

**GMSD Work Session**  
**August 18, 2021 5:00 PM**  
Board Room, GMSD Office

1. Superintendent Contract
2. Review / Revision of Policies - First Reading
3. Miscellaneous FY 21-22 Budget Amendments
4. GMSD 21-22 School Fees and Activity Costs
5. Reinstatement of GMSD HR Policy 5.3051 Temporary COVID-19 Leave
6. TSBA 2021 School of the Year Award for Excellence in Architectural Design
7. Approval of Purchase of Chromebooks
8. Approval of Purchase of iPads
9. Stop Loss Insurance Renewal for 21-22
10. Houston High School Softball Field Bid
11. Further Business

**CONTRACT OF EMPLOYMENT  
BETWEEN  
THE GERMANTOWN BOARD OF EDUCATION AND JASON MANUEL**

*WHEREAS*, The Germantown Municipal School District is in need of and is required to employ a Director of Schools to carry out the requirements set forth in state law; and,

*WHEREAS*, District desires to employ Jason Manuel in said capacity;

*NOW, THEREFORE*, this Contract of Employment ("Contract") is entered into by and between the Germantown Board of Education ("Board") and Jason Manuel ("Director"). The Board and the Director, for the consideration herein specified, agree as follows:

1. **TERMINATION OF PRIOR CONTRACT OF EMPLOYMENT:** Pursuant to Paragraph 19.A. of their Contract of Employment entered into on the twenty third day of June 2020, the Board and Director terminate, effective June 30, 2021, 11:59. p.m., the prior Contract of Employment by their mutual agreement.
2. **TERM OF AGREEMENT:** In accordance with the action of the Board on August 24, 2021, and found in the minutes thereof, the Board offers a contract to Jason Manuel to be Director of Schools, commencing July 1, 2021 and ending June 30, 2025. If the Board elects not to renegotiate an Employment Contract with the Director at the end of this Contract term, the Board shall provide notice of its decision at least one hundred eighty (180) days prior to the expiration date of this Contract.
3. **ACCEPTANCE:** The Director hereby accepts employment as Director and the Board and Director mutually agree that during the term of this Agreement the Director shall be and will perform the duties of Director in and for the public schools of the Germantown Municipal School District, as presented by the laws of the State of Tennessee and by the rules and regulations of the State Board of Education and of the Board and those duties described in the job description adopted by the Board as the same may be from time to time amended.
4. **PROFESSIONAL CERTIFICATION:** The Director shall maintain any certification required by law of the State of Tennessee.
5. **CRIMINAL BACKGROUND CHECK:** The Director agrees that in accordance with the requirements of T.C.A. § 49-5-413, he has released all investigative records to the BOARD for examination for the purpose of verifying the accuracy of criminal violation information as required by T.C.A. § 49-5-406(a)(1)(A) and that he has previously submitted to a criminal background check conducted by the District. Director agrees that he is subject to any and all criminal background, DCS or other reviews to which District employees may be subjected. The costs incurred for any such investigation shall be paid by the BOARD.

6. **DUTIES:** The Director shall faithfully perform the duties of the Director and serve as Chief Executive Officer to the Board and the administrative head of the School District. The Director shall have the authority to organize and arrange the administrative and supervisory staff and shall have the authority to organize and arrange the instructional and business affairs of the School District in a manner which, in his judgment, best serves the needs of the School District, subject to the laws of the State of Tennessee and of the rules and regulations of the State Board of Education and of the Board. The responsibilities for the selection, placement and transfer of personnel shall be vested in the Director to the extent permitted by state law and Board policy. The Director shall perform the duties specified in Tennessee Code Annotated, including but not limited to Tenn. Code Ann. § 49-2-301. The Director shall devote such time and energies as are necessary to perform the duties specified above. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours. All duties assigned to the Director by the Board shall be appropriate to and consistent with the professional role and responsibility of the Director.
7. **PERFORMANCE:** Annually, and no later than June 30, the Director and Board shall develop a mutually agreed upon set of performance goals for the Director.
8. **COMPENSATION:** The Board agrees to pay the Director an initial annual salary of \$177,293.00 minus such deductions as may be required by law. The annual compensation shall be paid according to the pay schedule adopted for twelve-month administrative employees. During the term of this Contract, the Director shall receive salary increases equivalent to increases given to teachers, to become effective on the first date such increases are available to teachers. The Board reserves the right, in its sole discretion, to provide additional salary increases based on achievement of the Director's performance goals. In no event will the salary be reduced during the term of this Contract except as provided by law.
9. **AUTOMOBILE AND MILEAGE ALLOWANCES:** The Board shall provide to the Director a Four Hundred Dollar (\$400.00) per month automobile allowance, for which any tax liability shall be paid by the Director. In addition, the Director may submit and will be reimbursed for mileage expenses for travel required to carry out his official duties. Should the Board determine that it is more cost-effective to do so, the Board reserves the right, in its sole discretion, to provide a district-owned vehicle for use by the Director with insurance to be paid by the board.
10. **ASSOCIATION BENEFITS:** The Board shall further pay all dues in a maximum of two (2) professional societies or associations of which the Director elects to become a member, provided such memberships are relevant to the duties of his position and are approved by the Board. Such organizations include but are not limited to AASA, TOSS, ELA (Education Law Association) and the Chamber of Commerce. The Board shall permit the Director of Schools to attend professional meetings at the local, state and national levels and the expenses of such attendance shall be paid by the Board upon presentation of justified receipts, it being the intention and expectation of the Board that the Director of

Schools shall continue his professional development and participation in relevant learning experiences. The Board desires and expects the Director to be actively engaged in the community and shall pay his membership and related fees to participate in a maximum of three (3) civic, business and service organizations that are approved by the Board.

11. **OTHER BENEFITS:** During the term of the Contract, the Board shall provide these additional benefits.
  - A. The Board shall provide the Director and his eligible dependents family health insurance coverage under the District's group health insurance program. The Board shall pay the same portion of the premium for said insurance as the Board pays for licensed employees. The Director and his eligible dependents may participate in all benefit plans available to other employees.
  - B. The Board also shall pay the annual premium toward the purchase of a term life insurance policy on the Director's life in the aggregate face value of Four Hundred Fifty Thousand Dollars (\$450,000.00), payable to the Director's beneficiaries. In accordance with the terms of the policy, the Director shall be allowed to retain the policy and assume annual premium for such life insurance policy upon his retirement and/or resignation from the system.
  - C. The Board shall provide the Director a cell phone and service and a laptop or tablet computer with internet service for the purpose of communications with the Board and the staff of the School System. The Director is permitted to make personal use of the equipment to the extent that this does not increase the cost to the district.
  - D. The Board shall contribute \$200.00 monthly to a tax-sheltered annuity selected by the Director at his discretion for retirement, IRA and/or annuities. Any and all liability for taxes or penalties which may be assessed against funds paid shall be and shall remain the responsibility of the Director.
12. **PROFESSIONAL LIABILITY:** The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Director of Schools in the scope of employment by the Board. The Board shall, to the extent permitted by law, directly or through insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, suits, and legal proceedings brought by third parties against the Director in his official capacity as agent and employee of the Board, provided the incident arose while the Director was acting within the scope of his employment, and except that this obligation of the Board shall not exist with respect to violations of criminal law, acts committed for improper personal gain, willful misconduct or any legal dispute that may arise between the Board and Director with regard to this Contract. In no event will individual Board members be considered liable for indemnifying the Director against such demands, claims, suits, and legal proceedings. If, in the opinion of the counsel for the Board, a conflict exists between

the interest of the Board and the Director with regard to the defense of a claim that is subject to this paragraph, the Board will engage the services of separate counsel for the Director and shall indemnify the Director to the extent permitted by law.

