

GMSD Board Business Meeting
January 30, 2024 6:00 PM
Board Room, GMSD Office

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Approval of Agenda
5. Recognition and Awards
6. REPORTS
 - 6.A. TN Legislative Update
 - 6.B. Chairman's Report
 - 6.C. Financial Report
 - 6.D. Superintendent's Report
7. Citizens to be heard
8. CONSENT AGENDA
 - 8.A. Approval of the Minutes
 - 8.B. Miscellaneous FY 23-24 Budget Amendment #16
 - 8.C. Approval of \$25 club fee for Fashion Club at Houston High School
9. BOARD ACTION ITEMS
 - 9.A. DHA Board appeal for Student 1
 - 9.B. DHA Board appeal for Student 2
 - 9.C. Approval to purchase Security Glass Film
 - 9.D. GBOE Resolution 06/2023-24 honoring Jason Manuel on 10 years of service as Superintendent of the Germantown Municipal School District
10. Announcements
11. Adjournment

January 2024 Legislative Report

The 113th General Assembly reconvened on the 8th of January. The month of January has been busy on the legislative front with a number of bills filed related to education and the final committee reports from the House and Senate working groups researching the possibility of rejecting federal funding. Both the House and Senate recommended additional research was needed to determine the feasibility of rejecting federal funding. The House requests additional research into food waste in school cafeterias.

The bill filing deadline for the House and Senate is the 31st of January and the 1st of February, respectively. The House and Senate Education Committees are just beginning the process of reviewing bills and will ramp up over the coming weeks. Some bills of note:

HB2181/SB2213 by Chairman White/Sen. Powers - As introduced, adds pre-kindergarten students with special education needs and peer models to the categories of students who generate education funding through the TISA. - This was the subject of a resolution passed by this Board and I appreciate Chairman White carrying this bill.

HB1795/HB1865 by Rep. Barrett/Sen. Hensley - As introduced, changes from August 15 to May 15 the date by which a child must be five years of age in order to enroll in kindergarten; removes authorization for directors of schools to allow early enrollment in kindergarten for emotionally mature students who do not otherwise qualify for enrollment based on their birth date.

HB670/SB712 by Rep. Cepicky/Sen. Hensley - As introduced, requires a student to be seven years of age or older on or before August 15 or test proficient in the kindergarten academic standards based on a first-grade entry assessment before the student may be promoted to the first grade; requires the department of education to create, and local education agencies and public charter schools to administer, a first-grade entry assessment.

HB1605/SB1722 by Rep. Bulso/Sen. Hensley – As introduced, prohibits LEAs and public charter schools from displaying in public schools flags other than the official United States flag and the official Tennessee State Flag.

HB1655/SB1712 by Rep. Cepicky/Sen. Hensley – As introduced, enacts the “Mathematics Supports Act”. This is an initiative designed to assess current mathematics training for teachers, student performance, and determine next steps to improve mathematics performance across the state.

There are many other pieces of legislation that have been filed and still more to come over the next 2 days that will impact education across the state. The most talked-about legislation to come is the Governor’s Education Freedom Scholarship Initiative. This bill was filed and then removed yesterday, so the exact bill number is unknown, but a draft of the bill includes the following highlights:

According to the bill draft, any student who entitled to attend a public school in the state would be eligible to apply for an Education Freedom Scholarship. This amount is set at \$7,075 dollars.

For the 2024-25 school year, the state Department of Education would award 20,000 vouchers. Half of those would be reserved for students whose family income does not exceed 300% of the federal poverty level – which is \$90,000 for a family of four. The remaining slots would have no income restrictions and be available on a first-come, first-serve basis.

For the 2025-26 school year, none of the scholarships are income-limited. The state would prioritize students already participating in the program, then prioritize lower-income students at 200% and 300% of the federal poverty level. All vouchers would be awarded on a first-come, first-served basis by the department.

Students may not participate in both the state’s existing Education Savings Accounts program, which is available to Davidson, Shelby and Hamilton counties, and the Education Freedom Scholarship program at the same time.

There are no accountability mechanisms like annual TCAP testing for Education Freedom Scholarships participants outlined in this bill draft. The legislature could add testing or retention requirements at a later time.

Public school students are required to take state achievement testing via the TCAP each year, as are students in the existing Education Savings Account program. Low performance on those tests in third or fourth grade can result in retention under current state law.

While the bill draft specifically outlines 20,000 scholarships to be distributed in the 2024-25 school year, it says the program is designed to grow.

“It is the intent of the general assembly that the number of scholarships provided pursuant to this part will increase in subsequent years until all eligible applicants who apply are provided a scholarship,” the bill draft states.

This is shaping up to be one of the most impactful legislative sessions for public education in the history of the General Assembly. There are bills that would fundamentally change the direction of public education in the state of Tennessee. I urge our families to pay attention to pending legislation and reach out to your elected officials to make sure your opinion is known.

**Germantown Board of Education
Chairman's Report (January 30, 2024)**

Board Members' District-related activities since our last business meeting included the following:

Board Members Curry, Griffith, Eoff, and I:

- Attended the January 8, 2024 meeting of the Board of Mayor and Aldermen, during which the BMA unanimously approved a Joint Resolution with the Board of Education Opposing State Voucher Initiatives.

Board Members Curry and Griffith also:

- Attended Houston High basketball games vs. Collierville and Bartlett.

Board Member Chatham also:

- Spent time at Houston High for School Board Appreciation Week.

Board Member Curry also:

- Attended multiple Houston High JV girls basketball games; and
- Was hosted by Farmington Elementary as part of School Board Appreciation Week, where he had lunch and a tour of the school.

Board Member Griffith also:

- Attended a Houston Middle JV basketball game;
- Presented to the Riverdale PTO; and
- Was hosted by Riverdale for School Board Appreciation Week.

Board Member Eoff also:

- Visited Dogwood Elementary for School Board Appreciation Week and had a wonderful time reading books, building boats, and learning fractions.

And, finally, I also:

- Attended the Municipal School Districts Legislative Breakfast with Superintendent Manuel, board chairs, legislative representatives, and superintendents from neighboring districts, and Tennessee Representatives Kevin Vaughan and Ron Gant;
- Attended the January 2024 meeting of the Dogwood PTO;
- Visited Mr. Murray's world history class; and
- Visited Forest Hill Elementary, where I went for a virtual reality wilderness hike with Mrs. Dancy's kindergarten class and then had lunch with Forest Hill administration and Officer Mike.

And now for my report. School has been back in session for about a month – or I guess three weeks if you consider the snow days – but this is our first time together for a Board business meeting, so I'd like to welcome everyone to the Spring 2024 semester.

Spring semester is always an exciting one, with spring sporting events, theater productions, band concerts, school festivals, and – a few months down the road – end-of-year testing, end-of-year celebrations, and graduation. I encourage everyone in the community to come out and enjoy what

GMSD has to offer and to become involved in your local, neighborhood schools. We have an amazing school district full of people who are doing great work and providing students in our community the resources and opportunities to be successful. If you are looking for a way to get involved, please reach out to a school board member, a PTO, or the administration at a school near you.

Finally, last week was School Board Appreciation Week. I'd like to thank each one of my fellow board members for the time and energy you devote to your positions. We are charged with a very important role, and I appreciate all you do to serve GMSD's students and our community.

Germantown Municipal School District

BALANCE SHEET

All Funds

As of Month Ending December 31, 2023

	School Operating	Federal Projects	Cafeteria	Capital Projects	Health Insurance	OPEB Trust	General Fixed Asset Account Group	Total
ASSETS								
Cash and Cash Equivalents	1,572,075.07	(316,731.57)	1,252,376.57	1,678,037.02	297,157.22	120,704.58	-	4,603,618.89
Investments - LGIP	5,576,238.91	-	-	-	628,380.45	4,747,876.51	-	10,952,495.87
Investments - Money Market	-	-	-	-	-	-	-	-
Cash Clearing - School Activity	5,000.00	-	-	-	-	-	-	5,000.00
CDARS - First Horizon	10,000,000.00	-	-	-	-	-	-	10,000,000.00
Accrued Interest	211,280.81	-	-	-	-	415.72	-	211,696.53
Accounts Receivable	-	-	-	-	-	-	-	-
Due from Other Govts	-	316,731.57	28,623.36	-	-	-	-	345,354.93
Due from City	-	-	-	-	-	-	-	-
Due from Schools	-	-	-	-	-	-	-	-
Due from Other Funds	13,741.50	-	-	-	-	-	-	13,741.50
Restricted Investments - SRT	1,217,260.00	-	-	-	-	-	-	1,217,260.00
Prepaid Expenses	-	-	-	-	-	-	-	-
Fixed Assets:	-	-	-	-	-	-	-	-
Land	-	-	-	-	-	-	6,377,894.00	6,377,894.00
Land Improvements	-	-	-	-	-	-	1,970,270.25	1,970,270.25
Buildings	-	-	-	-	-	-	112,701,300.62	112,701,300.62
Improvements	-	-	-	-	-	-	8,336,266.31	8,336,266.31
Equipment	-	-	-	-	-	-	20,365,230.97	20,365,230.97
Construction-in-Progress	-	-	-	-	-	-	22,188,460.01	22,188,460.01
Accumulated Depreciation	-	-	-	-	-	-	(32,081,337.51)	(32,081,337.51)
ASSETS TOTAL	18,595,596.29	-	1,280,999.93	1,678,037.02	925,537.67	4,868,996.81	139,858,084.65	167,207,252.37
LIABILITIES								
Accounts Payable	-	-	259,978.75	-	-	-	-	259,978.75
Accrued Expenses	57,965.02	-	-	-	324,916.00	-	-	382,881.02
Due to the City of Germantown	-	-	-	-	-	-	-	-
Due to Schools	67.30	-	-	-	-	-	-	67.30
Due to Other Funds	-	-	-	-	-	-	-	-
Unearned Revenue	-	-	117,669.35	-	-	-	-	117,669.35
LIABILITIES TOTAL	58,032.32	-	377,648.10	-	324,916.00	-	-	760,596.42
FUND BALANCE								
Change in Fund Balance	(5,749,250.57)	-	(114,592.07)	1,018,921.20	(1,284,153.82)	131,688.35	4,691,479.01	(1,305,907.90)
Beginning Fund Balance	24,286,814.54	-	1,017,943.90	659,115.82	1,884,775.49	4,737,308.46	135,166,605.64	167,752,563.85
Ending Fund Balance	18,537,563.97	-	903,351.83	1,678,037.02	600,621.67	4,868,996.81	139,858,084.65	166,446,655.95
LIABILITIES AND FUND BAL TOTAL	18,595,596.29	-	1,280,999.93	1,678,037.02	925,537.67	4,868,996.81	139,858,084.65	167,207,252.37
VARIANCE	-	-	-	-	-	-	-	-

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2023

	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
REVENUES:					
TISA Revenue	35,551,385.00	4,256,261.35	18,503,988.49	(17,047,396.51)	52.05%
Shelby County:					
Property Taxes	17,254,309.00	469,872.01	2,000,747.83	(15,253,561.17)	11.60%
Sales Tax	9,972,177.00	820,891.97	3,356,766.93	(6,615,410.07)	33.66%
Wheel Tax	1,403,882.00	-	244,900.16	(1,158,981.84)	17.44%
City of Germantown:					
Maintenance of Effort	3,082,064.00	256,838.67	1,541,032.02	(1,541,031.98)	50.00%
PEG Funding	124,000.00	-	28,252.82	(95,747.18)	22.78%
Mixed Drink Tax	240,000.00	21,261.04	60,499.65	(179,500.35)	25.21%
Other Local Revenue	280,420.00	82,405.05	631,634.01	351,214.01	225.25%
Tuition	106,885.00	22,024.50	73,006.00	(33,879.00)	68.30%
Other State Revenue	2,577,118.00	23,713.01	120,355.70	(2,456,762.30)	4.67%
Transfers - Indirect Costs	35,000.00	-	-	(35,000.00)	0.00%
Reserves	4,678,693.59	-	-	(4,678,693.59)	0.00%
TOTAL REVENUES	75,305,933.59	5,953,267.60	26,561,183.61	(48,744,749.98)	35.27%

