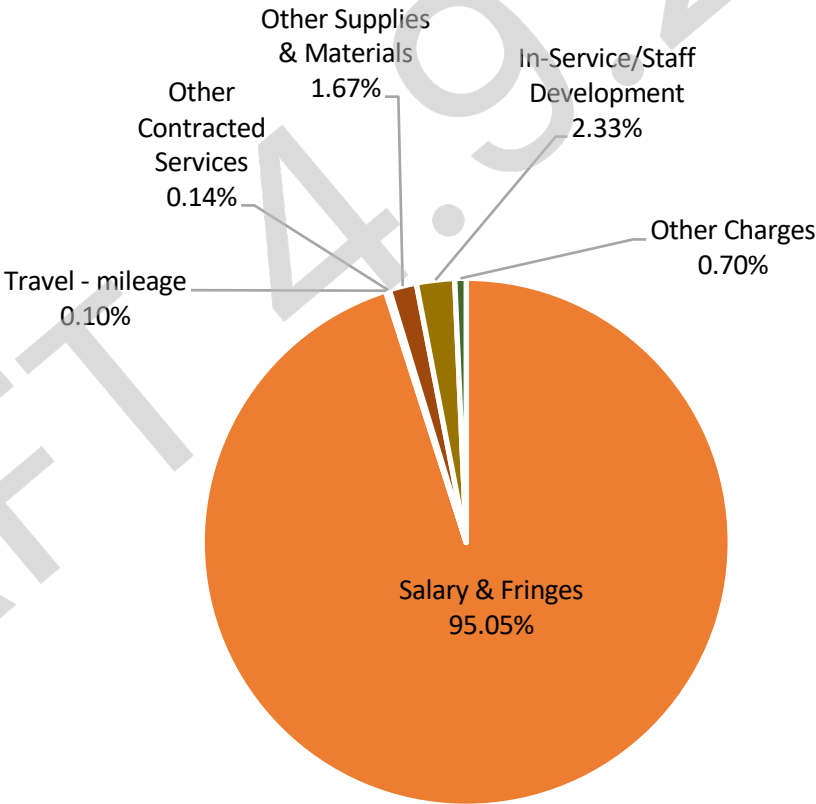


ATTENDANCE & PLANNING

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$717,511

Overview

The GMSD Attendance and Planning (Student Services) department takes pride in monitoring and responding to new and trending student issues. We attend local and state level professional development to assist us in providing the best products and programs. We understand that student success is the focus of the district and we strive to give them the tools to be productive students and citizens in the community.

ATTENDANCE & PLANNING

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Director/Supervisor	2	216,989	212,732	212,732
130	Social Worker	2	139,750	137,008	137,008
162	Clerical Personnel	1	59,534	58,366	58,366
189	Other Salaries	0			
189	Other Salaries	1.5	125,574	123,111	119,703
201	Social Security		33,595	32,936	28,459
204/217	State Retirement		51,587	50,513	50,042
206	Life Insurance		1,625	1,625	767
207	Medical Insurance		45,500	45,500	42,799
212	Medicare		7,857	7,703	7,240
Salary & Fringes Subtotal:		6.5	682,011	669,494	657,116

Includes salaries and benefits for personnel working in the Student Services department which provides support services for the schools in the areas of attendance, safety, discipline, suspensions, etc.

355	Travel - mileage		750	750	-
399	Other Contracted Services		1,000	1,000	1,000
499	Other Supplies & Materials		12,000	11,000	5,327
524	In-Service/Staff Development		16,750	16,750	15,026
599	Other Charges		5,000	5,000	9,309
Services Subtotal:			35,500	34,500	30,662

ATTENDANCE & PLANNING TOTAL:

717,511 703,994 687,778

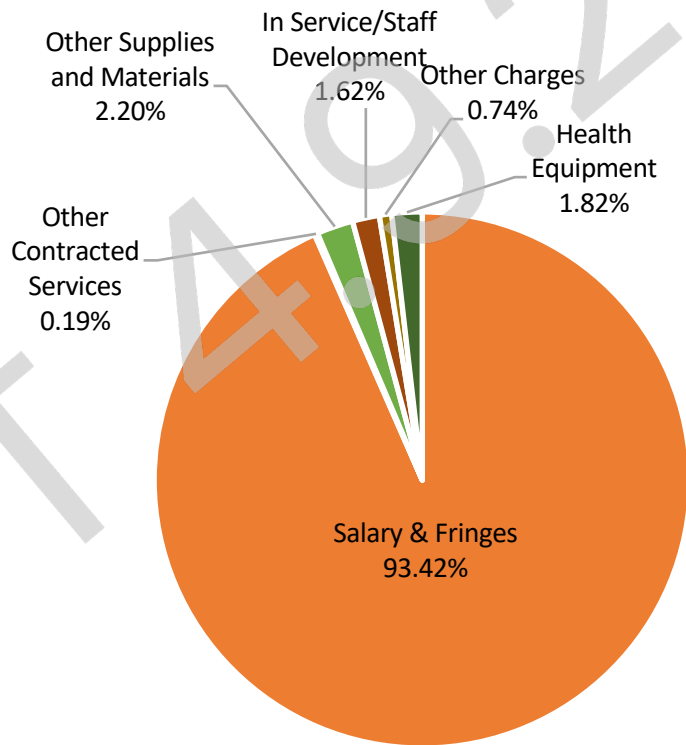
Includes costs for employee local mileage as well as funds for some school personnel to receive specialized training in appropriate areas of school discipline.

HEALTH

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$538,628

Overview

GMSD is dedicated to improving the overall health of our students to assure academic and personal success. GMSD demonstrates its dedication by providing funding to support Tennessee's Coordinated School Health initiative by employing a School Health Supervisor. The School Health Supervisor works to develop programs to improve health-conscious opportunities such as; 9th/ 11th grade CPR/AED certification, in and out of class physical activity, nutritional education, safe educational environments for all, increasing staff wellness, student health screenings, and community partnerships though out the city. In addition, GMSD provides funding for a full-time nurse at each school and a district lead nurse for additional medical support.

HEALTH SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Student Health Coordinator	0.75	68,818	73,842	73,842
131	School Nurses	7	301,332	297,755	297,755
189	Other Salaries & Wages		4,500	4,500	4,500
198	Substitutes - Nurses				-
201	Social Security		23,228	23,318	20,619
204/217	State Retirement		34,613	34,787	35,834
206	Life Insurance	-	1,356	1,356	590
207	Medical Insurance	-	63,925	63,925	63,594
212	Medicare	-	5,432	5,453	4,822
Salary & Fringes Subtotal:		7.75	503,204	504,936	501,556

Includes salaries and benefits for school nurses.

355	Travel - Local Mileage		-	-	-
399	Other Contracted Services		1,000	1,000	2,600
499	Other Supplies and Materials		11,874	11,874	16,058
524	In Service/Staff Development		8,750	8,750	4,233
599	Other Charges		4,000	4,000	1,472
735	Health Equipment		9,800	9,800	2,067
Services Subtotal:			35,424	35,424	26,430

HEALTH SERVICES TOTAL:

538,628 540,360 527,986

Includes cost of supplies and other support costs for school nurses.

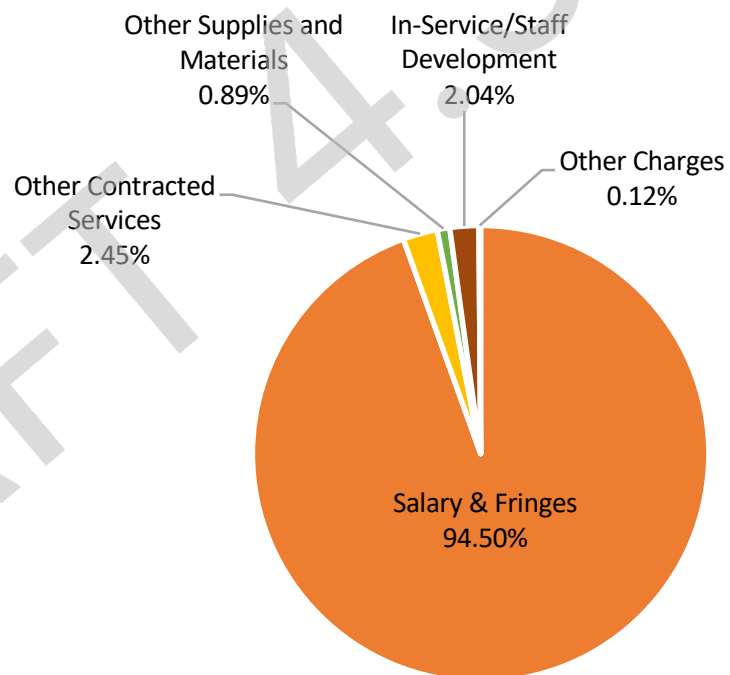


OTHER STUDENT SUPPORT/ GUIDANCE

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$1,225,138

Overview

The GMSD Other Student Support department is comprised of 14 School Counselors and 1 Counseling Intervention Specialist. Our school counselors receive local, state, and national professional development, to stay current with new programs that support student development. Houston Middle has received the Recognized ASCA Model Program (RAMP) designation and was honored at the American School Counselors Association conference in New Orleans, LA.

OTHER STUDENT SUPPORT/GUIDANCE

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
117	Career Ladder Program		3,000	3,000	3,000
123	Guidance Personnel	14	892,298	882,742	882,834
188	Instructional Responsibility		1,500	1,500	-
201	Social Security		55,601	55,009	51,102
204/217	State Retirement		92,370	91,120	90,281
206	Life Insurance		2,450	2,450	1,404
207	Medical Insurance		97,515	86,000	77,778
212	Medicare		13,004	12,865	11,952

Salary & Fringes Subtotal: 14 **1,157,738** **1,134,686** **1,118,351**

Includes salaries and benefits for School Counselors in Elementary, Middle and High Schools to meet accreditation standards and Strategic Plan goals.