13. **LEAVE:** The work year of the Director shall be the same as that required of twelve (12) month administrative personnel. The Director shall be entitled to the sick leave, annual leave, and personal leave benefits as provided for the twelve (12) month administrative personnel of the Germantown Municipal School District in accordance with the Board's adopted policy and procedures or as may be amended, which are incorporated herein by reference. Paid holidays will be those observed by the school system on the approved school calendar. Vacation, bonus, and sick days shall be determined on a pro-rata basis for partial years of service. Upon termination of this Contract, the Director shall be paid for all accrued but unused vacation, personal leave and bonus days. Sick days shall be cumulative and unused sick leave days may be used for retirement credit in accordance with the policies of the Tennessee Consolidate Retirement System (TCRS).
14. **EXPENSES:** The Board shall reimburse the Director for all actual and necessary travel and other expenses required in the performance of his official duties provided such expenses do not exceed the budget for such travel, subject to such limitations provided by law and by Board policy. Out-of-state travel must be approved by the Board Chair in advance of the event requiring such travel.
15. **REFERRALS TO DIRECTOR:** Board members shall promptly refer to the Director all criticisms, complaints and suggestions called to their attention relative to the Director or the School System for the study, recommendation, and appropriate action of the Director prior to such issue being brought to the attention of the full Board.
16. **LOYALTY:** The Director shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and the Germantown Municipal School District. The Director may, however, undertake consulting work, speaking engagements, writing, lecturing or other activities that do not interfere with the discharge of the duties and responsibilities of the Director hereunder. The Director shall inform the Members of the Board, in writing, prior to undertaking any of the aforementioned activities. The determination of the Board as to whether such other work interferes with the discharge of the duties and responsibilities of the Director hereunder shall be conclusive, and the Board shall notify the Director in writing if the Board makes this determination.
17. **MEDICAL EXAMINATION:** If or when requested by the Board, the Director agrees to undergo a comprehensive medical examination by a licensed medical doctor selected by the Director unless he has undergone a similar examination during the past ten (10) months. If requested, he agrees to furnish to the Board a statement from the physician certifying his physical competency to fulfill the essential functions of the job of Director. Such information shall be treated as confidential data by the Board to the

extent permitted by law. The Board will pay for the costs of any medical examination requested by the Board

18. **EVALUATION:** The Board and Director shall annually establish meaningful, measurable performance goals for the Director. The Board shall provide the Director with periodic opportunities to discuss Director-Board relations and shall inform the Director from time to time of any inadequacies in such relations as perceived by the Board. The Board shall evaluate and assess in writing the performance of the Director on or before August 1 of each calendar year during the term of this Agreement and any renewal thereof. The evaluation instrument and process shall be developed at the discretion of the Board but will be consistent with relevant law or regulation. The annual written evaluation of the Director's performance will be based upon the powers and duties of the Director as described from time to time by state law, GMSD policy, contractual expectations, and the performance goals established for the Director for each year. Should any rating below satisfactory or acceptable level of performance be entered on the Director's evaluation form by the Board, notice must be given, in writing, to the Director specifically detailing the nature of the deficiency to be addressed. Notice of deficiency must include specific expectations relative to remediation of the deficiency to provide the Director sufficient information to address the Board's concern and to improve his rating in that area. Within thirty (30) days of the completion of the annual evaluation and discussion, the Director shall submit to the Board an Annual Improvement Plan which shall include a professional growth plan. The Director of Schools shall have the right to make a written reaction of response to the evaluation, and the response shall be a permanent attachment to the evaluation document which shall be placed in the Director of Schools' personnel file.

19. **TERMINATION:**

- A. This Contract may be terminated by mutual agreement of the parties; breach of the Contract; retirement; disability as defined herein or death of the Director; or by termination by the Board for cause in accordance with the laws of the State of Tennessee, including but not limited to Tenn. Code Arm. §§ 49-2-203(a)(14)(A), 49-5-511(a)(2), and 49-5-501(3) through (8), provided however that the process of such dismissal shall include the Director's right to written charges as determined by the Board, notice of hearing before the Board, and notice of the right to be present and to be heard, to be represented by Counsel and to present through witnesses any testimony relevant to the issue. A transcript of the record of the proceedings before the Board shall be made available without charge to the Director of Schools in the event an appeal is taken by the Director of Schools from any action taken by the Board. If the Director of Schools chooses to be accompanied by legal counsel at the hearing before the Board, he/she will assume the cost of his/her legal expenses.
- B. In the event that the Director should desire to terminate this Contract for any reason prior to its expiration date, he shall give written notice to the Board of

such intent at least sixty (60) days prior to the effective date of such voluntary termination.

- C. This Contract shall terminate if the State Board of Education removes the Director from office in accordance with the laws of the State of Tennessee, including but not limited to Tenn. Code Arm. § 49-1-602.
  - D. The Board may, at its option and by a minimum of sixty (60) days' notice to the Director of Schools, unilaterally and without cause terminate this Contract. In the event of such termination, the Board shall pay to the Director, as severance pay, the full salary and benefit package enumerated within this contract, excluding, "Automobile and Mileage Allowances," set forth in numbered Paragraph 9 and "Other Benefits" set forth in numbered Paragraphs 11.B. through 11.D., from the actual date of termination established by the Board until the end of the Contract term. Vacation days shall not accrue from the date of termination. In the event the Board offers to terminate the contract by paying the amount specified herein, the right to a hearing before the Board in accordance with the law and as provided in Paragraph 19.A. above, and the right to appeal the Board's action shall be considered waived by the Director of Schools.
  - E. The Board reserves the right to replace the Director and transfer the Director to any position within the system as permitted by Tenn. Code. Ann. § 49-2-203(a)(14)(A) and as determined by the Director's successor; however, the compensation and insurance benefits included within this agreement shall remain in full force and effect for the duration of the contract term. In all other respects, the terms of this Contract, including but not limited to the payment required of the Director by Paragraph 19.B., shall be deemed ineffective. In the event the Director declines to accept the transfer, this Contract shall be terminated, and the Director will be entitled to no further benefits or compensation.
20. **DISABILITY:** "Disability" is defined as an inability to perform the essential functions of the job with or without reasonable accommodation as set forth in the Americans with Disability Act. Should the Director become "disabled" as defined herein, and the period of disability extends beyond when all applicable leave benefits have been exhausted, the Board may, at its sole discretion, make the following deductions from the compensation stipulated above. For the first month following exhausted leave time, the Director shall receive his entire monthly compensation; for the second month following exhaustion of such leave, the Director shall receive two-thirds (2/3) of his regular compensation; and, for the third month of disability following exhaustion of accumulated leave time, the Director shall receive one-third (1/3) of his regular compensation. Should the Director remain disabled following his third month after exhaustion of leave, the Board may, in its sole discretion, terminate all subsequent pay under this Contract for as long as such disability exists. If such disability as defined herein continues for more than six continuous months, the Board, in its sole discretion,

may terminate this Contract immediately. In such event, the respective duties, rights, and obligations of each party shall terminate except for the benefits detailed within this section. In the event of a work-related disability, payments made under this provision will be offset by temporary and permanent disability benefits paid under the Tennessee Workers' Compensation Act.

21. **SEVERABILITY:** If any provision or item of this Agreement or the application thereof is held invalid or found to be in violation of state or federal constitutional or statutory law, such invalidity shall not affect other provisions, items, or applications of this Agreement that can be given effect without the invalid provision, items, or applications, and to this end, the provisions of this Agreement are hereby declared severable.
22. **ENFORCEMENT OF AGREEMENT:** In the event it should become necessary for either party to enforce the terms and conditions of this Agreement, the costs of such enforcement proceedings, including reasonable attorney fees, shall be paid to the prevailing party by the losing party.
23. **MODIFICATION, RENEWAL OR EXTENSION OF AGREEMENT:** By specific action of the Board, this Contract may be modified, renewed or extended with the consent of the Director provided such modification, renewal or extension is consistent with all applicable laws and regulations.
24. **ENTIRE AGREEMENT:** This Agreement shall constitute the entire agreement between the parties and any prior agreement or understanding or representation of any kind preceding the date of this Agreement is not binding upon either party except to the extent of its incorporation into this agreement, except that the parties incorporate herein any, and all rights, remedies and obligations as required by Tennessee law. The Agreement may be modified only in writing signed by both the Board Chair upon authorization of the Board and the Director.
25. **GOVERNING LAW:** This Agreement shall be governed by, construed and enforced in accordance with the laws of the State of Tennessee.
26. **WAIVER:** The failure of either party to this Agreement to insist upon performance of any terms or conditions of this Agreement shall not be construed as waiving any terms and conditions.
27. **NOTICE:** Any notice provided for concerning this Agreement shall be in writing and shall be sent by Certified Mail to the respective address of each party as set forth below, including notice of a change in address that is not readily known to the parties herein.