EXPENDITURES:					
	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Regular Instruction					
Salaries & Wages	23,375,509.00	2,245,243.21	9,658,873.05	(13,716,635.95)	41.32%
Benefits	5,337,096.00	531,250.76	2,313,831.32	(3,023,264.68)	43.35%
Contract w/Priv. Agencies	227,750.00	-	227,733.00	(17.00)	99.99%
Maint & Rep - Equipment	12,000.00	-	3,480.54	(8,519.46)	29.00%
Travel	2,500.00	77.88	229.85	(2,270.15)	9.19%
Other Contract Svcs	1,050,065.00	78,870.09	510,154.63	(539,910.37)	48.58%
Inst. Supplies	758,829.43	5,283.08	141,382.86	(617,446.57)	18.63%
Textbooks	534,771.40	-	328,664.00	(206,107.40)	61.46%
Software	375,000.00	-	297,413.38	(77,586.62)	79.31%
Other Supplies	206,500.00	-	138,416.10	(68,083.90)	67.03%
Other Charges	29,634.00	30.00	17,739.99	(11,894.01)	59.86%
Equipment	1,801,028.00	2,694.10	1,544,295.45	(256,732.55)	85.75%
Total Regular Instruction	33,710,682.83	2,863,449.12	15,182,214.17	(18,528,468.66)	45.04%
Alternative Education					
Salaries & Wages	328,171.00	31,970.30	137,002.28	(191,168.72)	41.75%
Benefits	80,183.00	7,751.31	33,425.61	(46,757.39)	41.69%
Inst. Supplies	1,000.00	-	618.01	(381.99)	0.00%
Equipment	1,000.00	-	495.37	(504.63)	49.54%
Total Alternative Education	410,354.00	39,721.61	171,541.27	(238,812.73)	41.80%
Special Education					
Salaries & Wages	4,599,759.00	460,416.24	1,827,488.82	(2,772,270.18)	39.73%
Benefits	1,138,228.00	115,180.09	483,838.64	(654,389.36)	42.51%
Contract w/Priv. Agencies	41,900.00	3,216.25	27,848.09	(14,051.91)	66.46%
Contracts for Sub Teachers	8,000.00	1,671.24	7,540.68	(459.32)	94.26%
Noncertified Subs	2,000.00	1,433.53	2,000.00	0.00	100.00%
Inst. Supplies	32,300.00	99.00	29,403.36	(2,896.64)	91.03%
Equipment	3,000.00	43.93	2,638.49	(361.51)	87.95%
Total Special Education	5,825,187.00	582,060.28	2,380,758.08	(3,444,428.92)	40.87%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2023

Career & Technical Education	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	1,049,230.00	103,881.62	446,674.37	(602,555.63)	42.57%
Benefits	282,519.00	25,152.50	110,750.96	(171,768.04)	39.20%
Maintenance & Repairs	1,000.00	-	-	(1,000.00)	0.00%
Inst. Supplies	561,000.00	-	18,303.05	(542,696.95)	3.26%
Other Supplies	25,000.00	-	-	(25,000.00)	0.00%
Other Charges	591,000.00	-	-	(591,000.00)	0.00%
Equipment	740,000.00	-	8,482.00	(731,518.00)	1.15%
Total Career & Technical Education	3,249,749.00	129,034.12	584,210.38	(2,665,538.62)	17.98%
Attendance & Planning					
Salaries & Wages	646,636.00	60,722.42	308,900.02	(337,735.98)	47.77%
Benefits	157,843.00	11,626.37	57,649.14	(100,193.86)	36.52%
Travel	500.00	31.11	184.19	(315.81)	36.84%
Other Contract Svcs.	1,000.00	-	750.00	(250.00)	0.00%
Other Supplies	5,000.00	-	2,834.46	(2,165.54)	56.69%
Inservice/Staff Dev.	25,000.00	13,735.79	19,059.49	(5,940.51)	76.24%
Other Charges	15,000.00	2,755.94	7,672.89	(7,327.11)	51.15%
Total Attendance & Planning	850,979.00	88,871.63	397,050.19	(453,928.81)	46.66%
Health Services					
Salaries & Wages	518,766.00	49,924.00	215,532.16	(303,233.84)	41.55%
Benefits	154,410.00	13,059.42	57,096.53	(97,313.47)	36.98%
Other Contract Svcs.	1,000.00	-	562.15	(437.85)	56.22%
Other Supplies	12,500.00	-	-	(12,500.00)	0.00%
Inservice/Staff Dev.	7,500.00	769.15	2,638.73	(4,861.27)	35.18%
Other Charges	7,500.00	792.67	2,538.47	(4,961.53)	33.85%
Equipment	8,250.00	1,900.00	3,138.98	(5,111.02)	38.05%
Total Health Services	709,926.00	66,445.24	281,507.02	(428,418.98)	39.65%
Other Student Support/Guidance					
Salaries & Wages	1,313,935.00	128,589.00	567,706.89	(746,228.11)	43.21%
Benefits	305,420.00	28,227.93	125,126.76	(180,293.24)	40.97%
Travel	30,000.00	-	200.49	(29,799.51)	0.67%
Other Contract Svcs.	190,000.00	3,924.00	18,638.00	(171,362.00)	9.81%
Other Supplies	7,500.00	-	-	(7,500.00)	0.00%
Inservice/Staff Dev.	54,000.00	6,721.03	15,090.18	(38,909.82)	27.94%
Other Charges	26,500.00	264.77	17,964.53	(8,535.47)	67.79%
Other Equipment	95,408.00	-	5,478.00	(89,930.00)	5.74%
Total Other Student Support	2,022,763.00	167,726.73	750,204.85	(1,272,558.15)	37.09%
Reg. Instruction Support					
Salaries & Wages	2,301,338.00	200,232.40	952,713.01	(1,348,624.99)	41.40%
Benefits	497,698.00	47,504.88	221,424.19	(276,273.81)	44.49%
Consultants	68,000.00	-	16,560.00	(51,440.00)	24.35%
Travel	2,000.00	292.46	1,174.03	(825.97)	58.70%
Library Books/Media	43,400.00	-	43,398.00	(2.00)	100.00%
Other Supplies	13,500.00	1,584.80	6,310.27	(7,189.73)	46.74%
Inservice/Staff Dev.	55,000.00	2,595.55	14,436.10	(40,563.90)	26.25%
Other Charges	5,000.00	(59.34)	1,996.51	(3,003.49)	39.93%
Other Equipment	10,000.00	-	4,425.69	(5,574.31)	44.26%
Total Reg. Instruction Support	2,995,936.00	252,150.75	1,262,437.80	(1,733,498.20)	42.14%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2023

SPED Support	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	1,695,782.00	161,936.82	766,372.68	(929,409.32)	45.19%
Benefits	423,170.00	39,073.85	181,011.52	(242,158.48)	42.78%
Contract w/Priv. Agencies	918.75	-	918.75	0.00	100.00%
Evaluation & Testing	5,000.00	-	2,024.00	(2,976.00)	40.48%
Travel	7,500.00	467.25	1,936.36	(5,563.64)	25.82%
Other Supplies	22,351.25	(36.85)	22,292.88	(58.37)	99.74%
Inservice/Staff Dev.	19,000.00	1,107.03	18,648.85	(351.15)	98.15%
Other Charges	1,500.00	-	1,187.85	(312.15)	79.19%
Total SPED Support	2,175,222.00	202,548.10	994,392.89	(1,180,829.11)	45.71%
Career and Technical Support					
Director/ Supervisor	20,828.00	1,935.36	10,612.16	(10,215.84)	50.95%
Benefits	5,711.00	541.92	2,755.50	(2,955.50)	48.25%
Other Contracted Services	5,000.00	-	-	(5,000.00)	0.00%
Other Supplies	1,953.00	-	-	(1,953.00)	0.00%
Inservice/Staff Dev.	4,000.00	-	200.00	(3,800.00)	5.00%
Total Vocational Support	37,492.00	2,477.28	13,567.66	(23,924.34)	36.19%
Technology					
Salaries & Wages	801,165.00	73,693.62	406,795.59	(394,369.41)	50.78%
Benefits	251,359.00	17,946.44	94,168.68	(157,190.32)	37.46%
Communications	113,288.62	6,063.24	40,242.43	(73,046.19)	35.52%
Consultants	13,500.00	1,500.00	1,500.00	(12,000.00)	11.11%
Maintenance & Repairs	71,645.48	1,869.00	30,273.24	(41,372.24)	42.25%
Internet Connectivity	337,849.69	15,651.20	110,605.04	(227,244.65)	32.74%
Travel	1,000.00	68.12	749.08	(250.92)	74.91%
Office Supplies	500.00	103.18	482.35	(17.65)	96.47%
Cabling	10,000.00	2,350.00	7,011.12	(2,988.88)	70.11%
Software	638,114.41	-	430,523.74	(207,590.67)	67.47%
Other Supplies	39,529.16	203.26	16,914.73	(22,614.43)	42.79%
Inservice/Staff Dev.	8,000.00	147.10	147.10	(7,852.90)	1.84%
Other Charges	45,753.72	-	28,369.07	(17,384.65)	62.00%
Adm Equipment	55,854.84	-	31,489.48	(24,365.36)	56.38%
Other Equipment	15,000.00	279.99	3,884.59	(11,115.41)	25.90%
Total Technology	2,402,559.92	119,875.15	1,203,156.24	(1,199,403.68)	50.08%
Board of Education					
Salaries & Wages	21,500.00	-	-	(21,500.00)	0.00%
Benefits	58,645.00	694.51	2,801.13	(55,843.87)	4.78%
OPEB	708,000.00	-	-	(708,000.00)	0.00%
Audit Services	67,000.00	-	67,000.00	0.00	100.00%
Dues & Memberships	21,000.00	-	9,250.00	(11,750.00)	44.05%
Legal Services	210,000.00	12,295.42	57,580.96	(152,419.04)	27.42%
Other Supplies	1,000.00	-	48.87	(951.13)	4.89%
Judgments	355,453.00	-	355,453.00	0.00	100.00%
Liability Insurance	100,748.00	-	76,609.00	(24,139.00)	76.04%
Surety Bond Premium	300.00	300.00	300.00	0.00	100.00%
Trustee Commissions	472,886.00	17,522.45	71,088.90	(401,797.10)	15.03%
Workers' Compensation	90,000.00	3,097.18	79,049.60	(10,950.40)	87.83%
Inservice/Staff Dev.	20,000.00	6,528.96	14,722.84	(5,277.16)	73.61%
Total Board of Education	2,126,532.00	40,438.52	733,904.30	(1,392,627.70)	34.51%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2023