399	Other Contracted Services		30,000	30,000	-
499	Other Supplies and Materials		10,900	2,500	1,837
524	In-Service/Staff Development		25,000	25,000	10,059
599	Other Charges		1,500	1,500	2,149
Services Subtotal:			67,400	59,000	14,045

OTHER STUDENT SUPPORT TOTAL: **1,225,138** **1,193,686** **1,132,396**

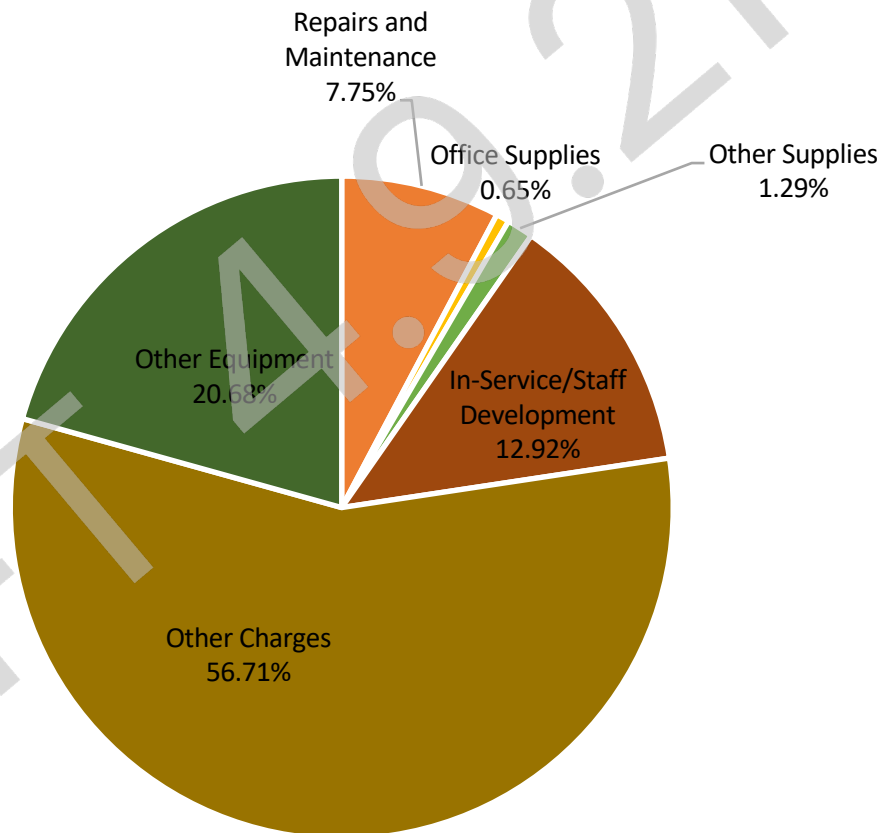
Includes cost of materials used and staff development costs.

SCHOOL SAFETY

Department of Student Services

Chauncey Bland

Assistant Superintendent, Student Services



\$38,694

Overview

Each year school districts across the state are awarded Safe Schools Grants. These monies are used to increase school safety awareness as well as to purchase equipment to help GMSD students, faculties, and stakeholders feel safe while on campus. In recent years, we have used a portion of the grant to upgrade and/or replace the security cameras on the exterior and interior of each campus. We have recognized that cell phone coverage is inconsistent on our campuses and realize that phone communications are an essential part of any emergency plan. Each year our School Resource Officer Supervisor attends a national conference where school systems across the nation listen to real life emergency preparedness events and participate in round table discussions to identify programs and procedures that we may be able to implement in GMSD.

SCHOOL SAFETY

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
336	Repairs and Maintenance	3,000	3,000	1,430
435	Office Supplies	250	250	132
499	Other Supplies	500	500	70
524	In-Service/Staff Development	5,000	5,000	4,495
599	Other Charges	21,944	19,944	22,058
790	Other Equipment	8,000	10,000	4,498
SCHOOL SAFETY TOTAL:		38,694	38,694	32,683

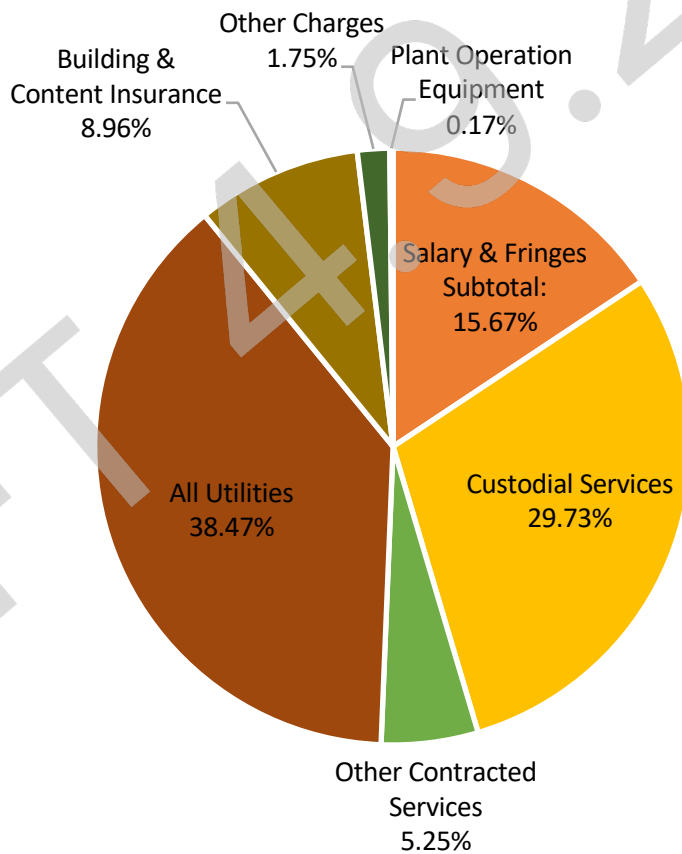
Includes cost of employee badges and visitor identification system for all schools.

OPERATION OF PLANT

Department of Operations

Josh Cathey

Deputy Superintendent



\$2,859,081

Overview

Included in this budget are plant manager salaries and fringes, custodial contract, daily trash and recycling collection, monthly elevator maintenance and inspection, security and monitoring contract, TOSHA/OSHA inspections, landscaping contract, light gas and water utility payments, property insurance, pest control contract, and weed control/fertilization.

OPERATION OF PLANT

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
166	Custodial Wages		-	-	-
167	Plant Managers	6	335,226	315,212	307,305
201	Social Security		20,784	19,543	17,002
204/217	State Retirement		30,170	28,369	27,995
206	Life Insurance		900	900	477
207	Medical Insurance		55,998	55,998	47,618
212	Medicare		4,861	4,571	3,976
Salary & Fringes Subtotal:		6	447,939	424,593	404,373

Includes salaries and benefits for personnel in Plant Operations.

328	Custodial Services		850,000	850,000	835,641
399	Other Contracted Services		150,000	170,000	105,095
415	All Utilities		1,100,000	1,100,000	931,695
502	Building & Content Insurance		256,142	256,142	206,297
599	Other Charges		50,000	50,000	33,243
720	Plant Operation Equipment		5,000	5,000	-
Services Subtotal:			2,411,142	2,431,142	2,111,971
OPERATION OF PLANT TOTAL:			2,859,081	2,855,735	2,516,344

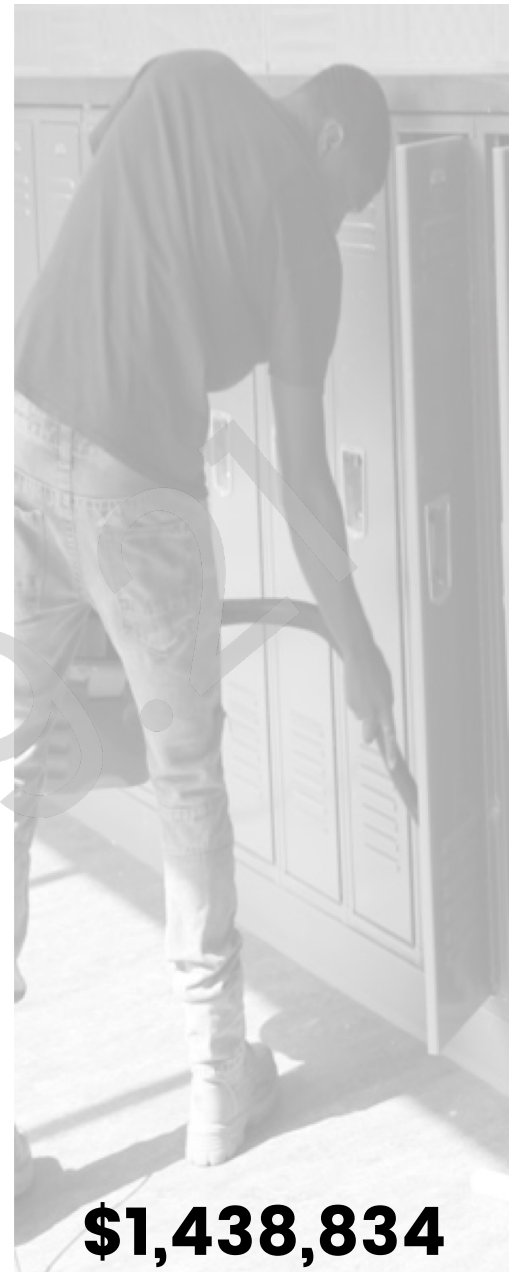
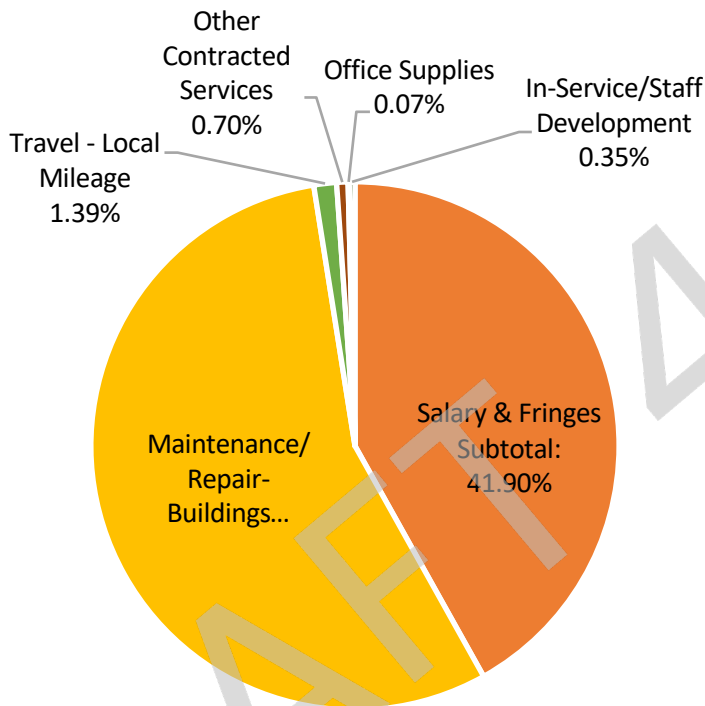
Includes costs for all utilities, trash pickup, out-sourcing cleaning, materials and supplies, environmental monitoring, security system maintenance, elevator maintenance, building insurance, and equipment needed to maintain cleanliness of buildings and grounds.

MAINTENANCE OF PLANT

Department of Operations

Josh Cathey

Deputy Superintendent



\$1,438,834

Overview

Included in this budget are Operations department salaries and fringes, all maintenance of buildings including plumbing, electrical, roofing, HVAC, carpentry, locksmith, grease trap cleanings, security alarm system maintenance/inspections, fire alarm system maintenance/inspections, fire extinguisher maintenance/inspections, fire sprinkler system maintenance/inspections, AHERA asbestos plans, and many other trades, including SchoolDude maintenance software.

This budget allows the district to stay operational on a day to day basis. This maintenance software allows the department to see problem areas, maintenance staffing needs, and to prioritize capital improvement projects by providing data on the number of work orders received from a specific building or priority area.