**Germantown Board of Education  
3350 S. Forest Hill Irene Road  
Germantown, TN 38138**

**Jason Manuel**  
**9625 Spring Meade Lane**  
**Germantown, TN 38139**

28. **NEGOTIATED DOCUMENT:** The Board and Director acknowledge that this is a negotiated document. No party to this Contract shall be deemed to be the drafter of it and any construction of its terms shall be without regard to any rules of construction concerning the drafter.
29. **HEADINGS:** The headings contained in this Contract are for convenience only and shall in no manner be construed as a part of the Contract.

**MADE AND EXECUTED BY THE PARTIES ON THIS, *this 24 DAY OF August 2021.***

**DIRECTOR OF SCHOOLS**

**GERMANTOWN BOARD OF EDUCATION**

By: \_\_\_\_\_  
**Jason Manuel**

By: \_\_\_\_\_  
**Amy Eoff, Chair**



## Germantown Municipal School District Budget Amendment

Fiscal Year: 2021 - 2022

Amendment # 5

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
142-71100-369 - REG INSTR	Contracts for Substitute Teachers - Certified			24,254	24,254
142-71200-369 - SPED	Contracts for Substitute Teachers - Certified			18,000	18,000
142-71200-429	Instructional Supplies & Materials			25,000	25,000
142-72120-312 - HEALTH	Contracts w/ Private Agencies			19,000	19,000
142-72120-399	Other Contracted Services			21,303	21,303
142-72120-524	In-Service/Staff Development	-	-	53,988	53,988
142-72120-599	Other Charges			42,902	42,902
142-47301	Revenues - ESSER 1.0 - Cares Act	-	-	204,447	204,447

**REASON FOR AMENDMENT:**

To appropriate funds for the ESSER 1.0 - program 931.

**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: 2021 - 2022

Amendment # 6

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
142-76100-706	Building Construction			4,643,120	4,643,120
142-47307	Revenues - ESSER 2.0 - Cares Act	-	-	4,643,120	4,643,120

**REASON FOR AMENDMENT:**

To appropriate funds for the ESSER 2.0 - program 933.

**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: 2021 - 2022

Amendment # 7

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
142-71100-189 - REG INSTR	Other Salaries & Wages			7,000	7,000
142-71100-201	Social Security			434	434
142-71100-204	TCRS			721	721
142-71100-212	Medicare			102	102
142-71100-499	Other Supplies & Materials			1,000	1,000
142-71100-599	Other Charges			3,000	3,000
142-72210-195 - REG INSTR SUPPT	Certified Sub Teachers			600	600
142-72210-524	In-Service/Staff Development			2,143	2,143
142-47310	Revenues - Civics Seal Grant			15,000	15,000

**REASON FOR AMENDMENT:**

To appropriate funds for the Civics Seal Grant - program 951.

**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: 2021 - 2022

Amendment # 8

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
177-91300-706	Building Construction - HHS Softball	-	-	1,737,125	1,737,125
177-39000	Reserves	-	-	1,737,125	1,737,125

**REASON FOR AMENDMENT:**

To appropriate capital project fund reserves at 06.30.21 for HHS Softball project.

**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: 2021 - 2022

Amendment # 9

<u>GMSD Acct #</u>	<u>GMSD Acct</u>	<u>Original Budget</u>	<u>Approved Changes</u>	<u>Requested Changes</u>	<u>Amended Budget</u>
141-76100-706	Building Construction - HHS Softball	-	-	3,000,000	3,000,000
141-39000	Reserves	20,000,000	(3,754,369)	(3,000,000)	13,245,631

**REASON FOR AMENDMENT:**

To appropriate funds for the HHS Softball project.

**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

### School Fees - Requested Student Fees

*2021-22 School Year*

08.24.21

REQUESTED STUDENT FEES - Fees for a class/course which are part of a grade and/or credit course					
School	REQUESTED Fees	Purpose	Course	Requester	Notes
Dogwood Elementary	\$35.00	ALEKS Math Program 3-5	Math 3-5	Williams/Teel	Voluntary Enrichment Program
Dogwood Elementary	\$20.00	Instructional Fee	School Wide	Woody	Consumable materials/computer programs/novels/AR
Dogwood Elementary	\$100.00	Orchestra Fee	5th	Smith	1 shirt, Method Books, NAFME Dues, miscellaneous supplies
Dogwood Elementary	\$100.00	Kindergarten Camp	K	Woody	1 week Camp for incoming Kindergarten students
Farmington Elementary	\$100.00	Orchestra Fee	5th	Short	1 shirt, Method Books, NAFME Dues, miscellaneous supplies
Farmington Elementary	\$50.00	Perennial Math	3-5 selected students	Harlan	Competition entry fees, materials, t-shirts
Farmington Elementary	\$10.00	Art	School Wide	Brasfield	Materials and supplies
Forest Hill Elementary	\$35.00	ALEKS	Gifted Program	Grow	Advanced Math Practice
<b>GOAL</b>	<b>\$6.00</b>	<b>National Spanish Exam</b>	<b>Spanish Honors</b>	<b>Fisher</b>	<b>National Spanish Exam</b>
<b>GOAL</b>	<b>\$20.00</b>	<b>PSAT</b>	<b>PSAT</b>	<b>Fisher</b>	<b>Cost of test and processing fee</b>
Houston High	\$40.00	Advanced Film & Video	AdvFilm&Video	Hamilton	Batteries, CDs, memory sticks
Houston High	\$40.00	Film & Video 2	Film & Video 2	Hamilton	Materials and supplies
Houston High	\$50.00	Course Fee	All Students	All courses	Laptop insurance for 1:1 initiative
Houston High	\$97.00	Course Fee	All AP Courses	Varies	AP Registration/Exam
Houston High	\$35.00	Course Fee	Anat&Phys	M Smith	Lab fees
Houston High	\$35.00	Course Fee	Hon A & P	M Smith	Lab Fees
Houston High	\$35.00	Course Fee	AP Bio	Wakefield	Lab fees
Houston High	\$15.00	Course Fee	Art 1	Spillman	Materials and supplies
Houston High	\$10.00	Course Fee	Art 1 Honors	Schulter	Materials and supplies
Houston High	\$112.00	Course Fee	Art 1 Honors	Schulter	Art kits
Houston High	\$20.00	Course Fee	Art 2 Honors	Schulter	Materials and supplies
Houston High	\$135.00	Course Fee	Art 2 Honors	Schulter	Art kits
Houston High	\$25.00	Course Fee	Art 2	Schulter	Materials and supplies
Houston High	\$30.00	Course Fee	AP Art	Spillman	Materials and supplies
Houston High	\$150.00	Course Fee	Band	Taylor	Uniforms, instruments, repairs instruction, transportation, music, color guard, percussion
Houston High	\$35.00	Course Fee	Bio2 DE	Poole	Lab fees
Houston High	\$60.00	Course Fee	Diagnostic Med	Mullings	Lab fees, trip fees
Houston High	\$60.00	Course Fee	Health Sci Ed	Mullings	Lab fees, trip fees, scrubs, lab coats