Superintendent	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	489,052.00	54,857.66	263,501.26	(225,550.74)	53.88%
Benefits	116,308.00	11,960.21	61,542.92	(54,765.08)	52.91%
Dues & Memberships	9,500.00	50.00	4,225.00	(5,275.00)	44.47%
Postal Charges	10,000.00	-	2,835.72	(7,164.28)	28.36%
Travel	5,000.00	524.88	2,842.30	(2,157.70)	56.85%
Other Contracted Svcs.	29,600.00	881.13	5,491.03	(24,108.97)	18.55%
Office Supplies	20,000.00	176.51	4,091.39	(15,908.61)	20.46%
Other Supplies	47,545.00	383.20	28,156.05	(19,388.95)	59.22%
Inservice/Staff Dev.	21,200.00	1,253.04	4,513.17	(16,686.83)	21.29%
Other Charges	1,000.00	-	-	(1,000.00)	0.00%
Total Superintendent	749,205.00	70,086.63	377,198.84	(372,006.16)	50.35%
Office of the Principal					
Salaries & Wages	3,424,043.00	302,180.44	1,574,648.04	(1,849,394.96)	45.99%
Benefits	825,861.00	69,774.93	350,131.01	(475,729.99)	42.40%
Other Contract Svcs.	35,000.00	-	35,000.00	0.00	100.00%
Other Supplies	147,000.00	-	147,000.00	0.00	100.00%
Inservice/Staff Dev.	10,950.00	300.74	2,371.61	(8,578.39)	21.66%
Other Charges	15,550.00	-	15,550.00	0.00	100.00%
Total Office of the Principal	4,458,404.00	372,256.11	2,124,700.66	(2,333,703.34)	47.66%
Fiscal Services					
Salaries & Wages	463,426.00	40,607.40	221,188.52	(242,237.48)	47.73%
Benefits	128,974.00	9,650.77	50,331.11	(78,642.89)	39.02%
Dues & Memberships	700.00	50.00	50.00	(650.00)	7.14%
Travel	600.00	-	-	(600.00)	0.00%
Other Contract Svcs.	10,000.00	-	3,200.00	(6,800.00)	32.00%
Office Supplies	5,000.00	371.29	2,523.27	(2,476.73)	50.47%
Software	103,228.00	5,725.92	78,945.93	(24,282.07)	76.48%
Inservice/Staff Dev.	6,000.00	1,468.04	3,881.02	(2,118.98)	64.68%
Other Charges	17,250.00	227.36	1,099.80	(16,150.20)	6.38%
Other Equipment	1,500.00	-	417.57	(1,082.43)	27.84%
Total Fiscal Services	736,678.00	58,100.78	361,637.22	(375,040.78)	49.09%
Human Resources					
Salaries & Wages	420,328.00	38,514.54	208,587.24	(211,740.76)	49.62%
Benefits	103,120.00	7,723.47	40,561.22	(62,558.78)	39.33%
Dues & Memberships	844.00	-	-	(844.00)	0.00%
Travel	100.00	-	-	(100.00)	0.00%
Other Contract Svcs.	6,838.00	-	6,837.75	(0.25)	100.00%
Office Supplies	2,000.00	-	762.47	(1,237.53)	38.12%
Software	16,285.00	-	13,084.85	(3,200.15)	80.35%
Other Supplies	1,200.00	-	-	(1,200.00)	0.00%
Inservice/Staff Dev.	40,815.00	1,541.36	19,604.83	(21,210.17)	48.03%
Other Charges	2,000.00	-	1,411.70	(588.30)	70.59%
Total Human Resources	593,530.00	47,779.37	290,850.06	(302,679.94)	49.00%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending December 31, 2023

Operation of Plant	BUDGET	MONTH	FYTD	VARIANCE	EXPENDED
Salaries & Wages	580,905.00	50,795.76	259,500.95	(321,404.05)	44.67%
Benefits	188,363.00	13,650.76	67,301.93	(121,061.07)	35.73%
Janitorial Services	1,425,000.00	116,909.96	591,049.80	(833,950.20)	41.48%
Other Contract Svcs.	180,000.00	9,905.33	59,779.19	(120,220.81)	33.21%
Utilities	1,300,000.00	38,744.62	551,568.89	(748,431.11)	42.43%
Property Insurance	330,000.00	-	317,501.00	(12,499.00)	96.21%
Other Charges	50,000.00	961.00	26,641.63	(23,358.37)	53.28%
Equipment	5,000.00	-	-	(5,000.00)	0.00%
Total Operation of Plant	4,059,268.00	230,967.43	1,873,343.39	(2,185,924.61)	46.15%
Maintenance of Plant					
Salaries & Wages	546,932.00	50,885.20	276,271.20	(270,660.80)	50.51%
Benefits	149,667.00	13,265.56	66,915.54	(82,751.46)	44.71%
Maintenance & Repairs	901,850.00	60,165.01	559,326.05	(342,523.95)	62.02%
Travel	25,000.00	312.51	8,022.53	(16,977.47)	32.09%
Other Contract Svcs.	10,000.00	-	-	(10,000.00)	0.00%
Office Supplies	1,000.00	-	192.78	(807.22)	19.28%
Inservice/Staff Dev.	10,000.00	-	3,460.73	(6,539.27)	34.61%
Total Maintenance of Plant	1,644,449.00	124,628.28	914,188.83	(730,260.17)	55.59%
Transportation					
Contracts w/Other Schools	74,856.00	6,399.00	38,394.00	(36,462.00)	51.29%
Contracts w/Private Agencies	2,000,000.00	154,249.36	626,985.60	(1,373,014.40)	31.35%
Diesel	225,000.00	58,499.87	75,778.61	(149,221.39)	33.68%
Total Transportation	2,299,856.00	219,148.23	741,158.21	(1,558,697.79)	32.23%
Safety					
Benefits	0.00	-	45.83	45.83	#DIV/0!
Maintenance & Repairs	3,000.00	-	-	(3,000.00)	0.00%
Office Supplies	250.00	-	-	(250.00)	0.00%
Other Supplies & Materials	500.00	-	-	(500.00)	0.00%
Inservice/Staff Dev.	10,000.00	-	1,315.68	(8,684.32)	13.16%
Other Charges	27,500.00	-	7,800.18	(19,699.82)	28.36%
Other Equipment	55,000.00	5,922.63	9,273.04	(45,726.96)	16.86%
Total Safety	96,250.00	5,922.63	18,434.73	(77,815.27)	19.15%
Capital Outlay					
Other Salaries & Wages	0.00	-	2,625.44	2,625.44	#DIV/0!
Benefits	-	-	431.00	431.00	#DIV/0!
Architects	300,000.00	-	35,730.50	(264,269.50)	11.91%
Transfer to Other Funds	527,676.00	103,880.00	380,126.25	(147,549.75)	72.04%
Other Charges	50,000.00	-	42,404.00	(7,596.00)	84.81%
Building Construction	577,394.80	-	59,819.42	(517,575.38)	10.36%
Building Improvements	1,138,683.62	9,509.76	428,114.08	(710,569.54)	37.60%
Other Capital Outlay	1,557,156.42	(435,207.00)	704,726.70	(852,429.72)	45.26%
Total Capital Outlay	4,150,910.84	(321,817.24)	1,653,977.39	(2,499,989.89)	39.85%
Transfers to Cafeteria Fund	0.00	-	-	0.00	#DIV/0!
EXPENDITURES TOTAL	75,305,933.59	5,361,870.75	32,310,434.18	(42,995,499.41)	42.91%
TOTAL FUND BALANCE	0.00	591,396.85	(5,749,250.57)		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2023

	BUDGET	Month	FYTD	EXPENDED
REVENUES:				
Consolidated Admin	71,300.00	6,284.68	35,451.98	49.72%
Title I	401,805.00	18,071.65	119,637.30	29.77%
Title II	176,723.00	6,244.12	41,490.50	23.48%
Title III	14,098.00	1,252.00	11,911.73	84.49%
Title IV	50,176.00	1,345.59	19,101.72	38.07%
Carl Perkins - Basic	62,193.00	7,662.62	36,016.62	57.91%
IDEA, Part B	1,999,290.00	89,747.34	384,916.61	19.25%
ARP IDEA	409.00	63.37	408.78	99.95%
IDEA, Preschool	31,762.00	-	19,592.00	61.68%
ESSER 2.0	36,531.00	1,869.10	36,531.00	100.00%
ESSER 3.0	1,719,888.00	149,804.64	555,005.55	32.27%
TN All Corps Grant	345,800.00	33,161.40	141,699.64	40.98%
TOTAL REVENUES	4,909,975.00	315,506.51	1,401,763.43	28.55%
EXPENDITURES:				
Title - Cons Admin				
Salaries & Wages	52,100.00	4,338.38	26,030.28	49.96%
Benefits	11,746.00	1,027.16	5,563.20	47.36%
Other Supplies & Materials	500.00			0.00%
Indirect Costs	954.00	-	-	0.00%
Inservice/Staff Dev.	6,000.00	919.14	3,858.50	64.31%
Total Title - Cons Admin	71,300.00	6,284.68	35,451.98	49.72%
Title I				
Salaries & Wages	172,947.00	10,971.49	47,752.17	27.61%
Benefits	40,520.00	3,309.56	13,821.73	34.11%
Contracts for Sub Teachers	6,490.00	-	258.00	3.98%
Inst. Supplies	61,139.00	2,113.34	41,758.40	68.30%
Other Supplies & Materials	2,534.00	-	-	0.00%
Indirect costs	100.00	-	-	0.00%
Inservice/Staff Dev.	79,695.00	1,677.26	8,641.10	10.84%
Other Charges	3,000.00			
Regular Instruction Equipment	35,380.00	-	7,405.90	20.93%
Total Title I	401,805.00	18,071.65	119,637.30	29.77%
Title II				
Salaries & Wages	44,600.00	3,335.90	22,265.40	49.92%
Benefits	9,920.00	800.14	4,647.44	46.85%
Contracts for Sub Teachers	10,320.00	-	258.00	2.50%
Indirect Costs	9,000.00	-	-	0.00%
Inservice/Staff Dev.	102,883.00	2,108.08	14,319.66	13.92%
Total Title II	176,723.00	6,244.12	41,490.50	23.48%
Title III				
Instructional Supplies & Materials	11,898.00	1,252.00	11,761.73	98.85%
Other Supplies & Materials	200.00		-	0.00%
Inservice/Staff Dev.	2,000.00	-	150.00	7.50%
Total Title III	14,098.00	1,252.00	11,911.73	84.49%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2023

Title IV				
Instructional Supplies & Materials	12,450.00	870.21	11,867.36	95.32%
Other Supplies	18,033.00	-	3,658.31	20.29%
Indirect Costs	570.00	-	-	0.00%
Inservice/Staff Dev.	11,445.00	-	3,100.67	27.09%
Reg Instructional Equipment	6,928.00	-	-	0.00%
Other Equipment	750.00	475.38	475.38	63.38%
Total Title IV	50,176.00	1,345.59	19,101.72	38.07%

Carl Perkins - Basic				
Travel	12,438.00	-	-	0.00%
Instructional Supplies & Materials	19,255.00	2,864.99	15,796.99	82.04%
Other Supplies	10,000.00	4,480.01	9,280.01	92.80%
Inservice/Staff Dev.	18,000.00	317.62	10,939.62	60.78%
Other Equipment	2,500.00	-	-	0.00%
Total Carl Perkins - Basic	62,193.00	7,662.62	36,016.62	57.91%

IDEA B				
Salaries & Wages	809,444.00	52,844.07	259,852.61	32.10%
Benefits	308,604.00	14,592.31	70,424.68	22.82%
Contracts W/Private Agencies	113,600.00	12,858.80	18,387.92	16.19%
Evaluation & Testing	23,000.00	1,470.00	8,220.00	35.74%
Maintenance & Repairs-Vehicles	3,000.00	-	-	0.00%
Contracts for Sub Teachers	10,000.00	-	-	0.00%
Noncertified Subs	10,000.00	-	-	0.00%
Other Contract Svcs.	75,000.00	801.25	801.25	1.07%
Fuel	4,000.00	-	473.84	11.85%
Instr. Supplies	300,000.00	2,175.77	12,175.77	4.06%
Other Supplies	70,000.00	821.22	2,500.58	3.57%
Indirect costs	30,000.00	-	-	0.00%
Vehicle Insurance	1,000.00	-	225.85	22.59%
Inservice/Staff Dev.	92,107.00	4,183.92	6,913.31	7.51%
Other Charges	14,500.00	-	4,250.00	29.31%
Special Education Equipment	135,035.00	-	690.80	0.51%
Total IDEA B	1,999,290.00	89,747.34	384,916.61	19.25%

ARP IDEA				
Other Supplies	409.00	63.37	408.78	99.95%
Total ARP IDEA	409.00	63.37	408.78	99.95%