MAINTENANCE OF PLANT

<u>ACCT</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Director	1	123,216	120,800	120,800
161	Secretaries	1	50,352	49,365	49,362
167	Maintenance Personnel	4	289,890	284,205	284,636
201	Social Security		28,734	28,171	26,398
204/217	State Retirement		43,313	42,426	43,096
206	Life Insurance		1,500	1,500	685
207	Medical Insurance		59,109	59,109	43,727
212	Medicare		6,720	6,588	6,174
Salary & Fringes Subtotal:		6	602,834	592,164	574,878

Includes salaries and benefits for personnel in the School Plant Maintenance Department (building repairs, heating and air conditioning, plumbing, electrical, glass, roof, door locks and hardware, ground maintenance, etc.)

335	Maintenance/Repair-Buildings		800,000	800,000	753,232
355	Travel - Local Mileage		20,000	20,000	14,942
399	Other Contracted Services		10,000	10,000	6,679
435	Office Supplies		1,000	1,000	208
524	In-Service/Staff Development		5,000	5,000	719
Services Subtotal:			836,000	836,000	775,780
MAINTENANCE OF PLANT TOTAL:			1,438,834	1,428,164	1,350,658

Includes costs for materials and supplies to repair and maintain facilities and equipment necessary to perform such functions.

TRANSPORTATION

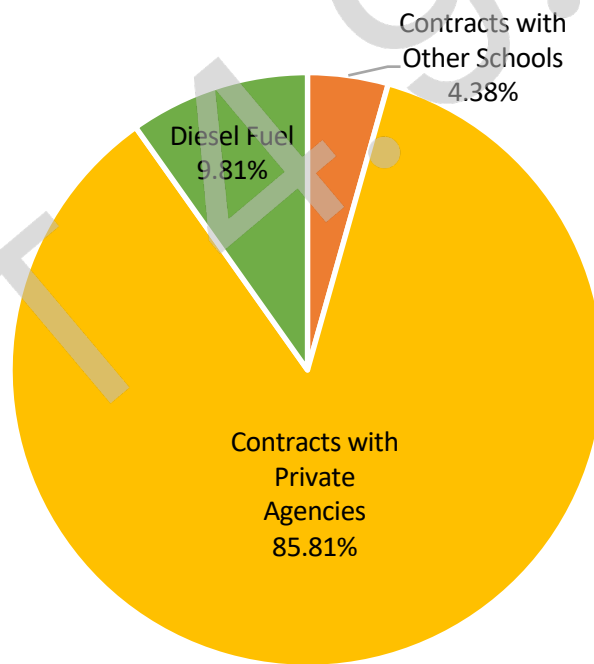
Department of Operations

Josh Cathey

Deputy Superintendent



\$2,039,351



Overview

Included in this budget are all costs associated with transportation, including our transportation contract with Durham, diesel fuel, software, and personnel.

TRANSPORTATION

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
311	Contracts with Other Schools	89,351	89,351	54,542
312	Contracts with Private Agencies	1,750,000	1,550,000	1,331,747
412	Diesel Fuel	200,000	160,000	124,926
Services Subtotal:		2,039,351	1,799,351	1,511,215
TRANSPORTATION TOTAL:		2,039,351	1,799,351	1,511,215

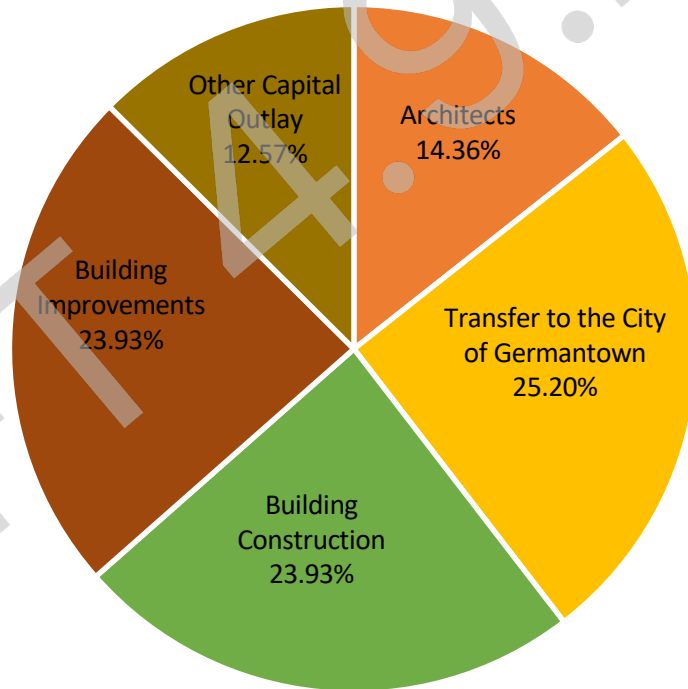
Includes bus transportation support costs for contracted transportation services, shared overhead services, and fuel costs.

REGULAR CAPITAL OUTLAY

Department of Operations

Josh Cathey

Deputy Superintendent



\$2,089,035

Overview

Including in this budget are architect and engineering fees, payments to the City of Germantown for the district portion of bond debt for Riverdale and the new district office, \$200,000 contribution towards the HHS fieldhouse, \$180,000 in modular payments, and all operating dollars to address capital improvement projects large and small throughout the district.

REGULAR CAPITAL OUTLAY

<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
304	Architects	300,000	300,000	459,285
590	Transfer to the City of Germantown	526,437	528,069	527,705
706	Building Construction	500,000	500,000	2,198,781
707	Building Improvements	500,000	500,000	306,253
799	Other Capital Outlay	262,598	262,598	1,272,626
REGULAR CAPITAL OUTLAY TOTAL:		2,089,035	2,090,667	4,764,650

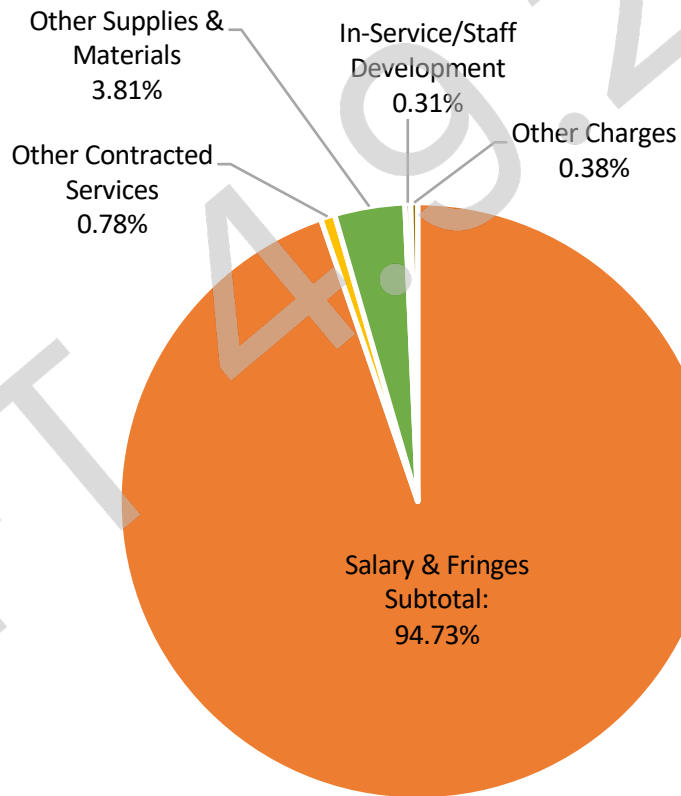
Includes costs for projects of a long-term nature to maintain or improve school facilities, as well as the architect, consultant, and engineering costs associated with larger projects and projects where code enforcement requires professional architecture or engineering plans.

OFFICE OF THE PRINCIPAL

Operations

Josh Cathey

Deputy Superintendent



\$3,912,479

Overview

Germantown Municipal Schools recognizes that the achievement of the district's strategic plan can only be accomplished through school leadership who shape school-level culture that supports GMSD's visions and missions.

The majority of this budget encompasses the salaries of principals, assistant principals, and office staff at each school campus.

There are some monies allocated for professional development training sessions and for travel expenses.

OFFICE OF PRINCIPAL

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
104	Principals & Vice Principals	7.00	778,551	770,535	760,480
117	Career Ladder		11,000	11,000	10,000
139	Assistant Principals	15.00	1,304,993	1,281,147	1,162,099
161	School Secretaries	7.50	253,159	250,069	250,995
162	Clerical Personnel	16.00	510,737	509,100	454,620
189	Other Salaries- Lunch Room Monitors	4.00	36,481	31,583	32,170
201	Social Security		179,485	176,913	155,000
204/217	State Retirement		287,772	283,005	270,106
206	Life Insurance		11,375	11,375	4,091
207	Medical Insurance		293,450	293,450	232,778
212	Medicare		41,976	41,375	36,366

Salary & Fringes Subtotal: 47.50 3,708,979 3,659,552 3,368,705

Includes salaries and benefits for school principals, school administration, school clerical and school lunchroom monitors.

399	Other Contracted Services		30,000	30,000	24,000
499	Other Supplies & Materials		147,000	147,000	147,000
524	In-Service/Staff Development		12,000	12,000	2,894
599	Other Charges		14,500	14,500	14,400

Services Subtotal: 203,500 203,500 188,294

OFFICE OF PRINCIPAL TOTAL: 3,912,479 3,863,052 3,556,999

Includes costs associated with operation of schools including BEP funds allocated to individual school operations.

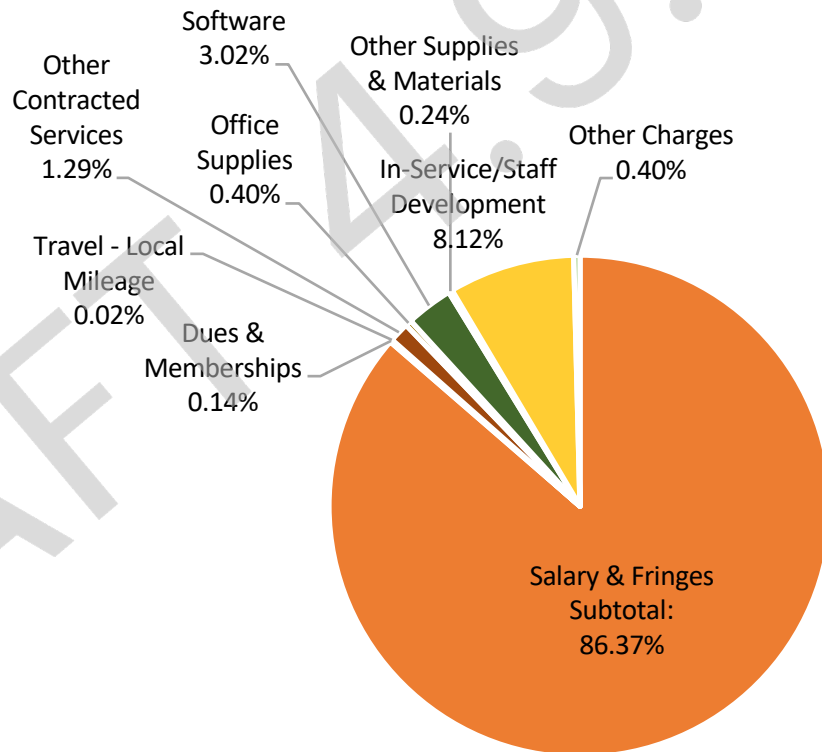


HUMAN RESOURCES

Department of Human Resources

Elissa Stratton

Executive Director of Human Resources



\$502,649

Overview

The Department of Human Resources Budget includes the salaries of an Executive Director, a Human Resources Supervisor, and Human Resources and Benefits Specialists. This department recruits, retains, and develops exemplary staff through employee relations programs. Human Resources also works to develop a competitive, comprehensive benefits package and works with staff in selecting benefits that best meet their differentiated needs during the open enrollment process.