**Germantown Municipal School District**  
**School Fees - Requested Student Fees**

**2021-22 School Year**

08.24.21

Houston High	\$20.00	Course Fee	Human Studies	Boggan	Sewing, cooking supplies, egg babies, activities
Houston High	\$6.00	Course Fee	Latin	Purcell/Simone	National Latin Exam fees
Houston High	\$40.00	Course Fee	Life Skills Lab	TBD	Supplies, activities, and materials
Houston High	\$15.00	Course Fee	Lifespan Development	Boggan	Supplies, activities, Baby maintenance
Houston High	\$25.00	Course Fee	Mechatronics I	Houston	Supplies and materials
Houston High	\$25.00	Course Fee	Mechatronics II	Houston	Supplies and materials
Houston High	\$60.00	Course Fee	Medical Assisting	Mullings	Medical supplies
Houston High	\$60.00	Course Fee	Medical Therapeutics	Mullings	Lab fees and medical supplies
Houston High	\$50.00	Course Fee	Nutrition	Snellenberger	Supplies and materials
Houston High	\$200.00	Course Fee	Orchestra	Kang	Concert uniforms, tshirts, membership fees, music, instrument repairs, travel expenses
Houston High	\$60.00	Course Fee	Rehabilitation Therapy	Rothenberger	Lab fees and medical supplies
Houston High	\$35.00	Course Fee	Robotics	Phillips	Team registration, competitive events, parts/materials
Houston High	\$35.00	Course Fee	STEM 1	Phillips	Supplies and equipment
Houston High	\$35.00	Course Fee	STEM 2	Phillips	Supplies and equipment
Houston High	\$35.00	Course Fee	STEM 3	Phillips	Supplies and equipment
Houston High	\$35.00	Course Fee	STEM 4	Phillips	Supplies and equipment
Houston High	\$145.00	Course Fee	AP Capstone	Robinson	AP Registration/Exam
Houston High	TBD	Course Fee	Indoor Color Guard - A	M. Taylor	Uniforms, instruments, repairs, music, transportation
Houston High	TBD	Course Fee	Indoor Color Guard - B	M. Taylor	Uniforms, instruments, repairs, music, transportation
Houston High	TBD	Course Fee	Indoor Drumline	M. Taylor	Uniforms, instruments, repairs, music, transportation
Houston High	\$40.00	Film & Video	Film & Video	Hamilton	Batteries, CDs, memory sticks
Houston High	\$8.00	Foreign Language Fair	German Honors	Penrod	Foreign Language Fair fees
Houston High	\$8.00	Foreign Language Fair	French classes	Johnson	Foreign Language Fair
Houston High	\$4.00	French National Contest	French Honors	Johnson	French National Contest
Houston High	\$6.00	National German Exam	German Honors	Penrod	National German Exam fees
Houston High	\$6.00	National Spanish Exam	Spanish Honors	Purcell/Ferryman	National Spanish Exam
Houston High	\$20.00	PSAT	PSAT	Ross	Cost of test and processing fee
Houston Middle	\$30.00	1:1 Blended Learning	All students	GMSD	iPad insurance for 1:1 initiative
Houston Middle	\$50.00	Art Fee	Art	Higginbotham	Art Kit supplies
Houston Middle	\$20.00	Graphic Art Fee	Art	Wroblewski	Premium card stock, mat boards, colored ink, ipad apps, general art supplies

## Germantown Municipal School District

### School Fees - Requested Student Fees

*2021-22 School Year*

08.24.21

Houston Middle	\$50.00	Band Fee	Band	Nesvick	WTSBOA fees, NAIME fee, instrumental material, instrument maintenance, tshirt
Houston Middle	\$20.00	Choir Fee	Choir	Moses	Shirt, sheet music, audition, accompanist, professional organization dues
Houston Middle	\$150.00	Orchestra Fee	Orchestra	Smith	Mbrshp Fees, Venues, instrument maintenance, Registration Fees, Method Books, Sheet Music, Replacement Fees, Shirts, travel costs
Houston Middle	\$30.00	Art Fee	Art	Higginbotham	Art Kit supplies
Houston Middle	\$100.00	Band Fee	Band	Nesvick	WTSBOA fees, NAIME fee, instrumental material, instrument maintenance,
Houston Middle	\$40.00	Choir Fee	Choir	Moses	Shirt, sheet music, audition, accompanist, professional organization
Riverdale Elementary	\$30.00	1:1 Blended Learning	All 7th & 8th grade	GMSD	iPad insurance for 1:1 initiative
Riverdale Elementary	\$20.00	Art Supplies/Clay	6th-8th	Sammons	Art Supplies for advanced art students
Riverdale Elementary	\$100.00	Orchestra Fee	5th	Short	field trips, NAFME membership dues, and miscellaneous supplies.
Riverdale Elementary	\$100.00	Orchestra Fee	6th-8th	Short	This fee covers their 2 shirts, method book, buses for concert festival and field trips, NAFME membership dues, and miscellaneous supplies.
Riverdale Elementary	\$50.00	Choir Fee	6th-8th	Caudle	Music/Supplies/T-shirt
Riverdale Elementary	\$150.00	Band Fee	6th-8th	Woodring	Music/Supplies/T-shirt
Riverdale Elementary	\$20.00	PE Uniform	5th-8th	Thompson	Required PE uniform for all 5th-8th grade students
Riverdale Elementary	\$50.00	1:1 Blended Learning-8th graders	8th	GMSD	Laptop insurance for 1:1 initiative

**Germantown Municipal School District**  
**School Fees - Activity Costs**  
**2021-22 School Year**

08.24.21

**ACTIVITY COSTS - Costs for activities which occur outside the regular school day and are not part of a credited course**

School	ACTIVITY COSTS	Purpose	Club/Athletic Team/Booster Club	Sponsor/Coach	Notes
Dogwood Elementary	\$20.00	Supplies	Student Ambassadors	Fitchpatric	T-shirts, meeting refreshments, parties
Dogwood Elementary	\$40.00	Supplies	Safety Patrol	Martin/Guntharp	Belts, badges, award Pins, t-shirt, supplies & food for two parties (Fall & Spring), end of the year awards, patrol flags
Dogwood Elementary	\$100.00	Registration and Supplies	Cross Country	Fredrick	MYA fee, banquet, uniform, incentives, awards, and some meet fees
Dogwood Elementary	\$25.00	Supplies	Choir	Smith	Shirt, music, supplies
Dogwood Elementary	\$25.00	Supplies	Steel Drum Group	Smith	Shirt, music, supplies
Dogwood Elementary	\$45.00	Registration and Supplies	Math Club	Teel	Competition, t-shirt
Farmington Elementary	\$150.00	Costumes, uniforms, operations	Falcon Footlights (play)	Lowry	Participants will be asked to sell at least one advertisement
Farmington Elementary	\$150.00	Materials	FES 5K club	Deaton	Entrance into races and materials - uniforms, warm ups, water bottles, etc.
Forest Hill Elementary	\$25.00	Supplies	Choir	Simons	Shirts and Materials
Forest Hill Elementary	\$25.00	Supplies	Farmington Farmers	House	Gardening supplies and plants
Forest Hill Elementary	\$15.00	Supplies	Composting Club	Sullivan	Supplies to build compost bins
Forest Hill Elementary	\$25.00	Registrations and Jersey	FHES Running	Wood	Registrations and jerseys
Forest Hill Elementary	\$15.00	Supplies	Art Club	Kougher	Art materials for projects
<b>GOAL</b>	<b>\$20.00</b>	<b>Annual Dues</b>	<b>Video Game Club</b>	<b>Fisher</b>	<b>Materials and supplies</b>
Houston High	\$400.00	Annual Dues	Basketball Boys - Varsity	Miller/Becker	Travel, equipment, supplies, miscellaneous
Houston High	\$400.00	Annual Dues	Basketball Boys - JV	Miller/Becker	Travel, equipment, supplies, miscellaneous
Houston High	\$250.00	Annual Dues	Basketball Girls	Condra	Travel, equipment, supplies, miscellaneous, officials
Houston High	\$160.00	Annual Dues	Bowling Boys	Quinn	Uniforms, entry fees, team gear, miscellaneous
Houston High	\$160.00	Annual Dues	Bowling Girls	Quinn	Uniforms, entry fees, team gear, miscellaneous
Houston High	\$125.00	Annual Dues	Cross Country Boys	M. Thomas	Team gear, greens fees
Houston High	\$125.00	Annual Dues	Cross Country Girls	M. Thomas	Team gear, greens fees
Houston High	\$200.00	Annual Dues	Football	J. Thomas	Travel, equipment, supplies, miscellaneous, officials
Houston High	\$485.00	Annual Dues	Golf Boys	Bell	Travel, equipment, supplies, gear, miscellaneous
Houston High	\$485.00	Annual Dues	Golf Girls	Bell	Travel, equipment, supplies, gear, miscellaneous
Houston High	TBD	Annual Dues	Lacrosse	Boyer	
Houston High	\$850.00	Annual Dues	Soccer Girls	Wolff	Uniforms, entry fees, team gear, miscellaneous
Houston High	TBD	Annual Dues	Swimming	TBD	
Houston High	\$250.00	Annual Dues	Volleyball	Pendleton	Uniforms, entry fees, team gear, miscellaneous
Houston High	\$425.00	Annual Dues	Wrestling	B. McCarter	Entry fees, TSSAA weight management fees, travel, uniforms, miscellaneous
Houston High	\$2,500.00	Annual Dues Cheer	Cheer	Nobert	Tumbling, uniforms, entry fees, instruction, travel, competition fees
Houston High	\$5,000.00	Annual Dues Pom	Pom	H. Thomas	Uniforms, entry fees, instruction, travel, competition fees
Houston High	\$15.00 (underclass); \$20.00 (seniors)	Club Dues 30+	30 and Above	Kinney/Kreitz	Tees, zoo trip, graduation cords