IDEA Preschool				
Contracts W/Private Agencies	514.00	-	-	0.00%
Instr. Supplies	25,688.00	-	15,000.00	58.39%
Indirect Costs	788.00	-	-	0.00%
Inservice/Staff Dev.	4,772.00	-	4,592.00	96.23%
Total IDEA Preschool	31,762.00	-	19,592.00	61.68%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
As of Month Ending December 31, 2023

ESSER 2.0				
Inservice/Staff Dev.	25,000.00	700.00	25,000.00	100.00%
Special Education Equipment	11,531.00	1,169.10	11,531.00	100.00%
Total ESSER 2.0	36,531.00	1,869.10	36,531.00	100.00%

ESSER 3.0				
Salaries & Wages	1,241,743.00	122,288.08	438,801.97	35.34%
Benefits	226,478.00	26,097.56	98,853.08	43.65%
Communication	27,922.00	-	-	0.00%
Contracts for Sub Teachers	160,000.00	1,419.00	17,350.50	10.84%
Inservice/Staff Dev.	63,745.00	-	-	0.00%
Total ESSER 3.0	1,719,888.00	149,804.64	555,005.55	32.27%

TN All Corps				
Salaries & Wages	294,000.00	30,752.50	131,577.50	44.75%
Benefits	22,498.00	2,408.90	10,122.14	44.99%
Other Supplies & Materials	7,000.00	-	-	0.00%
Inservice/Staff Dev.	22,302.00	-	-	0.00%
Total TN All Corps	345,800.00	33,161.40	141,699.64	40.98%

Total Expenditures	4,909,975.00	315,506.51	1,401,763.43	28.55%
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TOTAL FUND BALANCE	0.00	-	-	
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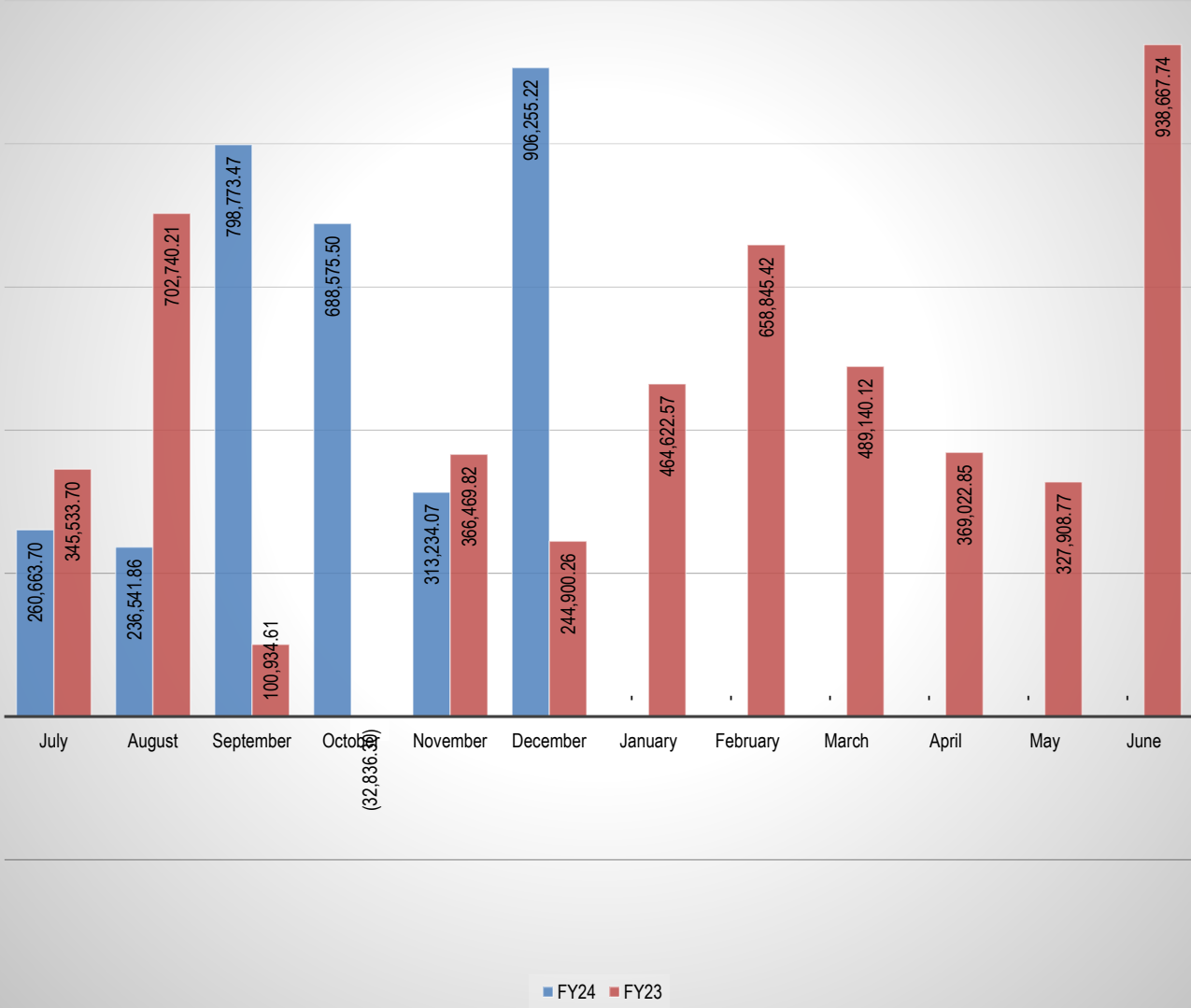
Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
As of Month Ending December 31, 2023

	Month	FYTD	BUDGET	EXPENDED
REVENUES:				
Employee Contributions	199,265.87	903,742.55	1,862,500.00	48.52%
Employer Contributions	366,563.51	1,665,892.56	3,432,580.00	48.53%
Other Income	-	81,571.89	200,000.00	40.79%
Interest Income	2,822.19	28,304.39	-	0.00%
Reserves	-	-	1,104,920.00	0.00%
TOTAL REVENUES:	568,651.57	2,679,511.39	6,600,000.00	40.60%
EXPENDITURES:				
Medical Claims	906,255.22	3,204,043.82	4,900,000.00	65.39%
Stop-Loss Premiums	70,200.16	423,631.61	900,000.00	47.07%
Administrative Expenses	28,269.81	152,560.02	300,000.00	50.85%
Other Contracted Services - Clinic	39,682.47	183,429.76	500,000.00	36.69%
TOTAL EXPENDITURES:	1,044,407.66	3,963,665.21	6,600,000.00	60.06%
FUND BALANCE	(475,756.09)	(1,284,153.82)	-	

	FY 24 Cash Basis Claims	FY 23 Cash Basis Claims	
July	260,663.70	345,533.70	
August	236,541.86	702,740.21	
September	798,773.47	100,934.61	
October	688,575.50	(32,836.30)	
November	313,234.07	366,469.82	
December	906,255.22	244,900.26	
January	-	464,622.57	
February	-	658,845.42	
March	-	489,140.12	
April	-	369,022.85	
May	-	327,908.77	
June	-	938,667.74	
Y-T-D	3,204,043.82	4,975,949.77	Monthly Average Budgeted
			408,333.33

Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
 As of Month Ending December 31, 2023

Analysis of Cash Basis Claims for FY 2023-24



Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAPITAL PROJECTS FUND
As of Ending December 31, 2023

	<u>BUDGET</u>	<u>Month</u>	<u>YTD</u>	<u>EXPENDED</u>
REVENUES:				
County Commission	3,701,747.00	1,114,799.65	1,322,817.65	35.73%
Transfers from City of Germantown	750,000.00	-	-	0.00%
Interest Income	-	-	-	0.00%
Reserves	1,143,810.94	-	-	0.00%
TOTAL REVENUES:	<u>5,595,557.94</u>	<u>1,114,799.65</u>	<u>1,322,817.65</u>	<u>23.64%</u>
EXPENDITURES:				
Building Construction	139,627.40	-	139,627.40	100.00%
Building Improvements	5,455,930.54	-	164,269.05	3.01%
TOAL EXPENDITURES:	<u>5,595,557.94</u>	<u>-</u>	<u>303,896.45</u>	<u>5.43%</u>
FUND BALANCE	<u>-</u>	<u>1,114,799.65</u>	<u>1,018,921.20</u>	

Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAFETERIA FUND

As of Month Ending December 31, 2023

	BUDGET	Month	YTD	EXPENDED
REVENUES:				
Lunch, Breakfast, A la Carte Sales	1,536,287.00	86,655.45	696,261.40	45.32%
USDA School Lunch	589,561.00	25,513.12	184,280.74	31.26%
USDA Breakfast	48,497.00	3,110.24	21,075.76	43.46%
USDA Other	-	4,229.22	4,229.22	0.00%
Other State Funds	-	-	-	0.00%
Other Federal Thru State Funds	26,538.00	-	41,819.95	157.59%
Other Revenue	5,000.00	150.00	3,334.10	66.68%
Reserves	188,428.18	-	-	0.00%
TOTAL REVENUES	2,394,311.18	119,658.03	951,001.17	39.72%
EXPENDITURES:				
Other Contracted Services - SFE	1,742,470.00	96,940.03	826,073.15	47.41%
NET BALANCE	651,841.18	22,718.00	124,928.02	19.17%
DISTRICT EXPENDITURES:				
Maint and Repair - Equipment	40,000.00	1,218.40	6,695.30	16.74%
UDSA Commodities	145,240.00	-	-	0.00%
Other Supplies & Materials	7,000.00	-	1,136.00	16.23%
Building Improvements	295,945.18	-	125,467.27	42.40%
Inservice/ Staff Development	2,000.00	-	606.54	30.33%
Equipment	161,656.00	-	105,614.98	65.33%
TOTAL DISTRICT EXPENDITURES	651,841.18	1,218.40	239,520.09	36.75%
EXPENDITURES TOTAL	2,394,311.18	98,158.43	1,065,593.24	
Excess/(Def) of Revenues over Expenditures	-	21,499.60	(114,592.07)	#DIV/0!
Operating Transfer In	-	-	-	#DIV/0!
FUND BALANCE	-	21,499.60	(114,592.07)	

Germantown Municipal School District
REVENUE and EXPENSE REPORT
OPEB FUND

As of Month Ending December 31, 2023

	Month	YTD	BUDGET	EXPENDED
REVENUES:				
Employer Contributions	-	-	755,000.00	0.00%
Retiree Contributions	-	-	80,000.00	0.00%
Interest and Dividend Income	44,081.66	82,493.60	75,000.00	109.99%
Realized gain/(loss) on investments	712.36	(160.48)	-	0.00%
Unrealized gain/(loss) on investments	191,347.66	179,548.21	293,750.00	61.12%
Other Income			-	0.00%
TOTAL REVENUES	236,141.68	261,881.33	1,203,750.00	21.76%
EXPENDITURES:				
Retiree Stipends	8,700.00	51,000.00	100,000.00	51.00%
Medical Claims	-	67,343.00	600,000.00	11.22%
Insurance Premiums	-	-	50,000.00	0.00%
Administrative Expenses	1,208.33	11,849.98	25,000.00	47.40%
TOTAL EXPENDITURES	9,908.33	130,192.98	775,000.00	16.80%
FUND BALANCE	226,233.35	131,688.35	428,750.00	



GMSD Board Business Meeting

December 14, 2023 6:00 PM

Board Room, GMSD Office, 3350 S Forest Hill Irene Road, Germantown, TN 38138

Board Members:

Dr. Daniel Chatham: Present
Mr. Brian Curry: Present
Mrs. Amy Eoff: Present
Mrs. Angela Griffith: Present
Mr. Ryan Strain: Present

Student Board Representative:

Eva Fisher

In Attendance:

Superintendent: Jason Manuel
General Counsel: Valerie Speakman
Board Secretary: Jo Ellen Druelinger

1. Call to Order

Chairman Ryan Strain called the meeting to order at 6:07 p.m.