HUMAN RESOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Directors/Supervisors	2	204,177	200,173	200,173
161	Human Resources Specialist	1	68,952	67,599	67,599
162	Benefits Specialist	1	67,599	66,273	66,273
201	Social Security		21,125	20,711	20,070
204/217	State Retirement		33,320	32,608	28,742
206	Life Insurance		1,000	1,000	537
207	Medical Insurance		28,000	28,000	23,600
212	Medicare		4,941	4,844	4,694
299	Other Fringe Benefits		5,000	5,000	-
Salary & Fringes Subtotal:		4	434,114	426,208	411,688

Includes salaries and benefits for Human Resources and Communications. Other fringe benefits include costs for employee assistant program, physicals, drug testing, and other pre-employment costs.

320	Dues & Memberships		720	720	-
355	Travel - Local Mileage		100	100	-
399	Other Contracted Services		6,500	6,000	5,747
435	Office Supplies		2,000	2,000	1,221
471	Software		15,200	15,200	21,317
499	Other Supplies & Materials		1,200	1,200	-
524	In-Service/Staff Development		40,815	40,765	29,867
599	Other Charges		2,000	1,800	10,580
Services Subtotal:			68,535	67,785	68,732

HUMAN RESOURCES TOTAL: 502,649 493,993 480,420

Includes costs associated with Human Resource department.

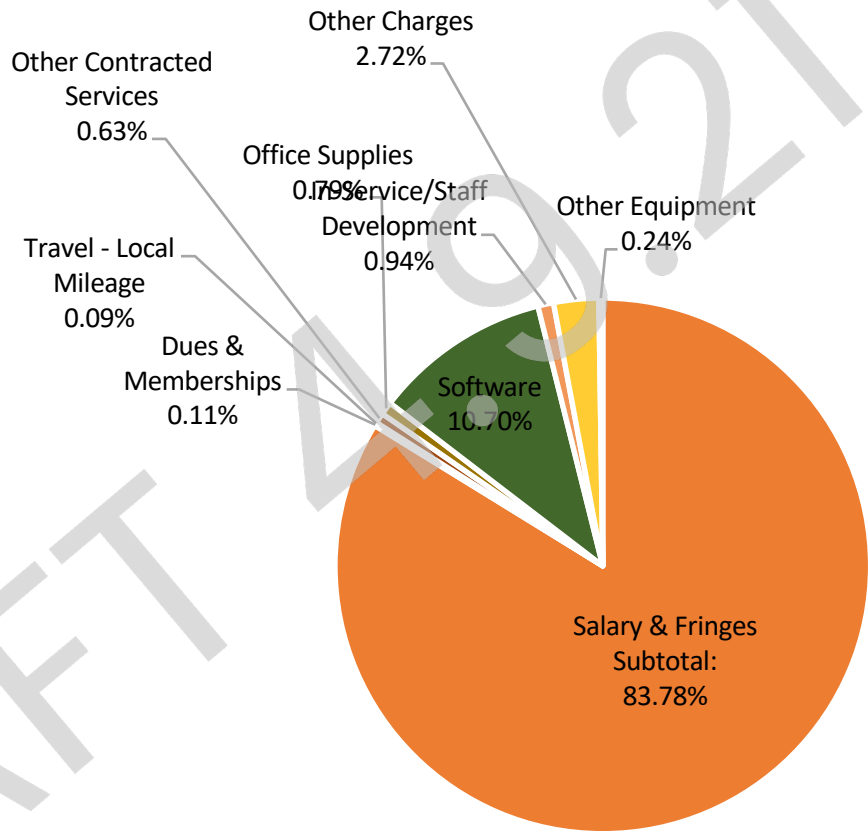


FISCAL SERVICES

Department of Finance

Kevin Jones

Chief Financial Officer



\$635,305

Overview

The Finance Department is responsible for processing payroll, paying vendors, preparing financial reports for the Board and for the TN Department of Education, developing budgets, processing grant and federal program reimbursements and cash receipts, accounting for fixed assets and construction projects, assisting staff with procuring goods and services, assisting school financial secretaries with financial reporting processes and compliance, providing staff technical assistance with Skyward systems development, and working with Aramark who administers the school nutrition program. The Finance Department processes annually approximately 15,000 vendor payments and payroll direct deposits.

FISCAL SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Directors/Specialists	1.00	123,245	120,800	120,800
119	Accounting Specialists	2.50	171,027	167,673	189,143
161	Secretaries	0.00			-
122	Purchasing Personnel	1.00	57,222	56,100	54,889
161	Assistant	1.00	61,366	57,222	57,222
201	Social Security		25,597	24,911	24,236
204/217	State Retirement		37,157	36,160	38,313
206	Life Insurance		1,375	1,375	654
207	Medical Insurance		49,280	49,280	45,463
212	Medicare		5,986	5,826	5,668
Salary & Fringes Subtotal:		5.50	532,255	519,347	536,388

Includes salaries and benefits for CFO, School Accounting, Purchasing, Accounts Payable and Payroll department personnel.

320	Dues & Memberships		700	700	358
355	Travel - Local Mileage		600	600	324
399	Other Contracted Services		4,000	4,000	-
435	Office Supplies		5,000	5,000	3,206
471	Software		68,000	68,000	55,344
524	In-Service/Staff Development		6,000	6,000	1,265
599	Other Charges		17,250	5,250	1,942
790	Other Equipment		1,500	1,500	5,725
Services Subtotal:			103,050	91,050	68,164

FISCAL SERVICES TOTAL: 635,305 610,397 604,552

Includes costs for the new business software implemented.

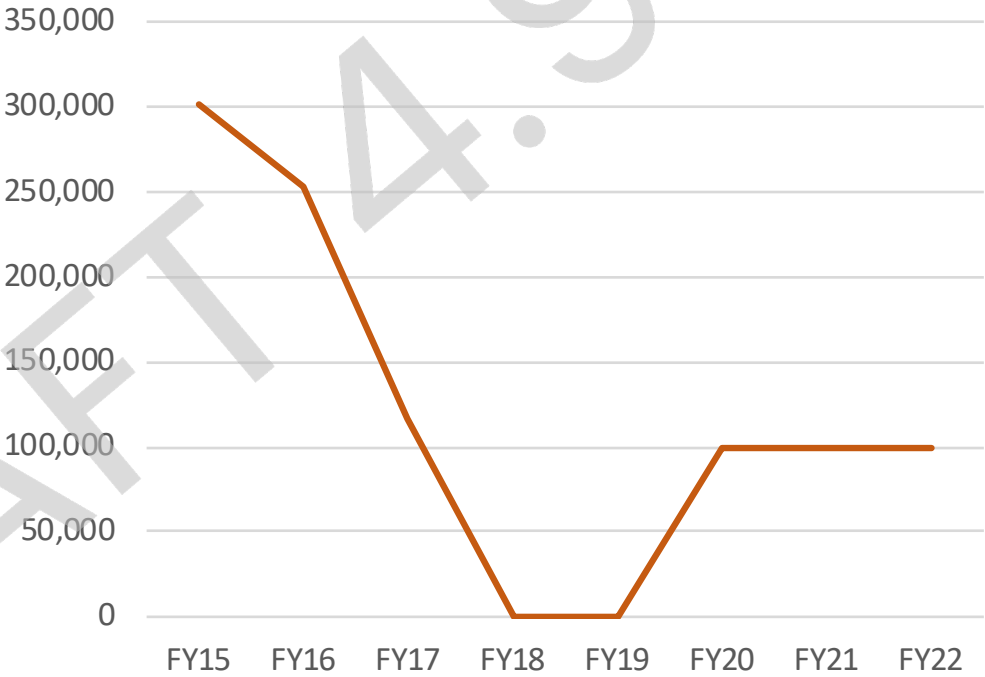


CAFETERIA (TRANSFERS)

Kevin Jones

Chief Financial Officer

In October of 2015, Germantown Municipal School District outsourced its cafeteria operations. The transition has resulted in the cafeteria operations steadily moving towards a financially self-sustaining program.



\$100,000

Overview

This budget category, labeled as 'Transfers Out', accounts for the total transfers from the district to the cafeteria fund. The District has continued to budget \$100,000 should any unexpected shortfall or expenditures occur.

TRANSFERS OUT

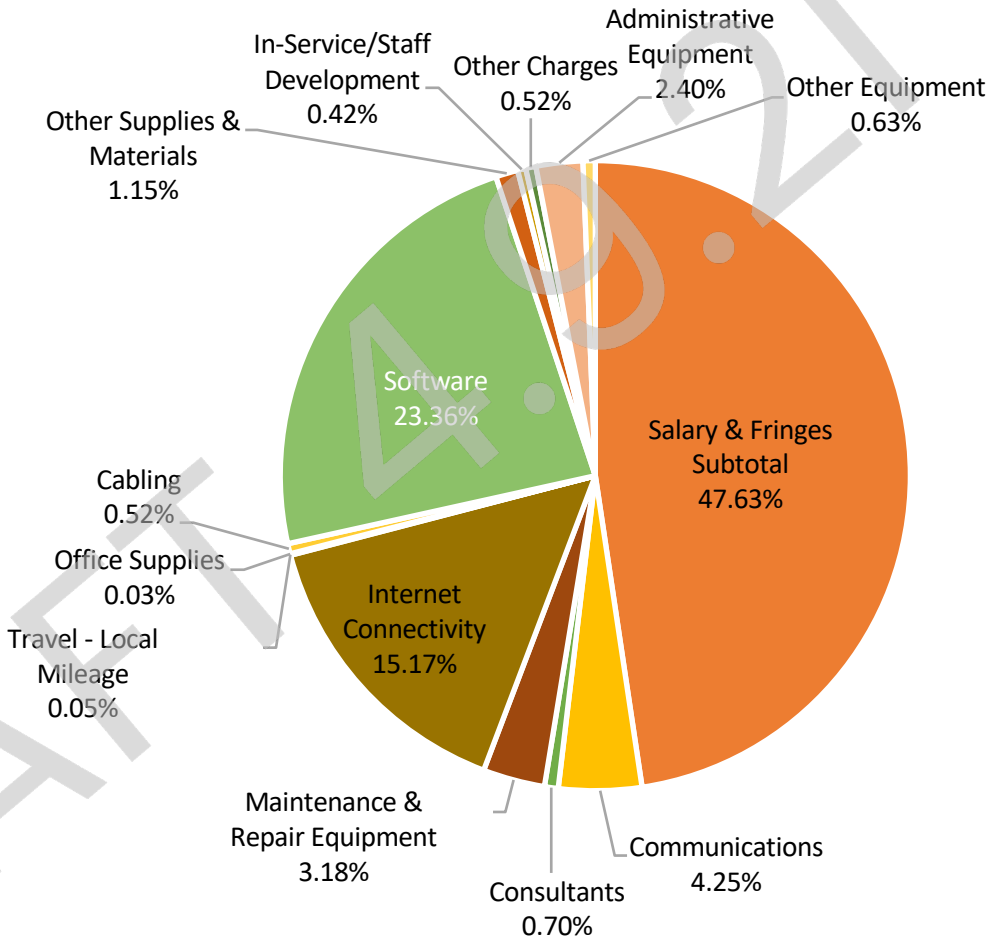
<u>Acct</u>	<u>Description</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
590	Transfers to Other Funds	100,000	100,000	14,476
TRANSFERS OUT TOTAL:		100,000	100,000	14,476

Includes transfers made to the Cafeteria Fund to compensate for any shortfall.