**Germantown Municipal School District**  
**School Fees - Activity Costs**  
**2021-22 School Year**

08.24.21

Houston High	\$20.00	Club Dues Art Honors	Art Honor Society	Schulter	Dues, activities, supplies, materials
Houston High	\$25.00	Club Dues Badminton	Badminton Club	Minton	Tees, equipment, and supplies
Houston High	\$500.00	Club Basketball Cheer	Basketball Cheer	Holden	Uniforms and instruction
Houston High	\$10.00	Club Dues Beautifully Unique	Beautifully Unique	Fisher	Tees & Activities
Houston High	\$25.00	Club Dues Best Buddies	Best Buddies	Clarke	Membership fees
Houston High	\$10.00	Club Dues Book	Book Club	Wilder/Underwood	Activities, materials
Houston High	\$50.00	Club Dues Cyber	Cyber Patriot	Wartenberg	Registration fees, competitions, competition expenses
Houston High	\$25.00	Club Dues Debate	Debate	McKinney	Membership fees
Houston High	\$25.00	Club Dues DECA	DECA	Boyer	Membership dues
Houston High	\$20.00	Club Dues DECA	DECA	Boyer	Regional competition
Houston High	125.00 (plus hotel costs)	Club Dues DECA	DECA	Boyer	State competition
Houston High	\$75.00	Club Dues Esports	Electronic Sports	McKinney	Unlimited pass, shirts/jerseys, masks, or equipment
Houston High	\$30.00	Club Dues FBLA	FBLA	TBD	Local, state competitions
Houston High	\$15.00	Club Dues FCA	FCA	Perry	Tees, materials, activities
Houston High	\$30.00	Club Dues FCCLA	FCCLA	DavisA/Boggan/Snellenberger	Local and national dues, tees
Houston High	\$30.00	Club Dues FFA	FFA	Rose	Membership, dues
Houston High	\$25.00	Club Dues French	French Club	Johnson	Tees, supplies
Houston High	\$30.00	Club Dues Horizons	Horizons	H. Thomas	Tees, field day
Houston High	\$35.00	Club Dues HOSA	HOSA	Mullings	National & state membership dues, tees
Houston High	\$350.00	Club Dues HOSA	HOSA	Mullings	Travel expenses - State competition
Houston High	\$850.00	Club Dues HOSA	HOSA	Mullings	Travel expenses - National competition
Houston High	\$20.00	Club Dues International	International	Penrod	Tees, consumables, gift cards, Extravaganza, Project Grad
Houston High	\$40.00	Club Dues Key	Key Club	Norwood	Fees, activities, materials
Houston High	\$25.00	Club Dues Latin	Latin Club	Simone	Dues, National Latin Exam
Houston High	\$10.00	Club Dues Latin Honor	National Latin Honor Society	Simone	Supplies, honor cords
Houston High	\$0.00	Club Dues Mentors	Houston Mustang Mentors	Fisher	Tees, activities
Houston High	\$0.00	Club Dues Model UN	Model UN	Brock	Conference fees
Houston High	\$20.00	Club Dues MUT	Mu Alpha Theta	Bansal	Membership, honor cords
Houston High	\$50.00	Club Dues NHS	Nat'l Honor Society	Berry/Seboldt	Membership, honor cords, tees
Houston High	\$200.00	Club Dues Plays	Plays (Fall Play)	Christie	Royalties, scenic design, costumes, scripts and professionals
Houston High	\$200.00	Club Dues Plays	Plays (Spring Musical)	Christie	Royalties, scenic design, costumes, scripts and professionals
Houston High	\$40.00	Club Dues Pony Express	School Newspaper	Becker	Annual subscription cost for the newspaper website
Houston High	\$20.00	Club Dues RAK	RAK	TBD	Monies used to randomly help people
Houston High	\$25.00	Club Dues RK	Rho Kappa	Robinson	Honor cords, lecture series
Houston High	\$20.00	Club Dues SADD	SADD	Fisher	Tees, activities, materials
Houston High	\$20.00	Club Dues SGA	SGA	Spain	Activities, supplies, materials
Houston High	\$25.00	Club Dues SJCRH	St. Jude Club	M.Thomas	Tees, activities, service project supplies
Houston High	\$20.00	Club Dues Skills	Computer Skills USA	Juneau/Uhiren/Houston	Activities, supplies, competitions
Houston High	\$35.00	Club Dues Spanish	Spanish Club	Riley	Membership, fees, activities & materials
Houston High	\$20.00	Club Dues Spanish Honor	Spanish Honor Society	Ferryman	National dues, induction expenses, Quia, supplies
Houston High	\$20.00	Club Dues Spanish Honor	Spanish Honor Society	Ferryman	Honor cords
Houston High	\$20.00	Club Dues Student Impact	Student Impact	TBD	Dues, donations, tees