2. Moment of Silence

Chairman Ryan Strain called for a moment of silence.

3. Pledge of Allegiance

Board member Brian Curry led the Pledge of Allegiance.

4. Approval of Agenda

The Board recommended to amend the agenda as follows: Add agenda item 5.A: Resolution 05/2023-2024: Resolution of the Germantown Board of Education honoring Vijaya Subramani

Motion passed: I move to approve the agenda as amended, passed with a motion by Mrs. Angela Griffith and a second by Mr. Brian Curry.

Dr. Daniel Chatham: Yea
Mr. Brian Curry: Yea
Mrs. Amy Eoff: Yea
Mrs. Angela Griffith: Yea
Mr. Ryan Strain: Yea

Yea: 5, Nay: 0



5. Recognition and Awards

A. GBOE Resolution 05/2023-2024

A Resolution of the Germantown Board of Education honoring Vijaya Subramani

Motion passed: I move to approve GBOE Resolution 05/2023-2024 honoring Vijaya Subramani, passed with a motion by Mrs. Amy Eoff and a second by Mrs. Angela Griffith.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

6. REPORTS

A. TN Legislative Update

Board member and TN Legislative Representative Brian Curry presented the GBOE 2024 Legislative Agenda.

B. Chairman's Report

Chairman Ryan Strain presented as follows:

Board Members' District-related activities since our last business meeting included the following:

All Board Members:

- Attended a joint meeting with the Board of Mayor and Aldermen to present the Houston High Masterplan and to discuss the education portion of the BMA's legislative agenda.

Board Members Curry, Griffith, Eoff, and Strain also:

- Walked with the District's spectacular float during the City of Germantown's Holiday Parade.

Board Members Chatham, Curry, and Griffith also:

- Attended the Farmington Holiday Concert, featuring the FarmingTONES, Farmington Guitar Club, and Farmington and Riverdale Strings.

Board Members Curry, Griffith, and Eoff also:

- Attended Mustang Theatre's production of *The Mad Woman of Paris*;
- Attended the Mustang Sendoff for the state champion Houston High football team;
- Attended the Houston High Band Holiday Concert;
- Attended the Houston High Choir Holiday Concert; and
- Attended the Houston Middle Band Holiday Concert.

Board Members Curry and Griffith also:

- Attended the Houston Mustangs' football state championship victory in Chattanooga.

Board Members Curry and Strain also:

- Toured Houston High with Tennessee State Representative and House Education Administration Committee Member Ron Gant, Superintendent Manuel, and Principal Hallie Ross; and



- Met with Tennessee Representative and House Education Administration Chairman Mark White, Superintendent Manuel, Mayor Palazzolo, Vice Mayor Mary Anne Gibson, Aldermen Sherrie Hicks and Brian Ueleke, and City Administrator Jason Huisman to discuss Governor Bill Lee's proposed voucher legislation.

Board Members Griffith and Strain also:

- Attended the Leadership Germantown Alumni Association holiday party, at which Tennessee Representative and House Education Administration Chairman Mark White spoke.

Board Member Curry also:

- Attended the Other Post-Employment Benefits (or OPEB) Committee Meeting;
- Attended the Houston Middle and High School Orchestra Holiday Concert; and
- Attended the Houston High JV girls basketball game vs. Memphis-Area Home Education Association.

Board Member Griffith also:

- Attended the Dogwood PTO's December meeting;
- Participated in the Houston Middle and High Moms in Prayer's delivery of cookies to teachers' lounges and main school offices; and
- Observed the SFE Roving Chef series with students from GOAL.

And, finally, I also:

- Met with Mayor Palazzolo, City Administrator Jason Huisman, Assistant City Administrator Andy Sanders, and Superintendent Manuel to discuss high school course offerings; and
- Met with Tennessee State Representative Kevin Vaughan, Speaker of the Tennessee House of Representatives Cameron Sexton, Superintendent Manuel, Collierville Superintendent Gary Lilly, and Collierville Board of Education Chairman Wright Cox to discuss voucher legislation.

And now for my report. Some may call them cliché, but one of my favorite things about this time of year is reading through the many "Best of" or "Year in Review" lists that come out in December. And while I'm sure you'd all like to hear my top 10 albums or movies of the year, I thought I would put a GMSD spin on my "Year in Review" and highlight just *some* of the amazing things that happened in the District this year.

- The Dogwood Elementary girls cross country team won the state championship.
- The Riverdale Lady Raiders varsity volleyball team were Class 2A TMSAA Section 4 volleyball champions.
- The Houston Middle cheer team won nationals.
- The Houston High cheer team won the Mid-South Super Varsity Regionals.
- The Houston girls varsity golf team won regionals.
- Houston High soccer coach David Wolff recorded his 800th coaching victory (and counting).
- The Houston High football team won the state championship.
- Multiple Houston High athletes signed letters of intent to play college sports.
- The following teachers were named GMSD Teachers of the Year for either the 2022-23 year or 2023-24 year: Valerie McKinney, Jon House, Alicia Breen, Anna Brignole, Elizabeth Hume, and Jerica Ross.
- Ellen Moak was named Teacher of the Year by the City of Germantown Education Commission.
- Dogwood 5th grade teacher Alexa Guynes was announced as a Milken Educator Award recipient - one of the highest teacher recognitions in the country.



- And, speaking of Mrs. Guynes' achievement, District Creative Media Producer, Tyler Nutt, was awarded the Excellence award by the National School Public Relations Association for his video on Mrs. Guynes winning the Award.
- Ashley Brasfield was named GMSD Principal of the Year.
- Ethan Constant was named GMSD Supervisor of the Year.
- Houston Middle principal ShaMira Davis was named a Tennessee School Boards Association Regional Semi-Finalist for Tennessee Principal of the Year.
- Superintendent Manuel won the Communication Technology Award from the National School Public Relations Association.
- Nabiha Huda received the Tennessee School Boards Association's Delta District School Volunteer Recognition Award.
- Multiple GMSD students won awards at the BRACE Art Competition.
- Schools held amazing theater performances, Veterans' Day events, festivals, field days, dances, graduation walks, holiday concerts, and more.
- Mustang Theatre won awards at the High School Musical Theatre Awards show.
- The District held its first ever GMSD Envision Exposition showcasing research projects from students in 3rd through 5th grades.
- Houston High's Literary Magazine was ranked number one in the state by the National Council of Teachers of English.
- Houston High student Sarah Hochman received the Tennessee School Boards Association's State Student Excellence Award.
- Riverdale third graders Beckham Clark and Weston Sloan saved their classmate's life when he started choking during lunch.
- Mustang Swim Team member London Griffin saved a child's life at a local pool and received an award from the Mayor of Memphis.
- Dogwood Elementary student Scarlett Arnold somehow found Dogwood first grade teacher Sabrina Mink's lost engagement ring on the playground.
- GMSD achieved the state's highest status for growth in academic achievement.
- The District held a successful Mission Possible Summer Success Camp providing instruction in literacy and math.
- Based on 2023 TCAP and end-of-course data:
 - GMSD ranked #1 in the state in 3rd grade English language arts, 4th grade English language arts, 5th grade English language arts, and 4th grade science;
 - GMSD ranked #2 in the state in 3rd grade math, 4th grade math, 8th grade English language arts, and 8th grade social studies; and
 - GMSD ranked #3 in the state in 3rd grade science, 6th grade math, English II, and Biology.
- GMSD had 15 National Merit Semi-Finalists and 12 National Merit Commended Scholars.
- The Houston High softball complex opened.
- The Houston Middle addition opened.
- The Houston Middle addition was named a Building Memphis Award finalist.
- The District hosted its first ever 8th grade Career Expo.
- All schools in the district were designated Heart Safe! By Project ADAM, meaning all schools are prepared in the event of a cardiac emergency.
- And, last but not least, District Communications Supervisor, Kate Crowder, convinced a record-high number of people to dance on video during school board meetings.



C. Financial Report

Chief Financial Officer Kevin Jones reported the Total Assets, Liabilities, and Fund Balances on the Balance Sheet for period ending 11.30.2023

SCHOOL OPERATING FUND

Sales tax revenues are projected \$10.2 million v. \$9.9 million budgeted.

CAFETERIA FUND

SFE reported a net income of \$102K year-to-date.

OPEB TRUST FUND

For November, with a market recovery, unrealized gains on investments totaled \$313K.

D. Superintendent's Report

Superintendent Jason Manuel presented the Annual Safety Report for 2023 during the Superintendent's Report with the following Highlights in his PowerPoint presentation:

Safe Schools annual training

Safety Drills for both staff and training

Products and Programs: The gold standard in safety protected by

Raptor Technologies

Go Guardian monitoring web content

ADA Compliant Keys (Facilities) upgrading hardware to allow door to lock from inside

Under surveillance with 584 Cameras in GMSD including Flock Cameras with license plate readers

Coming soon 3M Security Glass

7. Citizens to be heard

There were no citizens to be heard at this time.

8. CONSENT AGENDA

Motion passed: I move to approve all the items in the Consent Agenda, passed with a motion by Mrs. Angela Griffith and a second by Mr. Brian Curry.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0



A. Approval of the Minutes

Minutes from 11.28.23 Board Business Meeting

B. Revision of Policies - Second Reading

Revisions are recommended for the following.

First Reading - 11.28.23

Second Reading - 12.14.23

Revision 1.105 - School Board Legislative Involvement - The policy change is at the recommendation of TSBA.

Revision 1.200 - Method of Election of Officers - The policy change is at the recommendation of TSBA.

Revision 2.400 - Revenues Gifts and Bequests - The policy change recommendations are driven by the new amendments to the State's Internal School Funds Manual.

Revision 2.500 - Deposit of Funds - The policy change recommendations are simply pro forma to change citations due to new amendments to the State's Internal School Funds Manual.

Revision 2.601 - Credit Accounts and Credit Cards - The policy change recommendations are driven by the new amendments to the State's Internal School Funds Manual.

Revision 2.700 - Accounting System - The policy change recommendations are simply pro forma to change citations due to new amendments to the State's Internal School Funds Manual.

Revision 2.702 - Property Records - The policy change recommendations are driven by the new amendments to the State's Internal School Funds Manual.

Revision 2.900 - Student Activity Funds Management - This is a new policy recommendation which is driven by the new amendments to the State's Internal School Funds Manual.

Revision 2.4021 - Investment of Idle Funds- The policy change recommendations are simply pro forma to change citations due to new amendments to the State's Internal School Funds Manual.

Revision 6.203 - School Admissions - The suggestion to change the policy was made by Board Member Chatham during the October Work Session.

Revision 6.701 - Fundraising Activities - The policy change recommendations are driven by new amendments to the State's Internal School Funds Manual.

Revision 6.2061 - Inter-District Open Enrollment - The suggestion to change the policy was made by Board Member Curry during the October Work Session.



Revision 3.403 - Private Vehicles- The policy change recommendations are driven by a standardization of our school trip permission documents.

C. Approval of \$20 club fee for National Junior Honor Society at Riverdale School

Purpose of the club: The National Junior Honor Society (NJHS) elevates a school's commitment to the values of scholarship, service, leadership, character, and citizenship and helps middle-level students develop the knowledge and skills to become well-rounded student leaders in their school, community, and beyond.

Sponsor: Abigail Wade

Fee: \$20 for purchase of snacks for each meeting; any leftover money will be donated a Memphis charity of the students' choosing

D. Approval of \$15 club fee for the Asian American/Pacific Islanders Student Association at Houston High School

Purpose of club: To provide a safe space for all Asians and non-Asians to work as a community and educate all members of the traditions of the various cultures.