DEPARTMENT OF TECHNOLOGY

John Pierce

Director of Technology



\$1,918,211

Department Overview

The Germantown Municipal School District is committed to providing students with a 21st Century Classroom environment to better prepare them for their future careers in a technology rich society. The Technology Department provides and supports communication tools that connect students and teachers in digital platforms and also give parents up to date information on classroom assignments, grades, attendance, etc. These tools include the district's student information system (Skyward), the district's notification system (Skylert), the learning management system (Schoology) and the district website. In addition to communication tools, our department provides and supports devices that enhance digital learning, improves computer skills, and helps make instruction seamless from school to home.

TECHNOLOGY


<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Directors/Specialists	1	109,849	107,695	107,695
120	Computer Programmers	6	378,062	361,078	349,869
162	Clerical Personnel	1	38,628	37,871	32,878
189	Other Salaries & Wages	1	166,295	76,500	84,825
201	Social Security		42,956	36,155	32,800
204/217	State Retirement		62,355	52,482	51,521
206	Life Insurance		2,500	2,250	886
207	Medical Insurance		102,920	92,628	53,593
212	Medicare		10,046	8,456	7,671
Salary & Fringes Subtotal:		9	913,611	775,115	721,738

Includes salaries and benefits for administrative and instructional support technology positions.

307	Communications		81,600	81,600	78,378
308	Consultants		13,500	13,750	7,219
336	Maintenance & Repair Equipment		61,000	61,000	126,026
350	Internet Connectivity		291,000	294,000	177,499
355	Travel - Local Mileage		1,000	1,000	732
435	Office Supplies		500	500	302
470	Cabling		10,000	10,000	10,000
435	Software		448,000	405,250	296,706
499	Other Supplies & Materials		22,000	20,000	14,642
524	In-Service/Staff Development		8,000	10,000	7,243
599	Other Charges		10,000	6,400	5,078
701	Administrative Equipment		46,000	35,000	29,803
790	Other Equipment		12,000	10,000	6,938
Services Subtotal:			1,004,600	948,500	760,566
TECHNOLOGY TOTAL:			1,918,211	1,723,615	1,482,304

Includes costs for all telephone and internet charges, computers, software, and equipment.



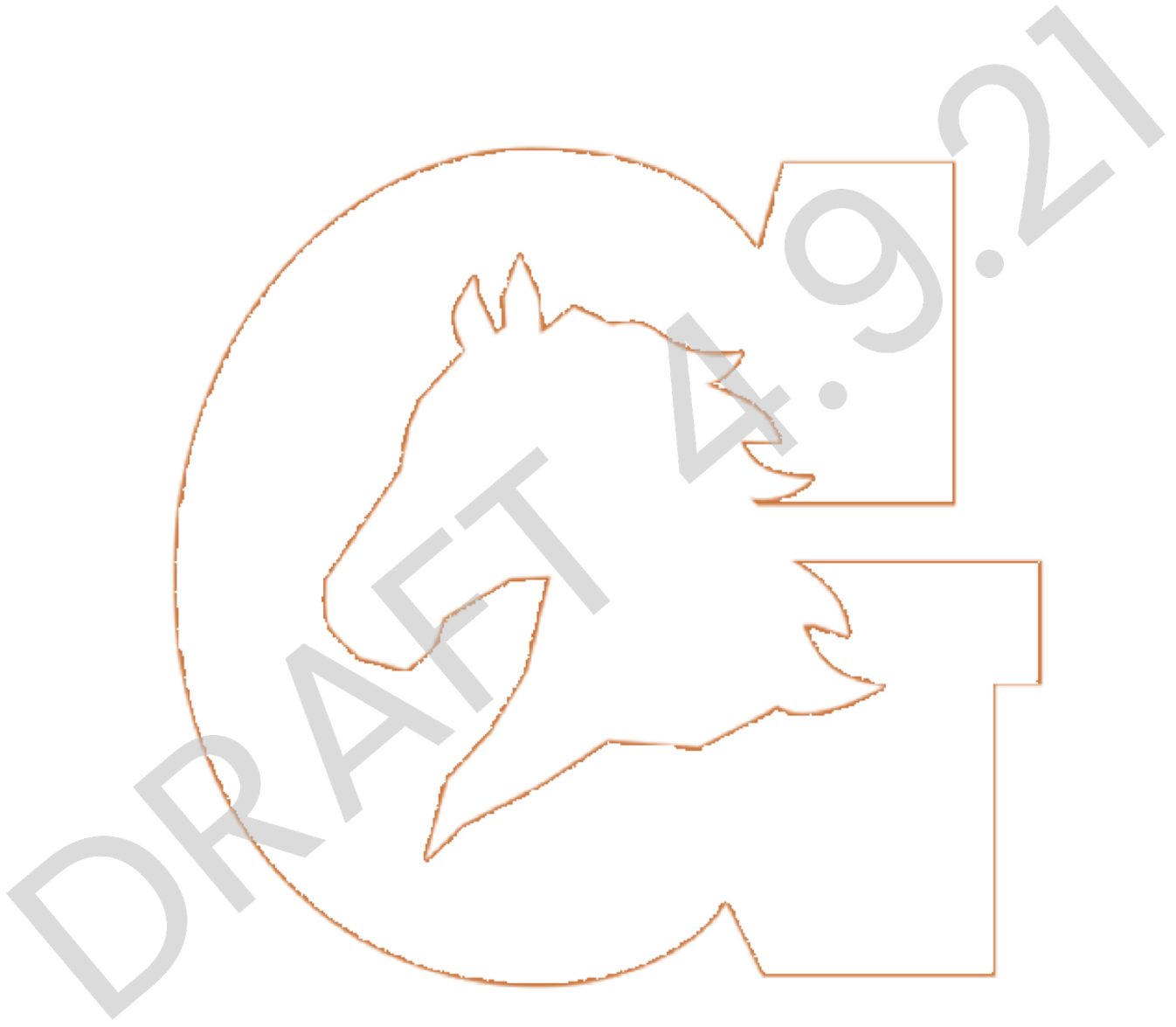


BLENDED LEARNING PROGRAM

Program Overview

Goal Four of GMSD's Strategic Plan is to establish 21st Century classrooms and schools. The Germantown Municipal School District strives to develop students, who are responsible in their use of technology, can use technology advantageously as a communication and presentation device, and can stay current with creative opportunities. In accordance with this, schools will transition to blended classrooms and the use of 1:1 devices for all students grades 6-12 (3,400 devices). This also includes adding devices to the elementary schools each year and providing laptops to staff. Blended Learning is an aggressive initiative that has required a substantial financial investment. It has also required a substantial infrastructure investment around capacity and cybersecurity.

The district continues to place a large emphasis on cybersecurity and students' digital safety by incorporating an active student email monitoring system which scans files in students' web-based OneDrive storage. This system scans for inappropriate material, instances of cyberbullying, and incorporates an instant alert reporting system that students can use to share their own concerns about school safety (including bullying, planned fights, students in crisis, threats of violence, weapons brought to school, etc.). Trained professionals monitor this system 24/7/365 and alert district-appointed personnel.

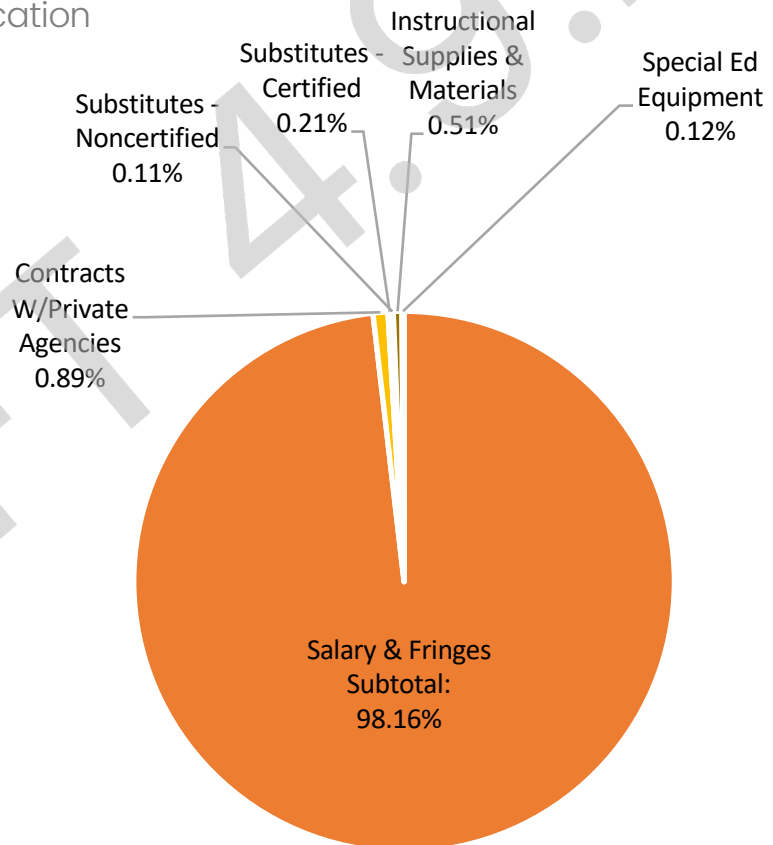


SPECIAL EDUCATION INSTRUCTION

Department of Exceptional Student Education

Sarah Huffman

Assistant Superintendent, Exceptional Student
Education



\$4,738,923

Overview

This function holds all SPED teachers, assistants, speech language pathologists, and contracting services for vision, speech and Board-Certified Behavior Analysts. Instructional Supplies and Materials include teacher discretionary funds. Special education equipment purchases ranged from standers to assistive technology devices.