**Germantown Municipal School District**  
**School Fees - Activity Costs**  
**2021-22 School Year**

08.24.21

Houston High	\$1,000.00	Club Dues Trap	Trap	Stevens	Full membership, practice materials, competitions
Houston High	\$100.00	Club Dues TSA	TSA	Phillips	State and national dues/fees; competitions
Houston High	\$100.00	Club Dues VEX	VEX	Ducey	National fees and competitions
Houston High	\$20.00	Club Fees Environmental	Environmental	Stephenson	Activities, supplies
Houston High	\$10.00	Club Fees	Folk Dancing	Penrod	Folk Dance Outfits
Houston High	\$25.00	Club Fees German	German Club	Penrod	Tees, gift cards, consumables, folk dance outfits
Houston High	\$20.00	Club Fees Knowledge Bowl	Knowledge Bowl	Poole/Kennon	Competition fees, tees
Houston High	\$15.00	Club Fees Science	Science Club	TBD	Activities, materials
Houston High	\$95.00	Course Fee	1st & 2nd 4-hour DE course	Varied/Akey	University tuition
Houston High	\$98.00	Course Fee	3rd 3-hour DE course	Varied/Akey	University tuition
Houston High	\$195.00	Course Fee	3rd 4-hour DE course	Varied/Akey	University tuition
Houston High	\$298.00	Course Fee	4th 3-hour DE course	Varied/Akey	University tuition
Houston High	\$364.00	Course Fee	4th+ 4-hour DE course	Varied/Akey	University tuition
Houston High	\$198.00	Course Fee	5th+ 3-hour DE course	Varied/Akey	University tuition
Houston High	TBD	Graduation Fee	12th Grade Students	Taylor	Costs associated with graduation
Houston High	\$20.00	Knowledge Bowl Fee	Knowledge Bowl	Poole	Competition fees
Houston High	\$5.00	Latin Fall Festivus	Latin Club	Simone	Latin Fall Festivus
Houston High	\$8.00	U of M Language Fair	Latin	Simone	Entry fee
Houston High	\$5.00	Optional Exam	Latin	Purcell/Simone	National Classical Etymology Exam fees
Houston High	\$5.00	Optional Exam	Latin	Purcell/Simone	National Classical Civilization Exam fees
Houston High	\$5.00	Optional Exam	Latin	Purcell/Simone	National Latin Vocabulary Exam fees
Houston High	\$5.00	Optional Exam	Mythology	Purcell/Simone	National Mythology Exam fees
Houston High	\$3.00	Optional Exam	Translation	Purcell/Simone	CAMWS Translation Contest fees
Houston High	\$25.00	Lit Mag Fee	Literary Magazine	Garrison	Materials for magazine/final product
Houston High	\$5.00	Locker Fee	Students Using Lockers	Suchman	Locker rental
Houston High	\$50.00	Membership, honor cords	National Technical Honor Society	DavisA	National membership, induction services
Houston High	\$50.00	Parking Fee	Students Parking on Campus	P. Ross	Parking pass
Houston High	\$200.00	TJCL Latin Convention	Latin Club	Simone	TJCL Convention fees
Houston High	\$50.00	Annual Dues	Choir	Moline	Women's Choir and Concert Choir
Houston High	\$50.00	Annual Dues	Choir	Moline	Fifth Measure and Dolce Bella
Houston High	\$250.00	Annual Dues	Boys Track	M. Thomas	Field maintenance, uniforms, equipment, officials
Houston High	\$250.00	Annual Dues	Girls Track	M. Thomas	Field maintenance, uniforms, equipment, officials
Houston High	\$350.00	Annual Dues	Boys Tennis	Benzing	Field maintenance, uniforms, equipment, officials
Houston High	\$350.00	Annual Dues	Girls Tennis	Benzing	Field maintenance, uniforms, equipment, officials
Houston High	TBD	Annual Dues	Baseball	McCarter	Field maintenance, uniforms, equipment, officials
Houston High	TBD	Annual Dues	Softball	C. Gibbs	Field maintenance, uniforms, equipment, officials
Houston High	TBD	Annual Dues	Boys Soccer	Wolff	Field maintenance, uniforms, equipment, officials
Houston Middle	\$25.00	Artfully	Club	Higginbotham	Club shirt, art materials, meeting snacks
Houston Middle	\$250.00	Basketball Girls Varsity	Athletic Team	Weaver	Apparel package, assistant coach fee, equipment, referees
Houston Middle	\$175.00	Basketball Girls JV	Athletic Team	Weaver	Apparel package, assistant coach fee, equipment, referees
Houston Middle	\$200.00	Basketball - Boys	Athletic Team	Cook	Apparel package, assistant coach fee, equipment, referees
Houston Middle	\$500.00	Volleyball	Club	Pendleton	uniform, refs, schedule fee, tournament fee, equipment, practice apparel, equipment, coaching fee, course fee

**Germantown Municipal School District**  
**School Fees - Activity Costs**  
**2021-22 School Year**

08.24.21

Houston Middle	\$140.00	Soccer	Club	Plaisance	uniforms, refs, program fees
Houston Middle	\$15.00	Battle of the Books	Club	Squires	Annual fee
Houston Middle	\$20.00	Best Buddies	Club	Turner	Club shirt, game supplies
Houston Middle	\$25.00	Beta	Club	Kemp	Annual fee
Houston Middle	\$3,825.00	Cheer	Athletic Team	Spurlock	Coaching fee, sponsor fee, camps, Pride tumbling, practice clothes, uniforms, bag, travel, Nationals airfare and Land Package
Houston Middle	\$50.00	Math Counts	Club	Pratt	Competition fees
Houston Middle	\$20.00	NJHS	Club	Howell	Chapter dues, club shirt, reception supplies
Houston Middle	\$3,370.56	Pom	Booster Club	Lee	Coaching fee, sponsor fee, camps, choreography, competition registration, Nationals, sub, dance camp, equipment, team morale happies, music, hospitality room, yearbook ads
Houston Middle	\$62.12	Girls Soccer	Athletic Team	Percoski	Refs
Houston Middle	\$150.00	Cross Country	Athletic Team	Wexler	Reg. Fees/Travel/Uniforms/Awards/Banquet/Training/Stipend
Houston Middle	\$20.00	Language Club	Club	P.Latvatalo	T Shirt, arts and crafts supplies
Houston Middle	\$30.00	Science Olympiad	Club	S.Jordan	Registration for competition
Riverdale Elementary	\$4,000.00	Cheer	Booster Club	Woolfolk	Coaching fee, sponsor fee, camps, Pride tumbling, practice clothes, uniforms, bag, travel, Nationals airfare and Land Package
Riverdale Elementary	\$20.00	Dues	NJHS	Young	Annual Dues-certificates/pins
Riverdale Elementary	\$15.00	Dues	Beta Club	Harbin	Dues
Riverdale Elementary	\$20.00	Fee	Kids Care	Padgett	T-shirt/supplies/pizza party
Riverdale Elementary	\$75.00	Fee	Riverdale Theatre	Moss	Participation fee for Spring Musical to help cover expenses
Riverdale Elementary	\$150.00	JV Basketball	6th/7th	Freeman	League Fees, shirt, awards/party
Riverdale Elementary	\$276.00	Girls Basketball	6-8th	Owsley	Warm up shirt, warmup pants/jacket, shoes, socks, and athletic bag
Riverdale Elementary	\$15.00	Glee Club	1-5th	Caudle	Shirt, decorations for show
Riverdale Elementary	\$100.00	Raider Theater	1-8th	Moss/Stevens	T-shirt, costumes, set, material
Riverdale Elementary	\$20.00	Production Club	5-8th	Moss/Stevens	T-shirt, materials
Riverdale Elementary	\$5.00	Riverdale Rocks	3-5th	Sutton	Paint, supplies
Riverdale Elementary	\$15.00	Intramural Club	4-6th	Huggins	Shirt, supplies
Riverdale Elementary	\$80.00	Cross Country	3-8th	Faught	MYA fees and supplies
Riverdale Elementary	\$75.00	Track	3-8th	Dodge	MYA fees, jersey
Riverdale Elementary	\$6.00	Junior Honors Academy	8th	Ward/Ponder	Optional shirt
Riverdale Elementary	\$25.00	Ambassadors	8th	Fisher	2 shirts
Riverdale Elementary	\$3.00	Pay It Forward Club	6-7th	Dodson/Curtis/Edens	Supplies, end of year party
Riverdale Elementary	\$140.00	Honors Choir	6-8th	Caudle	Shirt, music, festivals, busses, attire rental (trip is separate)
Riverdale Elementary	\$10.00	Girls Club	3-5th	Greenberg	Art supplies, snacks
Riverdale Elementary	\$255.00	Swim Team	6-8th	Fristick	League Fees, shirt, cap, t-shirt, Germantown Athletic Club use
Riverdale Elementary	\$255.00	Soccer	6-8th	Lawton	Equipment, uniforms and fees
Riverdale Elementary	\$220.00	Golf	6-8th	Young/Byrd	Equipment, uniforms and fees
Riverdale Elementary	\$500.00	Volleyball A/B teams	6th-8th	Carlyle	Equipment, uniforms and fees
Riverdale Elementary	\$300.00	Volleyball Blue and Gray Team	6th-8th	Carlyle	Equipment, uniforms and fees