Sponsor: William Brock

Fee: \$15 for club refreshments and supplies

9. BOARD ACTION ITEMS

A. Approval of Wireless Access Point Replacement at Houston Middle School

Motion passed: I move to approve the proposal from Presidio Networked Solutions LLC for the replacement of wireless access points at Houston Middle School in the amount of \$100,508.85., passed with a motion by Mrs. Amy Eoff and a second by Dr. Daniel Chatham.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

B. Approval of Wireless Access Point Replacement at Riverdale School

Motion passed: I move to approve the proposal from Presidio Networked Solutions LLC for the replacement of wireless access points at Riverdale in the amount of \$139,166.10., passed with a motion by Mrs. Angela Griffith and a second by Mrs. Amy Eoff.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea



Mr. Ryan Strain: Yea
Yea: 5, Nay: 0

C. Interlocal Agreement for Student Transportation Assistance

Motion passed: I move to approve the Interlocal Agreement for Student Transportation Assistance, passed with a motion by Dr. Daniel Chatham and a second by Mrs. Amy Eoff.

Dr. Daniel Chatham: Yea
Mr. Brian Curry: Yea
Mrs. Amy Eoff: Yea
Mrs. Angela Griffith: Yea
Mr. Ryan Strain: Yea
Yea: 5, Nay: 0

D. Germantown Board of Education 2024 Legislative Agenda

Motion passed: I move to approve Germantown Board of Education 2024 Legislative Agenda, passed with a motion by Mr. Brian Curry and a second by Mrs. Amy Eoff.

Dr. Daniel Chatham: Nay
Mr. Brian Curry: Yea
Mrs. Amy Eoff: Yea
Mrs. Angela Griffith: Yea
Mr. Ryan Strain: Yea
Yea: 4, Nay: 1
Dr. Daniel Chatham: Nay

E. GBOE Resolution 04/2023-2024 Joint Resolution of Germantown BOE and BMA Opposing State Voucher Initiatives

Motion passed: I move to approve Germantown Board of Education 2024 Legislative Agenda, passed with a motion by Mrs. Amy Eoff and a second by Mrs. Angela Griffith.

Dr. Daniel Chatham: Yea
Mr. Brian Curry: Yea
Mrs. Amy Eoff: Yea
Mrs. Angela Griffith: Yea
Mr. Ryan Strain: Yea
Yea: 5, Nay: 0



F. Election of Chairman

Motion passed: I move to nominate Ryan Strain as the Chairman of the Germantown Board of Education, passed with a motion by Mr. Brian Curry and a second by Mrs. Amy Eoff.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

G. Election of Vice-Chairman

Motion passed: I move to nominate Amy Eoff as the Vice-Chairman of the Germantown Board of Education, passed with a motion by Mrs. Angela Griffith and a second by Dr. Daniel Chatham.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

H. Election of Tennessee Legislative Representative

Motion passed: I move to nominate Brian Curry as the Tennessee Legislative Representative for the Germantown Board of Education, passed with a motion by Mr. Ryan Strain and a second by Mrs. Amy Eoff.

Dr. Daniel Chatham: Yea

Mr. Brian Curry: Yea

Mrs. Amy Eoff: Yea

Mrs. Angela Griffith: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0



10. Announcements

- Winter break begins tomorrow! Don't forget it's a half day of school!
- Basketball games and wrestling matches will be held over the break, so if you are interested in cheering on the Mustangs over the holidays, check the District calendar for days and times.
- School starts back January 3rd.
- School is closed January 15th for Martin Luther King Jr. Day.
- GOAL's Prospective Family Event is January 22nd at 6:00 p.m. at the District Office.
- Rising 9th grade preview night at Houston High is January 23rd at 6:00 p.m. at Houston High.
- And, finally, the Board's next Work Session is scheduled for January 23rd at 5:30 p.m., and the Board's next Business Meeting is scheduled for January 30th at 6:00 p.m.

11. Adjournment

The meeting was adjourned with consensus at 8:10 p.m.

Chairperson

Date

Superintendent

Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2023-2024

Amendment # 16

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-76100-707	Building Improvements	1,078,684	-	(75,000)	1,003,684
141-72620-335	Building Maintenance and Repairs	901,850	-	75,000	976,850

REASON FOR AMENDMENT:

To cover projected building maintenance and repair costs throughout the district. (Note: Three major repairs have already occurred: stadium lighting at HHS, water leak at HHS, and gas leak at FES)

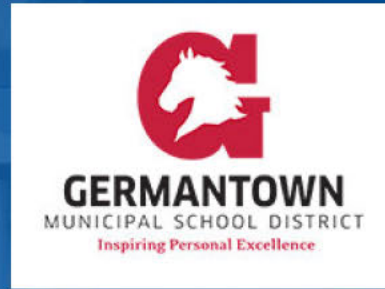
APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

_____ Date _____

_____ Date _____



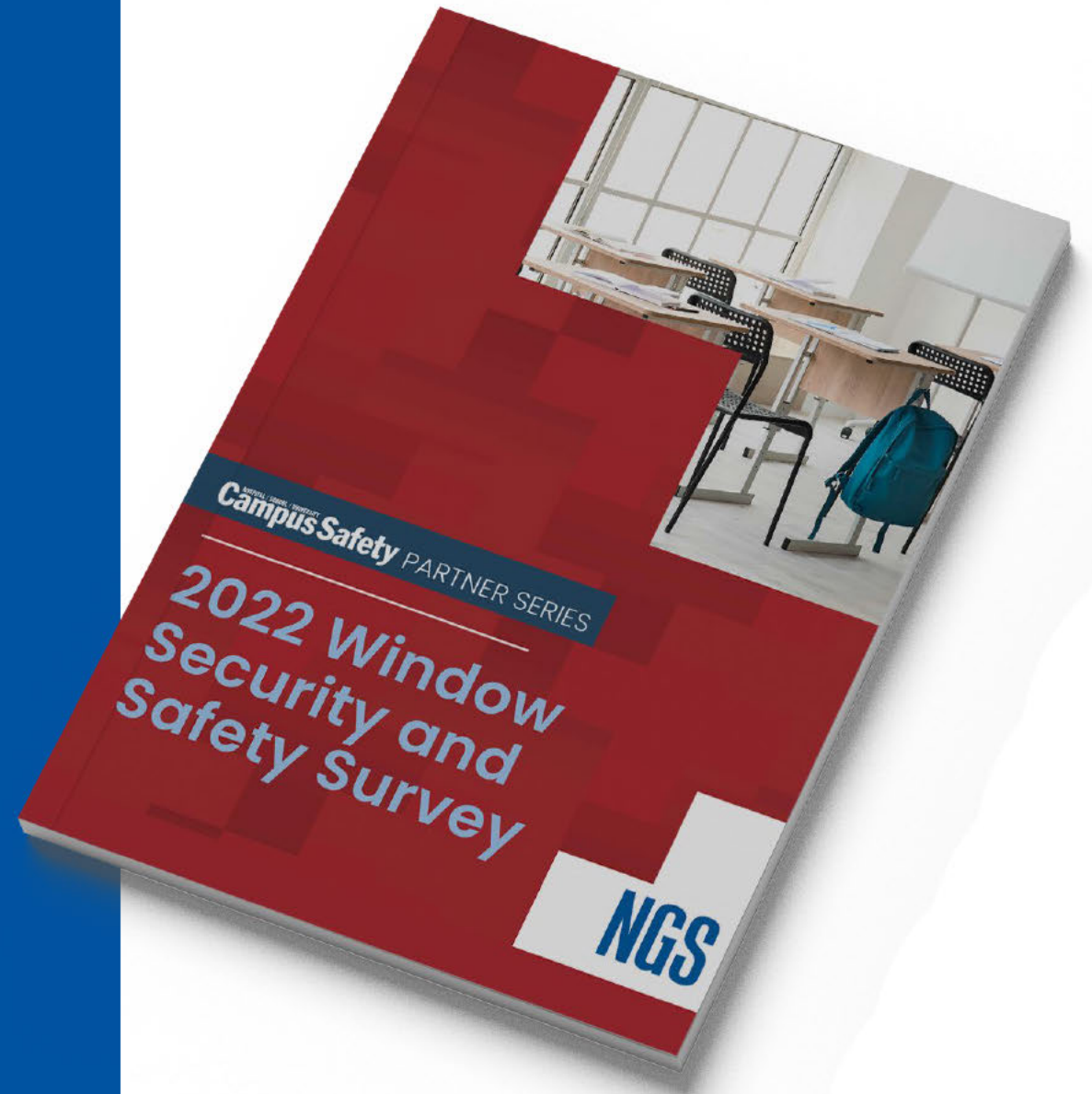
KEEP DANGER OUT

Bring 3M™ In

WINDOW SECURITY AND SAFETY SURVEY

Key Findings

1. Glass is destined to fail
2. First responders aren't enough
3. Natural disasters are a growing concern

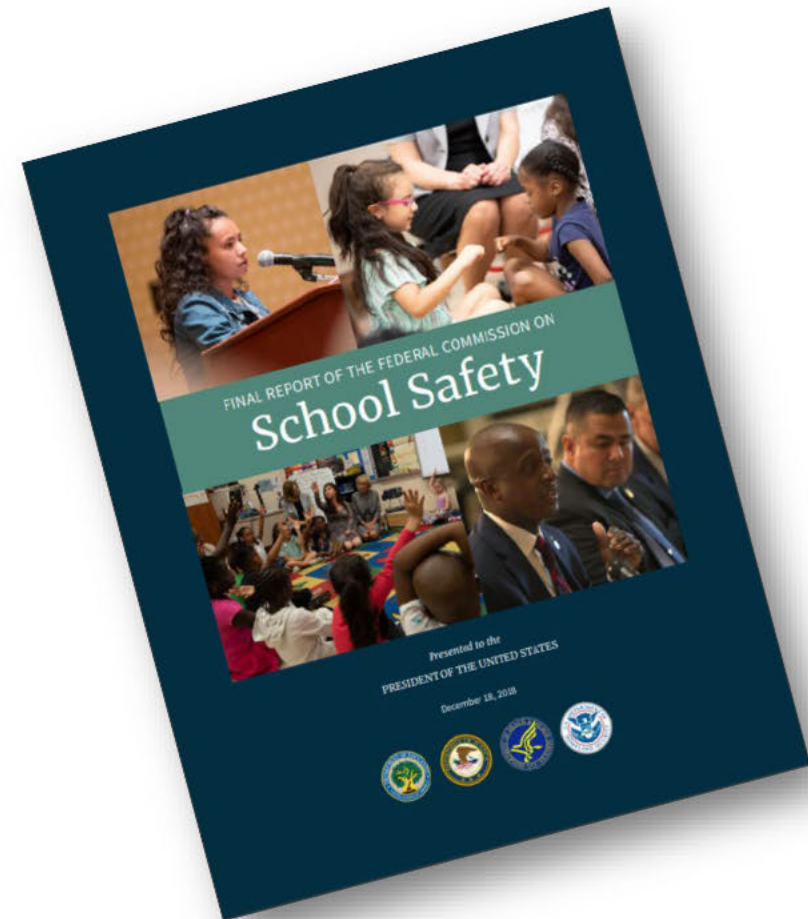


SAFETY AND SECURITY WINDOW FILM IS RECOMMENDED

- Final Report of the Sandy Hook Advisory Commission, March 6, 2015
- Final Report of the Federal Commission on School Safety, December 18, 2018

“...Replacing any non-reinforced glass windows with tempered, wire-reinforced, laminated, or bulletproof glass and **applying blast-resistant safety films** can strengthen windows to increase the protection they provide...”

- *Final Report of the Federal Commission on School Safety*



WHY 3M™?

Incorporated into thousands of schools and campuses in the U.S.