SPECIAL EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
116	Teachers	37	2,152,420	2,115,771	2,056,830
117	Career Ladder Program		10,000	10,000	5,000
128	Homebound Teachers		-	-	485
163	Educational Assistants	33	841,221	841,260	686,662
171	Therapists (Speech)	9	499,048	495,882	412,778
188	Instructional Responsibility		122,000	48,000	19,540
201	Social Security		224,731	214,205	184,068
204/217	State Retirement		362,407	344,846	303,724
206	Life Insurance		13,825	13,790	4,961
207	Medical Insurance		365,000	364,000	320,626
212	Medicare		61,071	58,202	43,048

Salary & Fringes Subtotal: 79 4,651,723 4,505,956 4,037,722

Includes salaries and benefits for teachers, speech therapists, and classroom assistants used in Special Education classes. Includes homebound teachers who go to individual students' homes if they are unable to attend school because of illness or hospitalization.

312	Contracts W/Private Agencies		42,000	42,000	40,558
336	Maintenance & Repair - Equipment		-	300	-
369	Substitutes - Certified		10,000	10,000	
370	Substitutes - Noncertified		5,000	5,000	
399	Other Contracted Services		-	-	39,909
429	Instructional Supplies & Materials		24,300	20,000	16,047
725	Special Education Equipment		5,900	5,300	10,663

Services Subtotal: 87,200 82,600 107,177

SPECIAL EDUCATION TOTAL: 4,738,923 4,588,556 4,144,899

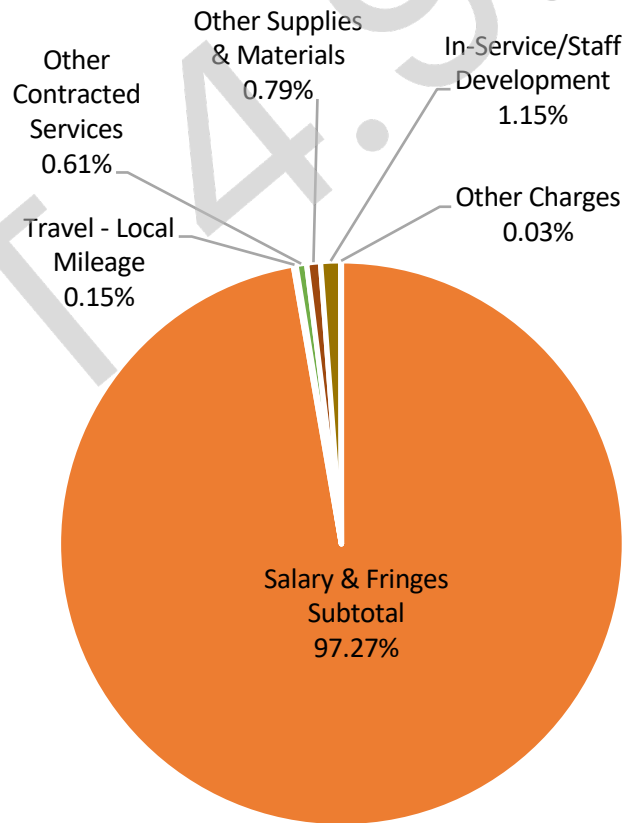
Includes contracts for services provided by private agencies for services (such as hearing impaired and visually impaired) that cannot be provided in a cost-efficient manner by the District and the cost of instructional materials and supplies, and equipment used to provide Special Education services.

SPECIAL EDUCATION SUPPORT

Department of Exceptional Student Education

Sarah Huffman

Assistant Superintendent, Exceptional Student Education



\$1,651,145

Overview

This budget includes positions that are not common in many systems across the state: clericals assigned specifically to SPED only. These clericals work to schedule meetings, keep paperwork in compliance and assist in parent communication. Occupational and physical therapists and testing, evaluation materials are also included.

SUPPORT: SPECIAL EDUCATION

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Supervisors/Coordinators	2.61	253,111	254,707	248,681
117	Career Ladder Program		1,000	1,000	1,000
124	Psychological Personnel	3.00	228,941	224,451	224,451
131	Medical Personnel (OT/PT)	5.00	317,519	339,678	-
161	Assistant	1.00	59,534	58,366	60,097
162	Clerical Personnel	6.00	202,401	200,219	199,568
189	Other Salaries	3.00	202,833	198,526	472,096
201	Social Security		78,451	79,171	69,507
204/217	State Retirement		117,081	118,070	110,100
206	Life Insurance		5,328	5,327	1,780
207	Medical Insurance		121,599	121,599	82,920
212	Medicare		18,347	18,516	16,646
Salary & Fringes Subtotal:		18.61	1,606,145	1,619,630	1,486,846

Includes salaries and benefits for directors, supervisors, psychologists, occupational and physical therapists, Central Office clerical personnel as well as clerical personnel located at every elementary, middle, and high school.

355	Travel - Local Mileage		2,500	2,500	2,620
399	Other Contracted Services		10,000	10,000	9,500
499	Other Supplies & Materials		13,000	13,000	22,691
524	In-Service/Staff Development		19,000	19,000	18,947
599	Other Charges		500	500	463
Services Subtotal:			45,000	45,000	54,221
SUPPORT: SPECIAL EDUCATION TOTAL:			1,651,145	1,664,630	1,541,067

Includes support for Special Education Department for consultation, travel - local mileage for special education personnel using personal vehicles in the performance of their job, in-service and staff development. Includes specialized supplies, materials, and evaluations used with special populations.

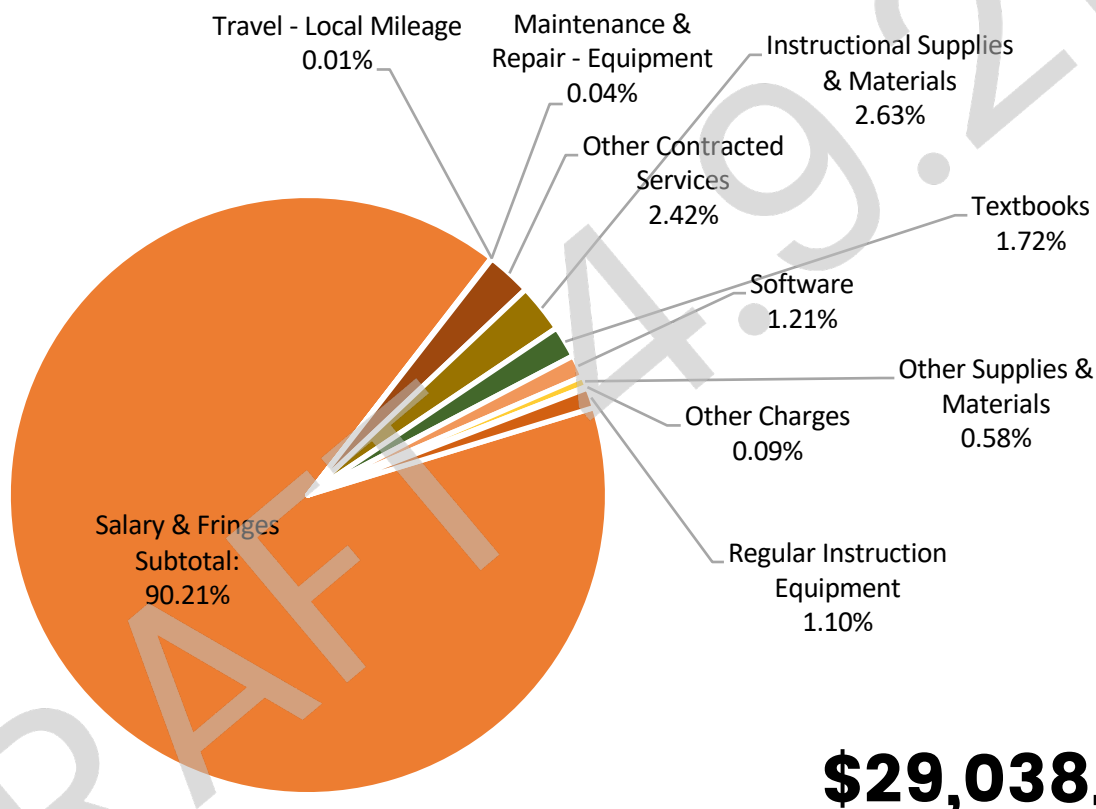


REGULAR INSTRUCTION PROGRAM

Teaching, Learning, and Assessment

Missy Abel

Executive Director, Teaching, Learning and Assessment



Overview

The Regular Education Program includes activities that provide students in grades K through 12 with learning experiences to provide them with Engaging, Challenging and Innovative academics. This encompasses academics, technology integration, career and technical education, fine arts and athletics. Within this budget, salaries, textbooks, equipment, instructional supplies and materials, TV and media equipment, and other costs are used to ensure academic programming that differentiates to meet the various learning styles of our students. GMSD is recognized as a TN Advancing District where the focus is on the instructional needs of all students. GMSD teachers are highly effective and successfully implement curriculum such as Wit and Wisdom, Expeditionary Learning, Eureka Math, Saxon Phonics, Discovery Education, Dual Enrollment, Advanced Placement and other programs to support a rigorous academic experience.. The district offers strings instruction from elementary to high school and have a state-of-the-art television studio. Students are able to take advantage of a technology-rich environment, which includes the blended learning initiative for all students in grades 6-12 .

REGULAR INSTRUCTION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
116	Teachers	329.00	19,494,643	19,303,671	18,860,205
117	Career Ladder		66,000	66,000	66,000
127	Extended Contracts		25,000	25,000	1,800
140	Coaching and Other Supplements		279,700	279,700	175,195
163	Educational Assistants	29.00	658,725	654,181	513,008
188	Instructional Responsibility		66,000	55,800	55,500
201	Social Security		1,276,584	1,263,830	1,142,017
204/217	State Retirement		2,112,213	2,085,165	1,789,212
206	Life Insurance		62,650	62,199	30,551
207	Medical Insurance		1,855,824	1,842,594	1,826,330
212	Medicare		298,556	295,573	267,085
Salary & Fringes Subtotal:		358.00	26,195,895	25,933,713	24,726,903

Includes personnel and benefits for teachers and classroom assistants. Career Ladder is a State funded initiative for veteran teachers and administrators.

336	Maintenance & Repair - Equipment		12,000	12,000	8,124
355	Travel - Local Mileage		1,500	1,500	254
399	Other Contracted Services		702,430	712,430	567,037
429	Instructional Supplies & Materials		764,400	250,000	350,465
449	Textbooks		500,000	500,000	282,730
471	Software		350,000	350,000	-
499	Other Supplies & Materials		169,200	30,000	38,413
599	Other Charges		25,384	29,284	20,130
722	Regular Instruction Equipment		318,000	804,570	1,580,190

Services Subtotal:

2,842,914

2,689,784

2,847,343

REGULAR INSTRUCTION TOTAL:

29,038,809

28,623,497

27,574,246

Includes costs for textbooks, materials and supplies and instructional equipment provided to the schools.