**Germantown Municipal School District**

**School Fees - Activity Costs**

***2021-22 School Year***

08.24.21

Riverdale Elementary	\$85.00	Tennis	6th-8th	Darder	Uniforms and fees
Riverdale Elementary	\$950.00	Trap	6th-8th	Edens	Equipment, uniforms and fees

Germantown Municipal School District			
Monitoring:  <b>Review: Annually, in January</b>	Descriptor Term:  <b>Temporary COVID-19 Leave</b>	Descriptor Code:  <b>5.3051</b>	Issued Date:  <b>08/**/21</b>
		Rescinds:  <b>5.3051</b>	Issued: <b>03/09/21 04/19/21</b>

1 In April, 2020, the Families First Coronavirus Response Act (FFCRA) became effective. The  
2 termination date of the FFCRA was December 31, 2020. However, the COVID-19 virus, and its  
3 variations, continues to infiltrate the United States, including our community. Therefore, despite the  
4 fact that the GMSD is not required by law to continue providing the benefits previously granted under  
5 the FFCRA, the Germantown Municipal School District Board of Education believes that it is in the  
6 best interest of its employees to voluntarily continue to provide some FFCRA-like benefits under the  
7 conditions set forth below for the period of July 1, 2021 ~~January 1, 2021~~ through December 31, 2021.  
8 ~~June 30, 2021. This policy repeals GMSD Policy 5.3051 which was adopted on April 20, 2020.~~

9 ~~This Policy does not apply to GMSD employees that exhausted their FFCRA benefits as of December~~  
10 ~~31, 2020. If a GMSD employee used a portion of their FFCRA benefits prior to January 1, 2021, the~~  
11 ~~benefits below apply only to the amount of FFCRA benefits the employee had remaining as of~~  
12 ~~December 31, 2020.~~

13 **PAID SICK LEAVE**

14 GMSD employees will receive a maximum of ten (10) days of paid sick leave ~~are entitled to up to~~  
15 ~~two (2) weeks of paid sick leave~~ if they are unable to work or telework because the employee:

- 16 1. is subject to a Federal, State, or local quarantine or isolation orders related to COVID-19;
- 17
- 18 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 19
- 20 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 21
- 22 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19.  
23 The individual must be someone with a personal relationship to the employee;
- 24
- 25 5. is caring for his/her son or daughter whose school or place of care is closed, or person who  
26 regularly provides childcare is unavailable, for reasons related to COVID-19 and no other  
27 suitable person is available to care for the child during the requested period of leave. Son or  
28 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a  
29 child of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age  
30 or older who is incapable of self-care because of a mental or physical disability.

1  
2 ~~This paid leave may be taken if there is work available for the employee to complete and the employee~~  
3 ~~is unable to work or telework for one of the above reasons.~~ Such leave is in addition to any paid leave  
4 that an employee may already be entitled to (*e.g.*, existing sick leave). Employees are not required  
5 to exhaust any other paid leave benefit in order to utilize this category of paid sick leave.

6 Employees shall follow GMSD procedures and protocols pertaining to reporting COVID-19  
7 exposures and infections, supporting the need for leave pertaining to the Policy, and requesting leave  
8 pertaining to same. Failure to follow such GMSD procedures and protocols could cause the leave  
9 request to be denied.

10 This Policy shall sunset at 11:59 p.m., December 31, 2021. ~~June 30, 2021.~~

# QUOTE CONFIRMATION



**DEAR JOHN PIERCE,**

Thank you for considering CDW•G LLC for your computing needs. The details of your quote are below. [Click here](#) to convert your quote to an order.

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
MHDT057	8/6/2021	NEW 500E CHROME	12199001	<b>\$1,100,400.00</b>

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
<a href="#">CDWG EDU White Glove Service for Chromebooks and Chrome OS Devices T1</a> Mfg. Part#: CDWCHROMEOSVVC1 UNSPSC: 43232401 Contract: MARKET	2100	3254461	\$8.00	\$16,800.00
<a href="#">Lenovo 3 Year Depot Support with ADP Warranty (School Year Term)</a> Mfg. Part#: 5PS0N75610 UNSPSC: 81112307 Electronic distribution - NO MEDIA Contract: Tennessee Lenovo NVP Computer Equipment (MNWNC-117 57369)	2100	4473777	\$77.00	\$161,700.00
<a href="#">LVO MGD SVC DESK NB</a> Mfg. Part#: 5MS0M27017 Electronic distribution - NO MEDIA Contract: MARKET	2100	4200109	\$9.00	\$18,900.00
<a href="#">Google Chrome Education Upgrade</a> Mfg. Part#: CROS-SW-DIS-EDU-NEW Electronic distribution - NO MEDIA Contract: MARKET	2100	5988499	\$32.00	\$67,200.00
<a href="#">Lenovo 500e Chromebook Gen 3 - 11.6" - Celeron N5100 - 4 GB RAM - 32 GB eMM</a> Mfg. Part#: 82JB0001US Contract: Tennessee Lenovo NVP Computer Equipment (MNWNC-117 57369)	2100	6560599	\$398.00	\$835,800.00

PURCHASER BILLING INFO	SUBTOTAL	\$1,100,400.00
<b>Billing Address:</b> GERMANTOWN MUNICIPAL SCHOOL DISTRICT ACCOUNTS PAYABLE 3350 FOREST HILL IRENE RD GERMANTOWN, TN 38138-8613 <b>Phone:</b> (901) 752-7900 <b>Payment Terms:</b> NET 30 Days-Govt/Ed	<b>SHIPPING</b>	\$0.00
	<b>SALES TAX</b>	\$0.00
	<b>GRAND TOTAL</b>	<b>\$1,100,400.00</b>
	<b>DELIVER TO</b>	Please remit payments to:

**Shipping Address:**  
 GERMANTOWN MUNICIPAL SCHOOL DISTRICT  
 JOHN PIERCE  
 3350 S FOREST HILL IRENE RD  
 GERMANTOWN, TN 38139  
**Phone:** (901) 752-7900  
**Shipping Method:**

CDW Government  
 75 Remittance Drive  
 Suite 1515  
 Chicago, IL 60675-1515

Need Assistance? CDW•G LLC SALES CONTACT INFORMATION



Rebekah Marco

(866) 301-5740

rebmarc@cdwg.com

LEASE OPTIONS

FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
<b>\$1,100,400.00</b>	<b>\$29,204.62/Month</b>	<b>\$1,100,400.00</b>	<b>\$33,815.29/Month</b>

Monthly payment based on 36 month lease. Other terms and options are available. Contact your Account Manager for details. Payment quoted is subject to change.

Why finance?

- Lower Upfront Costs. Get the products you need without impacting cash flow. Preserve your working capital and existing credit line.
- Flexible Payment Terms. 100% financing with no money down, payment deferrals and payment schedules that match your company's business cycles.
- Predictable, Low Monthly Payments. Pay over time. Lease payments are fixed and can be tailored to your budget levels or revenue streams.
- Technology Refresh. Keep current technology with minimal financial impact or risk. Add-on or upgrade during the lease term and choose to return or purchase the equipment at end of lease.
- Bundle Costs. You can combine hardware, software, and services into a single transaction and pay for your software licenses over time! We know your challenges and understand the need for flexibility.

General Terms and Conditions:

This quote is not legally binding and is for discussion purposes only. The rates are estimate only and are based on a collection of industry data from numerous sources. All rates and financial quotes are subject to final review, approval, and documentation by our leasing partners. Payments above exclude all applicable taxes. Financing is subject to credit approval and review of final equipment and services configuration. Fair Market Value leases are structured with the assumption that the equipment has a residual value at the end of the lease term.