3M is known for its innovation, science and technology. 3M™ Ultra Series' micro woven tear resistant technology holds multiple patents and outperforms standard 2 ply 8 mil films

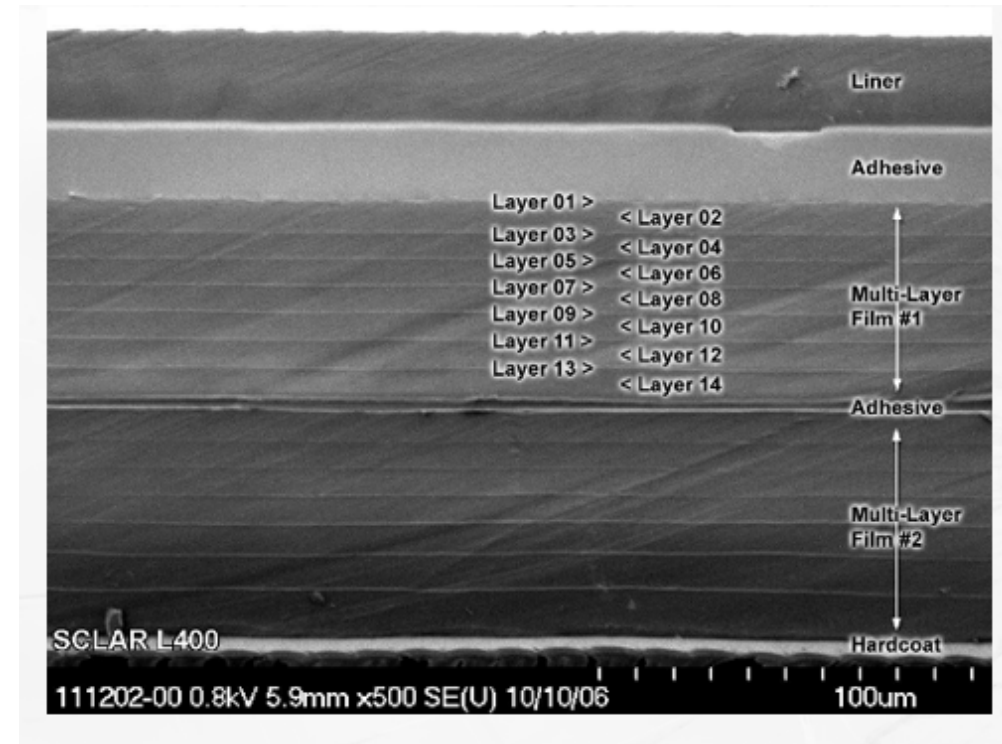
3M™ Safety and Security Films have been tested on numerous glazing types under a variety of blast loads. In fact, in some cases, 3M films have been designed to surpass required standards.

3M is only window film manufacturer that offers its own comprehensive structural adhesive "Caulk + Film warranty".



THE 3M™ DIFFERENCE

- The film and its strong adhesive forms a protective membrane on the glass
- Ultra films have a patented micro woven layer technology to help resist tearing
- Film is applied on interior side
 - Opposite of attack face
 - Protected from elements
- Helps hold broken glass fragments together
- Film attachment systems are applied along perimeter to anchor the film to the window frame
 - Forces intruder to create opening through center of broken glass- giving first responders precious time



WHY NGS?

Credibility and Capability

- NGS is 3M's largest authorized contractor/dealer in America
- NGS is the largest school safety glazing contractor with over 153 districts serviced nationwide since 2019 (91 in Texas)

School Campus Security Assessments

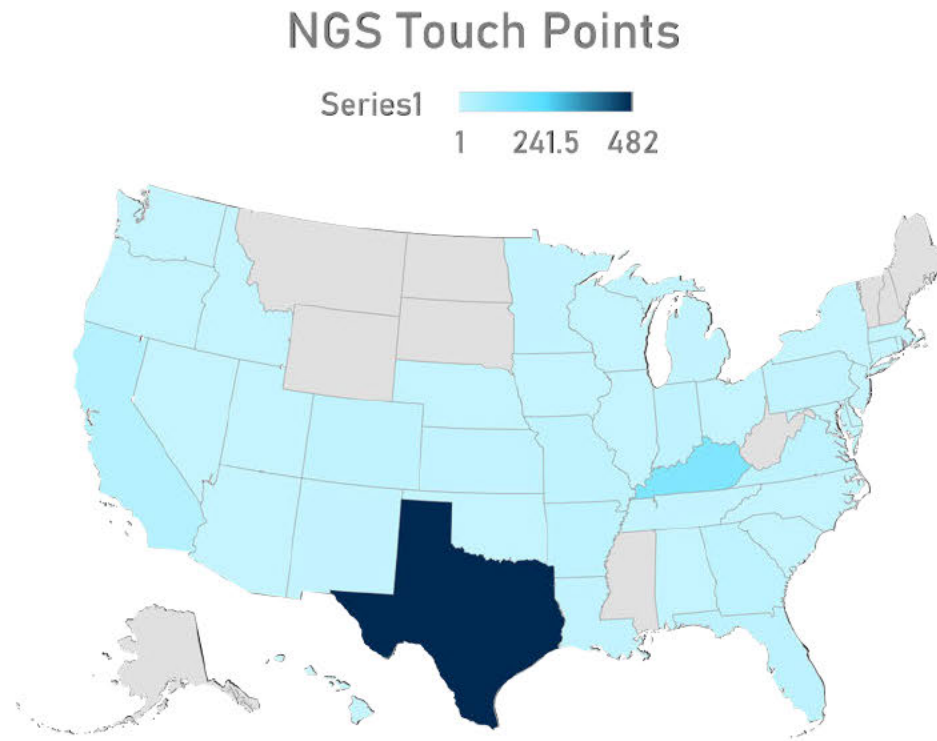
- Built to mirror Federal Commission on School Safety's "layered – zone approach:
- Proprietary customizable area & building report to simplify scope & tailor pricing to budget

Contracting Vehicles

- GSA Schedule 84 Contract holder [47QSWA20D00C](#)
- TIPS-USA Contract
 - Safety supplies and services [220101](#)
 - Job Order Contracting [211001](#)
- PCA- Purchase Cooperative of America Glazing Contract [PCA-OD-316-20](#)
- CMAS Contract California 4-20-84-0085
- Equalis Contract R10-1146B

OVER 153 DISTRICTS SERVICED

By NGS Since 2019 (91 in Texas)

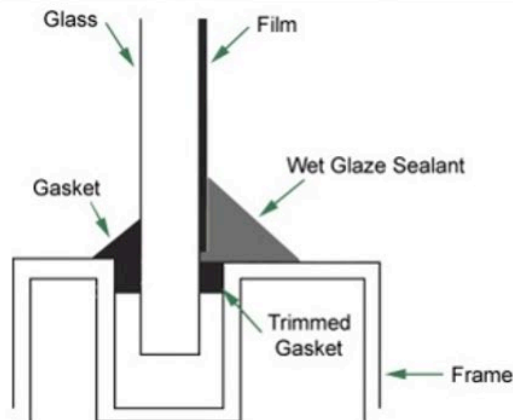


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3M™ IMPACT PROTECTION ADHESIVE

- About three days cure time, which is faster than dow 995
- More “tamper resistant”
 - Advantageous in school environments
- At least ¼” coverage on film and frame (not including gasket)
 - Minimum 3/8” coverage recommended

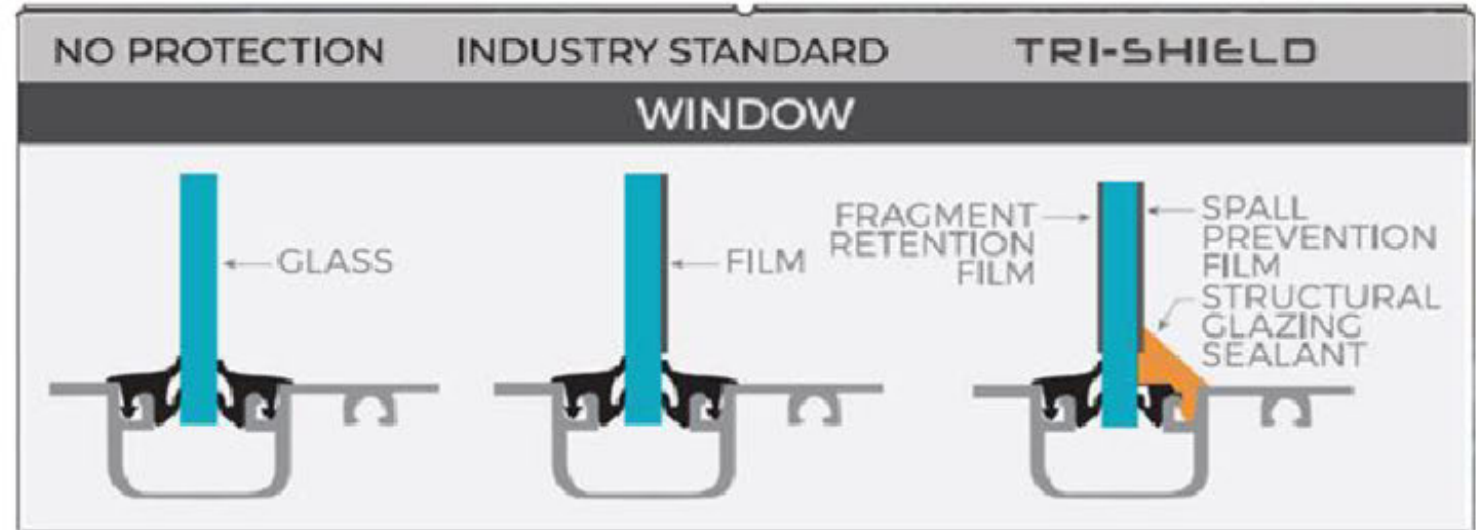
Tier 1 Example
2 minutes
Houston ISD



- **Attachment System Recommended For Schools**
- **Wet glaze structural sealant**
- **Low odor / VOC**
- **Fast cure time**
- **Weatherable & paintable**
- **Matte finish (vs. glossy)**

TRI-SHIELD®

TIER 2



TRI-SHIELD was created by NGS

TRI-SHIELD uses only 3M™ Safety & Security Window Film and Attachment Systems

TRI-SHIELD is a cost effective way to fortify existing glazing using 3M products

TRI-SHIELD can be installed quickly with little impact on day-to-day operation on a school campus

MATERIAL SCOPE DEFINITION

- **Tier 1: Interior application only* \$132,917.26**
 - 3M Ultra 800 security film installed on interior (surface 2) glass on windows and doors in scope
 - 3M Impact Protection Adhesive installed on inside (surface 1) of all 4 side of frame on doors and windows in scope
 - Houston ISD active shooter demo delay 2 minutes
- **Tier 2: Interior + exterior installation – TRI-SHIELD * \$199,227.99**
 - 3M Ultra 800 security film installed on interior (surface 2) glass on windows and doors in scope
 - 3M exterior weatherable 7mil security film installed on exterior (surface 1) glass on windows and doors in scope
 - 3M Impact Protection Adhesive installed on inside (surface 1) of all 4 side of frame on doors and windows in scope
 - Houston ISD active shooter demo delay up to 6 minutes
- **Terms & Conditions**
 - Scope only includes glazing per area report mapped by zone, area and marked up pictures
 - Neither NGS or 3M make any guarantees to degree of performance as all window systems are constructed differently and not per the specs of windows tested by manufacturer. There may be window frames that do not allow for .5" bead of caulk on the frame and thus may not perform to specification of .5" bead.
 - Material will take up to 60 days to cure so windows may appear rippled or hazy with water pockets until then
 - Scope is only up to door height unless otherwise stated.