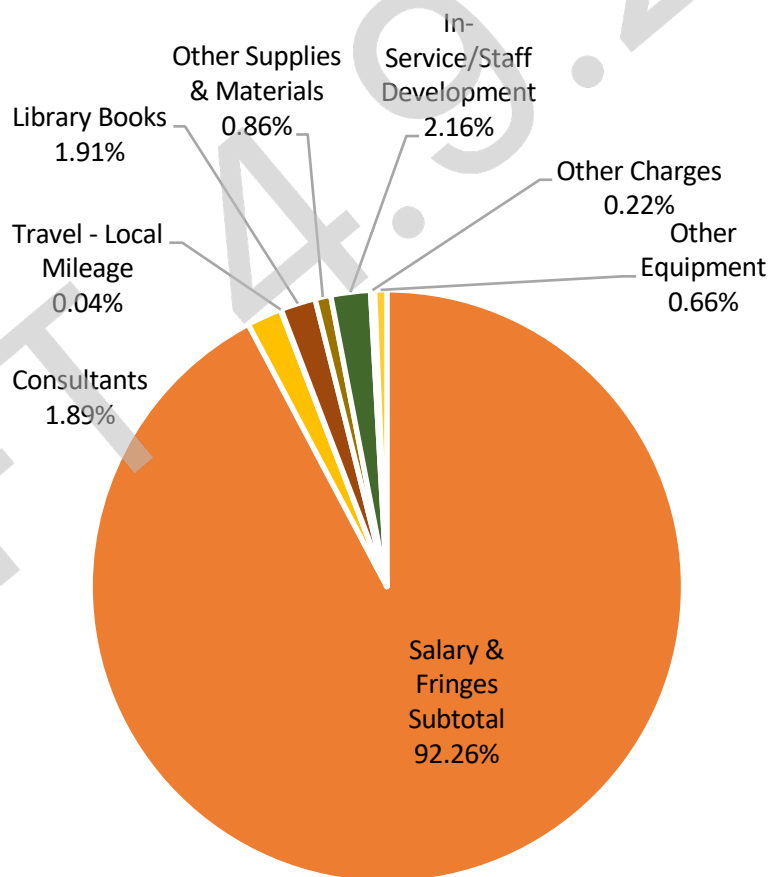


REGULAR INSTRUCTION SUPPORT

Teaching, Learning, and Assessment

Missy Abel

Executive Director, Teaching, Learning and Assessment



\$2,273,492

Overview

Regular Education Instructional Support includes activities primarily for assisting instructional staff in planning, developing, and evaluating the process of providing learning experiences for students. These activities include curriculum development, techniques of instruction, in-service/professional learning, etc. Within this budget, personnel includes instructional supervisors, a Director of Academic Education, Librarians, Audiovisual Personnel, Education Media Personnel, Instructional Computer Personnel, Clerical Personnel, Educational Assistants, and in-service training.

SUPPORT: REGULAR INSTRUCTION

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Directors/Supervisors	8.20	697,435	741,882	626,408
117	Career Ladder Program		3,000	3,000	2,000
129	Librarians	7.00	418,675	410,463	410,463
136	Audiovisual Personnel	1.00	73,202	71,766	71,766
137	Education Media Personnel	1.00	72,660	71,235	71,235
138	Instructional Computer Personnel	4.00	233,111	228,584	228,584
161	Secretary	1.00	57,222	56,100	58,416
163	Ed/Library Assistant	2.50	47,690	53,527	35,093
188	Instructional Responsibility		1,500	1,500	9,500
189	Other Salaries & Wages	1.00	61,918	60,703	60,703
201	Social Security		99,479	101,560	91,531
204/217	State Retirement		153,510	156,886	154,529
206	Life Insurance		6,425	6,325	2,362
207	Medical Insurance		148,500	146,500	139,852
212	Medicare		23,265	23,752	21,407
Salary & Fringes Subtotal:		25.70	2,097,592	2,133,783	1,983,849

Includes salaries and benefits for the Department of Curriculum Directors and Supervisors as well as clerical staff at the Central Office and individual school librarians and library assistants.

308	Consultants		43,000	20,000	-
355	Travel - Local Mileage		1,000	1,000	156
432	Library Books		43,400	33,370	33,370
499	Other Supplies & Materials		19,500	18,500	6,235
524	In-Service/Staff Development		49,000	50,000	71,391
599	Other Charges		5,000	5,000	21,308
722	Regular Instruction Equipment		-	-	10,790
790	Other Equipment		15,000	5,000	147,330
Services Subtotal:			175,900	132,870	290,580
SUPPORT: REGULAR INSTRUCTION TOTAL:			2,273,492	2,266,653	2,274,429

Includes costs for library books used in schools for replacement and additional books to address enrollment growth and meet educational standards. Includes costs for mileage for Central Office personnel using personal vehicles in the performance of their job and travel to conferences.

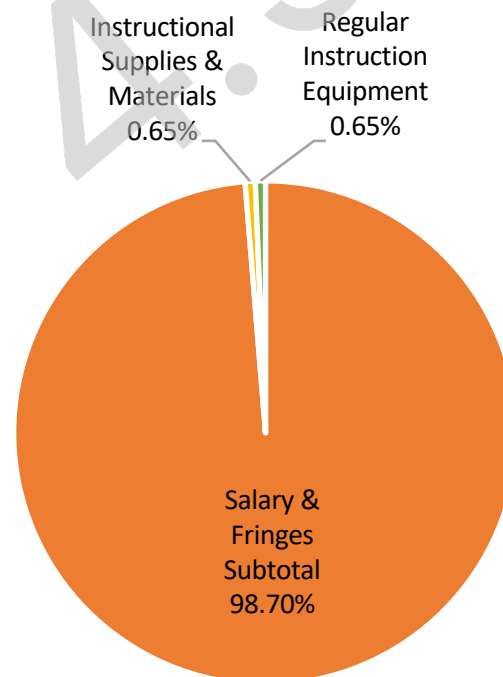


ALTERNATIVE SCHOOLS PROGRAM

Teaching, Learning, and Assessment

Missy Abel

Executive Director, Teaching, Learning and Assessment



\$308,423

Overview

Alternative Schools Program is an instruction program designated for students who consistently exhibit behavior that is disruptive to the learning process. This program may also serve at-risk youth or students who have a medical need for an alternative learning environment. Included in this budget are the activities of aides or classroom assistants, teachers, or social workers. The major expenditures for GMSD include teachers, a social worker, homebound instruction, contracts with local agencies for healthcare, and supplies and materials.

ALTERNATIVE EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
116	Teachers	2	134,261	131,627	131,627
117	Career Ladder		1,000	1,000	-
128	Homebound Teachers		15,000	15,000	5,129
130	Social Worker	1	63,071	61,833	61,833
163	Educational Assistants	1	25,133	24,990	22,927
201	Social Security		14,785	14,536	13,195
204/217	State Retirement		23,415	22,975	22,617
206	Life Insurance		700	700	342
207	Medical Insurance		23,600	23,600	8,982
212	Medicare		3,458	3,400	3,086
Salary & Fringes Subtotal:		4	304,423	299,661	269,738
312	Contracts With Agencies		-	-	14,060
429	Instructional Supplies & Materials		2,000	2,000	-
722	Regular Instruction Equipment		2,000	2,000	-
Services Subtotal:			4,000	4,000	14,060
ALTERNATIVE EDUCATION TOTAL:			308,423	303,661	283,798

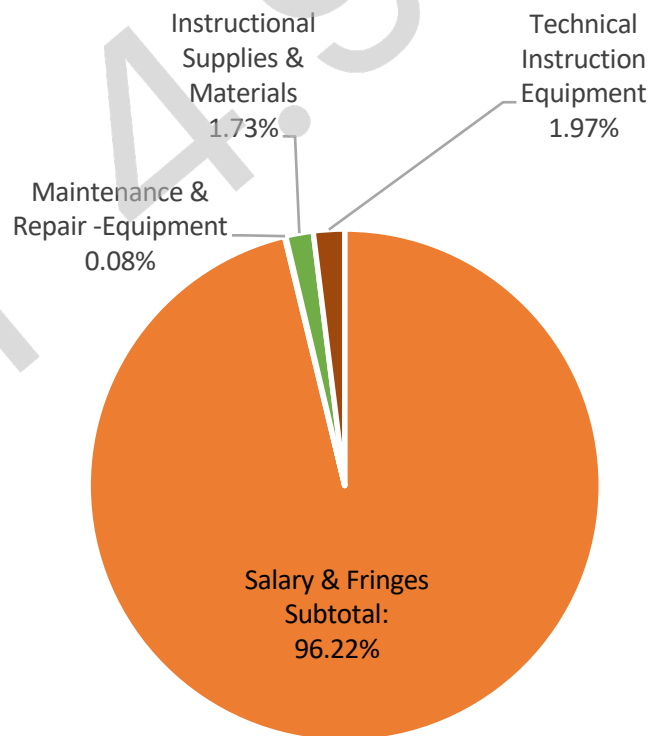
Includes salaries and fringe benefits for teachers and contracts with outside providers for alternative school academic and counseling programs.

CAREER AND TECHNICAL ED PROGRAM

Teaching, Learning, and Assessment

Missy Abel

Executive Director, Teaching, Learning and Assessment



\$1,271,437

Overview

The Vocational Education Instructional Program includes instructional activities that provide students with the opportunity to develop knowledge, skills, and attitudes needed for employment in an occupational area. Activities include training both in the classroom and in a supervised work environment. Our Career and Technical Education (CTE) offers programs that align with our area high-demand occupations and provide Early Postsecondary Opportunities for our students who are on the college or career pathway.

CAREER & TECHNICAL EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
116	Teachers	16.00	925,356	832,965	831,319
117	Career Ladder Program		1,000	1,000	-
201	Social Security		57,434	51,706	47,755
204/217	State Retirement		95,415	85,648	83,826
206	Life Insurance		2,800	2,581	1,315
207	Medical Insurance		128,000	118,000	85,814
212	Medicare		13,432	12,092	11,169
Salary & Fringes Subtotal:		16.00	1,223,437	1,103,992	1,061,198

Includes salaries and benefits for teachers in the Career and Technical Education programs provided at Houston High School.

336	Maintenance & Repair -Equipment		1,000	1,000	-
429	Instructional Supplies & Materials		22,000	22,000	13,355
730	Technical Instruction Equipment		25,000	25,000	17,914
Services Subtotal:			48,000	48,000	31,269
TECHNICAL EDUCATION TOTAL:			1,271,437	1,151,992	1,092,467

Includes textbooks, materials and supplies, and equipment in Career and Technical Education programs at Houston High School.