This quote is subject to CDW's Terms and Conditions of Sales and Service Projects at <http://www.cdwg.com/content/terms-conditions/product-sales.aspx>  
 For more information, contact a CDW account manager

© 2021 CDW•G LLC 200 N. Milwaukee Avenue, Vernon Hills, IL 60061 | 800.808.4239



# Proposal

**Proposal Number**

2110265529

**Account Number/Name**

874323

GERMANTOWN MUNICIPAL SCHOOL DIST

**Created On**

08/10/2021

**Created By**

John Pierce

Thank you for creating your proposal, details are provided below. You can access this proposal from your [Apple Store for Education Institution](#) by searching proposal number 2110265529.

**Comments from Proposer:**

K-2 student and teacher iPads

Item	Product / Description	Total Quantity	Unit Price	Total Price
1	MYLU2LL/A 10.2-inch iPad Wi-Fi 32GB – Space Gray (10-pack)	1,570	294.00	461,580.00 USD
2	HNMA2ZM/A Logitech Rugged Combo 3 Case with Integrated Smart Connector Keyboard for 10.2-inch iPad (7th and 8th generation) – Blue	1,570	99.95	156,921.50 USD

Subtotal 618,501.50 USD

Estimated Tax 0.00 USD

Total 618,501.50 USD

Please note that your order subtotal does not include sales tax or rebates. Sales tax and rebates, if applicable, will be added when your order is processed. Your order total may include estimated sales tax that is subject to change at the time your order is processed.

## How to Order

If you would like to convert this Proposal to an order, log into your [Apple Store for Education Institution](#) and select 'Proposal' from the pull-down menu. Search for this Proposal by

entering the Proposal Number referenced above.

Note: A Purchaser login is required to order. Visit your [Apple Store for Education Institution](#) to login or create your Purchaser Apple ID.

The prices and specifications above correspond to those valid at the time the Proposal was created and are subject to change. Purchases are subject to the terms and conditions of your agreement with Apple and the Apple Store for Education Institution.

Copyright © 2021 Apple Inc. All rights reserved.



3350 S. Forest Hill Irene Rd • Germantown, TN 38138 • 901.752.7900 • Fax 901.757.6479 • [www.gmsdk12.org](http://www.gmsdk12.org)

**TO:** GMSD Board of Education  
**FROM:** The Human Resources Department  
**RE:** Stop Loss Insurance Renewal  
**DATE:** August 12, 2021

**Understandings:**

- 1) The Current Stop Loss Insurance Provider is American Fidelity (AF).
- 2) The *Specific Deductible Amount* per employee who participates in our medical plan is \$115,000.
  - a. Currently, we have five lasers written into the contract at \$275,000, \$225,000, \$225,000, \$225,000, and \$190,000.
- 3) The goal of having stop loss insurance is to protect GMSD against catastrophic claims:
  - a. Currently, we have seven contributing members over the \$115,000 threshold, four of which are lasered.
- 4) Stop Loss Renewal rates were based on the following number of plan participants:
  - a. Single= 270 members
  - b. Employee +1= 79 members
  - c. Family= 150 members
  - d. Total= 499 members
- 5) Health Cost Solutions, a Lucent Health Company, requested a total of three Stop Loss proposals from the following companies. However, only American Fidelity officially submitted a Stop Loss renewal rate proposal:
  - a. American Fidelity
  - b. Intermediary Insurance Services, Inc. (ISII)
  - c. Skyward Insurance
- 6) The *Annual Specific Premium* renewal cost increased by \$380,376 from the 2020-2021 school year with a reduction in lasers from five to three (\$225,000, \$220,000, and \$190,000).
- 7) As an alternative option, American Fidelity has proposed an increased specific deductible to \$125,000. By increasing the specific deductible, GMSD is able to benefit from reducing the renewal *Annual Specific Premium* by \$61,782 as well as reducing the laser exposure by \$30,000.
- 8) Total annual premium cost for the 2021-2022 school year is \$854,548.

**Stop Loss Renewal Rates 2021**

	<b>Current</b>	<b>Renewal no change</b>	<b>Increase Spec to \$125</b>
<b>Insurer:</b>	<b>American Fidelity</b>	<b>American Fidelity</b>	<b>American Fidelity</b>
<b>Specific Deductible:</b>	\$115,000	\$115,000	\$125,000
<b>Annual Total Specific Premium:</b>	\$502,122	\$882,498	\$820,716
<b>Annual Agg Premium:</b>	\$33,832	\$33,832	\$33,832
<b>Total Annual Stop Loss Premium:</b>	\$535,954	\$916,330	\$854,548
<b>Total Net Laser Liability:</b>	\$565,000	\$290,000	\$260,000

**Recommendation:**

The GMSD Human Resources Department's recommendation is to support the Self-Funded Stop Loss Insurance proposal with American Fidelity (AF) at a \$125,000 Specific Deductible and reduced lasers based on the understandings presented by Health Cost Solutions, a Lucent Health Company, and consultants with ESP, LLC.



**Allen&Hoshall**  
P  
L  
L  
C

1661 International Drive, Suite 100  
Memphis, Tennessee 38120  
Office 901.820.0820  
Fax 901.683.1001  
www.allenhoshall.com

August 12<sup>th</sup> 2021

Aaron Law  
Germantown Municipal School District  
3350 Forest Hill Irene Rd  
Germantown, TN 38138

**RE: Houston High School Softball Complex**

Dear Mr. Law:

Bids were received for the Houston High School Softball project on August 5<sup>th</sup>, 2021. Three bids were received. The apparent low bidder was Grinder Taber Grinder from Memphis, TN. The amount of the low base bid was \$4,601, 886 and a bid alternate amount for the new concessions and restroom of \$674,300.

Allen & Hoshall has reviewed the bid submitted by Grinder Taber Grinder. Attached you will find a Bid Tabulation listing the bidders and their respective bid amounts. Allen & Hoshall finds the bids submitted to be responsive to the project requirements established by the contract documents. Grinder Taber Grinder is properly licensed to bid and perform the work.

Based upon their submittal of the low bid and their positive reputation and qualifications, Allen & Hoshall recommends award of the project to the low bidder Grinder Taber Grinder.

Please contact me should you have questions or require additional information.

Sincerely,

Taylor Coleman

**Allen & Hoshall**

Allen & Hoshall-  
Engineers-  
Architects-Surveyors

**Bid Tabulation**  
Houston High School Softball Complex

Note: Owner's Contingency Allowance \$50,000.00

Contractor	Artificial Field Turf/SF/total	Undercut and Backfill/CY/total @ 1000	Base Bid as per Specifications	Alt. #1 Concessions	Bond
Grinder Taber Grinder	\$17.70/SF	\$36.72/CY \$36,720.00	\$4,601,886.00	\$674,300.00	\$9.00/M
Barnes & Brower	\$16.00/SF	\$33.50/CY \$33,500.00	\$5,249,763.00	\$708,113.00	\$12.70/M
Zellner	\$28.15/SF	\$33.50/CY \$33,500.00	\$5,380,916.00	\$651,374.00	\$6.30/M

Bid Package Checklist	Grinder Taber Grinder	Barnes & Brower	Zellner		
Addenda Acknowledgement	x	x	x		
Prime Contractors License	x	x	x		
References	x	x	x		
Request for Bid Agreement	x	x	x		
Hold Harmless Agreement	x	x	x		
Certificate of Non-Discrimination	x	x	x		
List of Subcontractors	x	x	x		
Drug and Alcohol Testing	x	x	x		
Certification of Understanding	x	x	x		
Bid Certification Page	x	x	x		
Certificate of Liability Insurance	x	x	x		
Bid Bond	x	x	x		
Iran Divestment Act	x	x	x		

I hereby certify that the above Bid Tabulation is true and correct to the best of my knowledge.

J. Saunders \_\_\_\_\_