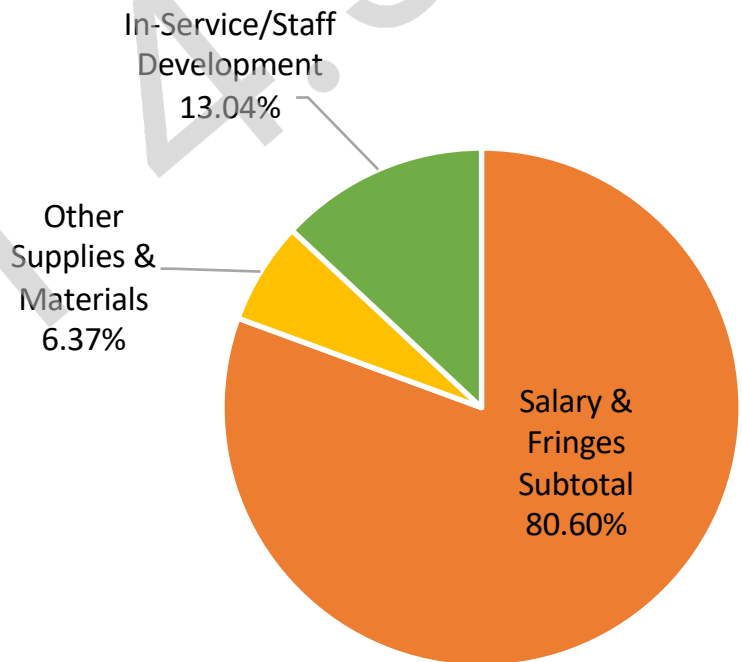
CAREER AND TECH ED SUPPORT

Teaching, Learning, and Assessment

Missy Abel

Executive Director, Teaching, Learning and
Assessment

\$30,683



Overview

Vocational Education Instructional Staff Support includes activities primarily for assisting CTE instructional staff in planning, developing, and evaluating the process of providing learning experiences that give students the opportunity to develop the knowledge, skills and attitudes, and possibly industry certification needed for employment in an occupational area.

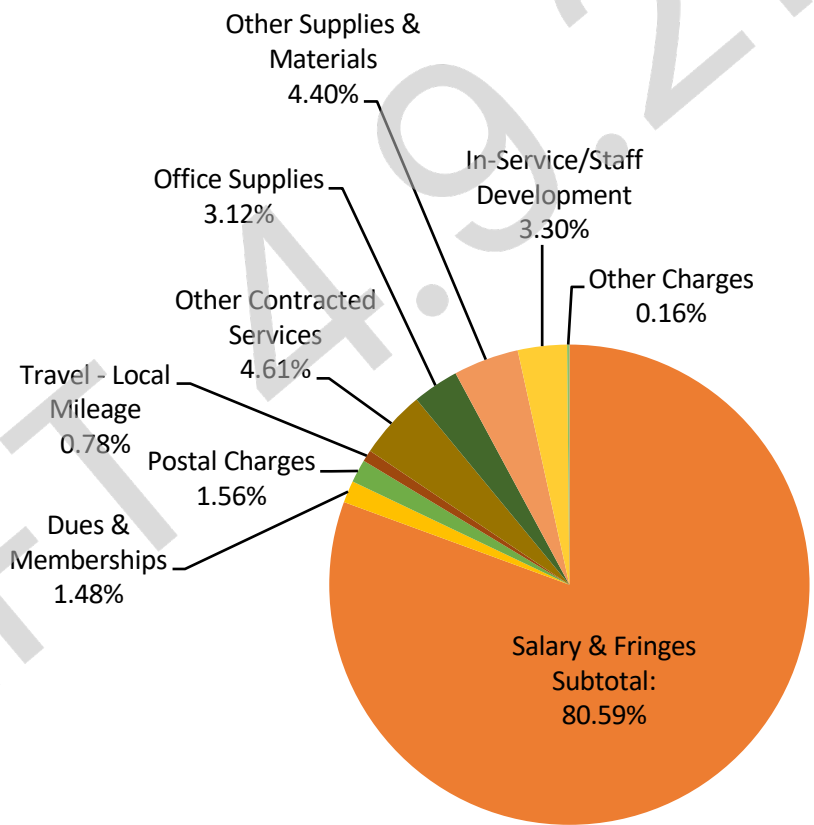
SUPPORT: CAREER AND TECHNICAL EDUCATION

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
105	Director/Supervisor	0.20	18,677	18,311	18,311
201	Social Security		1,158	1,135	1,032
204/217	State Retirement		1,924	1,881	1,649
206	Life Insurance		50	50	29
207	Medical Insurance		2,650	2,650	2,385
212	Medicare		271	266	241
Salary & Fringes Subtotal:		0.20	24,730	24,293	23,647
499	Other Supplies & Materials		1,953	1,953	-
524	In-Service/Staff Development		4,000	4,000	745
Services Subtotal:			5,953	5,953	745
SUPPORT: TECHNICAL EDUCATION TOTAL:			30,683	30,246	24,392

Includes funds for support staff in the Career and Technical Education Department.

SUPERINTENDENT

Office of the Superintendent



\$641,774

Overview

This budget includes salaries for the Superintendent, academy registrar and whole-child coordinator, communications coordinator and interns, executive secretary, and front desk receptionist. It also includes lease payments for the central office space.

OFFICE OF SUPERINTENDENT

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
101	County Official/Administrative Officer	1.00	177,293	177,293	170,361
103	Deputy	0.20	12,485	75,990	75,990
117	Career Ladder		1,000	1,000	2,000
161	Secretaries	2.00	107,256	105,152	101,009
189	Other Salaries & Wages	1.20	106,751	104,892	94,892
201	Social Security		25,097	28,323	20,265
204/217	State Retirement		39,013	37,778	39,380
206	Life Insurance		1,760	1,880	693
207	Medical Insurance		33,500	33,500	33,071
212	Medicare		5,869	6,624	6,189
299	Other Fringe Benefits		7,200	7,200	7,200
Salary & Fringes Subtotal:		4	517,224	579,632	551,050

Includes salaries and benefits for the Superintendent, a secretary, and a receptionist.

320	Dues & Memberships		9,500	9,500	6,300
330	Operating Lease Payments		-	-	51,816
348	Postal Charges		10,000	10,000	8,010
355	Travel - Local Mileage		5,000	5,000	321
399	Other Contracted Services		29,600	29,600	20,920
435	Office Supplies		20,000	20,000	9,744
499	Other Supplies & Materials		28,250	28,250	7,757
524	In-Service/Staff Development		21,200	21,200	16,209
599	Other Charges		1,000	1,000	3,818
Services Subtotal:			124,550	124,550	124,895

OFFICE OF SUPERINTENDENT TOTAL:

641,774

704,182

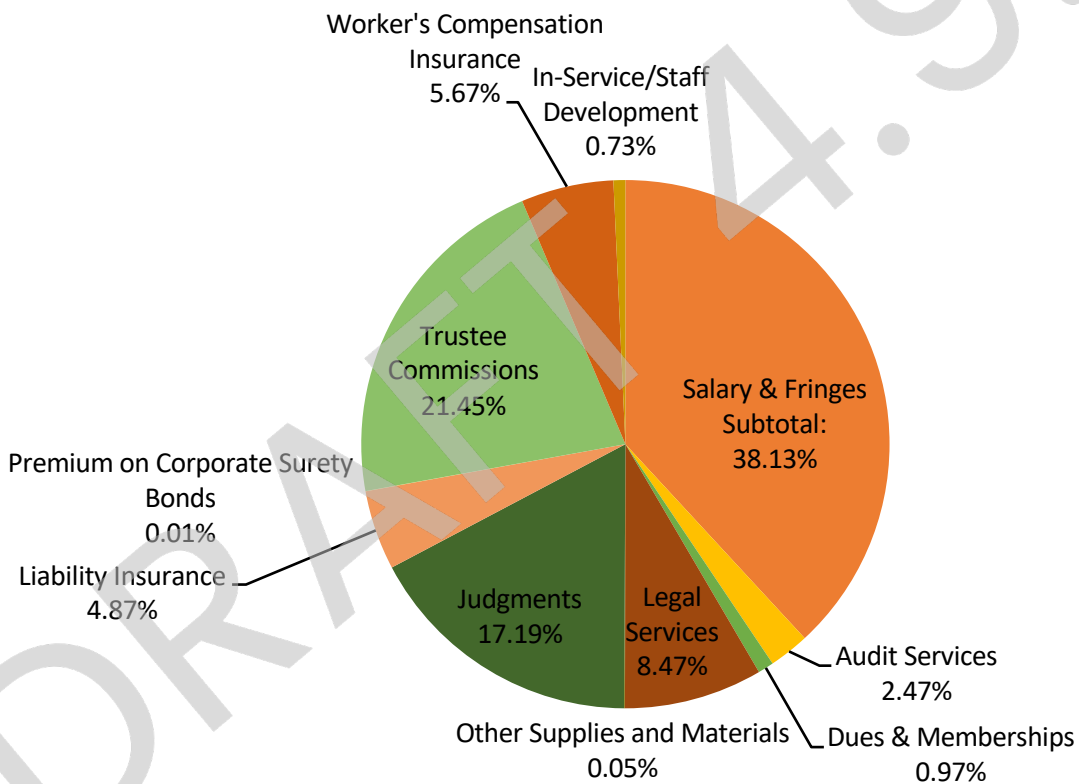
675,945

Includes costs associated with the Office of the Superintendent and leasing costs for the District Office.

SCHOOL BOARD

Board of Education Services

\$2,067,228



Overview

This budget includes salaries for school board members, travel, workers' compensation insurance, liability insurance, legal services, and audit services.

The School Board has made a commitment to fully fund retiree health benefits (OPEB) since FY15. The total investment to the district's OPEB trust account is \$4.0 million.

BOARD OF EDUCATION SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2022 PERS</u>	<u>FY 2022 Budget</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Actual</u>
189	Other Salaries & Wages	5	21,500	21,500	21,500
201	Social Security		1,333	1,333	1,333
204/217	State Retirement		-	-	-
206	Life Insurance - Retirees		47,000	46,000	45,607
207	Health Insurance - Retirees		708,000	709,000	660,993
210	Unemployment Compensation		10,000	10,000	10,402
212	Medicare		312	312	312
Salary & Fringes Subtotal:		5	788,145	788,145	740,147

Includes salaries and benefits for members of the Board of Education. Includes employee benefits related to OPEB contributions.

305	Audit Services		51,000	48,400	41,375
320	Dues & Memberships		20,000	20,000	16,305
331	Legal Services		175,000	125,000	93,732
499	Other Supplies and Materials		1,000	1,000	97
50500	Judgments				
505	Judgments		355,453	355,453	-
506	Liability Insurance		100,748	100,748	81,474
508	Premium on Corporate Surety Bonds		300	300	-
510	Trustee Commissions		443,447	434,409	398,891
513	Worker's Compensation Insurance		117,135	117,135	95,948
524	In-Service/Staff Development		15,000	15,000	16,368
599	Other Charges				-
Services Subtotal:			1,279,083	1,217,445	744,190
BOARD OF EDUCATION SERVICES TOTAL:			2,067,228	2,005,590	1,484,337

Includes costs related to operation of the Board of Education, including audit services, legal services and Shelby County Trustee commissions on property and sales tax collections.