*Alternate manufacturer material may be priced upon request

WARRANTY

Safety & Security			
Ultra Prestige	Ultra PR S50	Limited Lifetime	15 Years
	Ultra PR S70	Limited Lifetime	15 Years
Ultra Series	Ultra S600	Limited Lifetime	12 Years
	Ultra S800	Limited Lifetime	12 Years
	Ultra NV S25	Limited Lifetime	12 Years
	Ultra Neutral S35	Limited Lifetime	10 Years
	Ultra Neutral S50	Limited Lifetime	10 Years
Safety	S40	Limited Lifetime	10 Years
	S70	Limited Lifetime	10 Years
	S80	Limited Lifetime	10 Years
	S140	Limited Lifetime	10 Years
	S40 Exterior	7 Years (5 Years Sloped)	7 Years (5 Years Sloped)
Anti-Graffiti	AG-4	1 Year	1 Year
	AG-6	1 Year	1 Year
Impact Prot. Profile	WP250 White	Limited Lifetime	As Long as the Film Warranty
	BP700 Black	Limited Lifetime	As Long as the Film Warranty
	BP950 Black	Limited Lifetime	As Long as the Film Warranty
Privacy Series	White Matte	Limited Lifetime	1 Year
	Mirror	Limited Lifetime	5 Years

NGS SCHOOL SAFETY DISTRICT PROJECTS AR, FL, GA, KY, LA, TN

Year	school/ district	state	Address	scope
2018	Atlanta Heights Charter school	GA	3712 Martin Luther King Jr Dr, Atlanta, GA 30331	3M Ultra 800, S70X, IPA
2023	Atlanta Public Schools-Morris Brandon ES	GA	2741 Howell Mill Rd. NW Atlanta, GA 30327	3M Ultra 800, S70X, IPA
2023	Atlanta Youth Academy	GA	2120 Forrest Park Rd. Atlanta, GA 30315	3M Ultra 800, S70X, IPA
2023	Buckhead Preparatory School	GA	4300 Northside Dr. Atlanta, GA 30327	3M Ultra 800, 3M Milky San Marino, IPA
2023	Broward County Public Schools-Silver Ridge E	FL	600 S.E Third Ave. Ft. Lauderdale, FL 33301	3M Ultra 800, IPA
2020	Catoosa County	GA	307 Cleveland St, Ringgold, Ga 30736	3M Ultra 800, IPA
2019	Chatham County Schools	GA	101 Priscilla D Thomas Way, Savannah, GA 31408	3M Ultra 800, S70X, IPA
2019	Clay County	FL	925 Center St, Green Cove Springs, FL 32043	3M S25NVAR, IPA
2019	Commerce City Schools	GA	270 Lakeview Dr, Commerce, GA 30529	3M Ultra 800, S70X, IPA
2020	Concord Schools	AR	10920 Heber Springs Rd. N Concord, AR 72523	3M Ultra 800, IPA
2023	Dalton Public Schools	GA	1500 Manley St. Dalton, GA 30720	3M Ultra 800, 3M UNVS25, IPA
2023	Dawson City Schools	GA	28 Main St. Dawsonville, GA 30534	3M Ultra 800, 3M S70X, 3M UNVS25, IF
2023	Dawson County School District	GA	28 Main St. Dawsonville, GA 30534	3M Ultra 800, S70X, IPA, UNVS25
2023	Decatur Schools -AL	AL	212 4th Ave. SE Decatur, AL 35601	3M Ultra 800, IPA, 3M Fasara Milky
2022	Fayette County Public Schools	KY	701 East Main St. Lexington, KY 40502	3M Ultra 800, IPA
2022	Forsyth County	GA	1120 Dahlonge hwy, Cumming, GA 30040	3M S25NVAR, IPA
2023	Girls Preparatory School	TN	205 Island Ave. Chattanooga, TN 37405	3M Ultra 800, 3M NV35, IPA
2022	Gwinnett County Schools	GA	437 Old Peachtree Rd. Suwanee, GA 30024	Tr-Shield
2023	Harmony Grove School District-Benton	AR	2621 Hwy 229 Benton, AR 72015	3M Ultra 800, S70X, IPA
2023	Holy Cross Lutheran School	FL	5450 Holy Cross St. Sanford, FL 32771	3M Ultra 800, S70X, IPA
2023	Holy Innocents' Episcopal School	GA	805 Mount Vernon Hwy NW Atlanta, GA 30327	3M Ultra 800, S70X, IPA
2023	Madison County Schools -SWISS	AL	1275 Jordan Rd. Huntsville, AL 35811	3M 800, S70X, IPA
2023	Newport School District	AR	406 Wilkerson Dr. Newport, AR 72122	3M Ultra 800, S70X, IPA
2021	North Cobb Christian Schools	GA	4500 Eagel Dr. NW Kennesaw, GA 30114	3M Ultra 800, S70X, IPA
2022	Orange County	FL	6501 Magio Way, Orlando FL, 32801	3M S25NVAR, S70EXT, IPA int+ext
2022	Osceola County Schools	FL	817 Bill Beck Blvd, Kissimmee, FL 34744	3M one way mirror, S25NVAR and 3M IF
2022	Pinellas County Schools	FL	410 Missouri Ave N. Largo, FL 33770	3M Ultra 800 + IPA and S70x
2018	Pottsville School District	AR	976 Pine Ridge Rd, Pottsville AR, 72858	3M Ultra 800, S70X, IPA
2023	Rabun Gap-Nacoochee School	GA	339 Nacoochee Dr. Rabun Gap, GA 30568	3M Ultra 800, S70X, IPA, UNVS25
2020	Roane county	TN	540 W Cumberland St, Kingston, TN 37763	Solar Gard OSW Silver 20 EXT
2022	Sarasota County Schools	FL	1980 Landings Blvd, Sarasota, FL 34231	3M one way mirror film
2020	Savannah Chatham County Public School Syst	GA	101 Priscilla D. Thomas Way Savannah, GA 31408	3M Ultra 800, S70X, IPA
2020	Seminole County Public Schools	FL	400 E. Lake Mary Blvd. Sanford, FL 32773	TriShield 3M Ultra 800, IPA, S70EXT
2022	The Westminster School	GA	1424 West Paces Ferry Rd NW, Atlanta, GA	Ultra 800 S70X, IPA
2016	Village De L'est school	LA	5100 Cannes St, New Orleans, LA 70129	3M Ultra 800, IPA
2020	Walton-Verona ISD	KY	16 School Rd. Walton, KY 41094	3M Ultra 800, IPA

Authorized 3M™ Prestige Window Film Dealer

Platinum Level

NATIONAL GLAZING SOLUTIONS

2023 Certificate

The recipient listed above has been certified by 3M as a 3M Authorized Window Film Dealer at the level designated in this certificate, with access to our 3M™ Sun Control Window Film Prestige Series and 3M™ Scotchshield™ Safety & Security Window Film Ultra Prestige Series. The Dealer has completed 3M™ Window Film Product Installation Training and has demonstrated the highest level of 3M™ Window Film knowledge and service. In addition, this Dealer has demonstrated competency in executing national accounts in the United States. When you purchase 3M™ Window Film from this 3M Authorized Window Film Dealer, you receive an end-customer warranty that reflects a joint commitment from both 3M and the Dealer. For details of warranty coverage, please refer to [3M.com/WindowFilm](https://www.3M.com/WindowFilm).



**Authorized Window Film Dealer
Prestige Dealer Network**

NGS

This certificate is valid only for the year stated above and provided Dealer maintains an active status as a 3M Authorized Window Film Dealer.
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5616 Royalton Street
Houston, TX 77081

December 6, 2022

James Beale
Chief Executive Officer
National Glazing Solutions
140 Mountain Brook Drive
Canton, GA 30115

Dear Mr. Beale:

National Glazing Solutions (NGS) is a pivotal part of the Accent Distributing company. . . NGS has done a tremendous job working with key industry personnel in multiple segments to grow our entire portfolio of products; especially the Safety & Security market. NGS is our largest customer for 3M Safety & Security Films with another record year in 2022. Thank you!

We wish you continued success in your business pursuits and are looking forward to an ongoing mutually beneficial relationship.

A handwritten signature in black ink, appearing to read "Shawn Cabral", is written over the typed name.

Shawn Cabral
General Manager

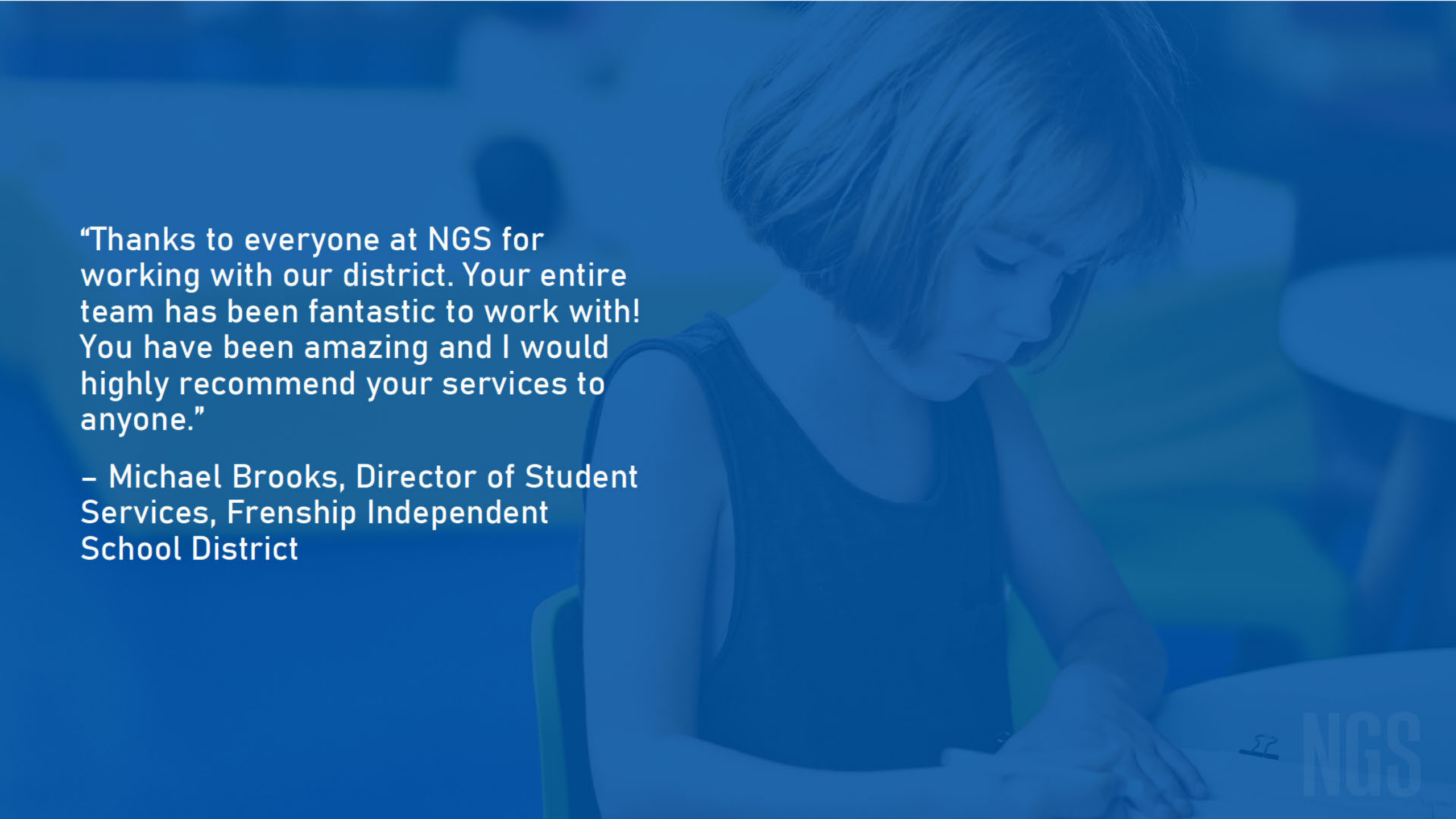
“The attention to detail that we received in every aspect of the project really set NGS apart. And the customer service that I got along the way was amazing, so that was a great experience.”

– Dr. Paul Cash, Executive Director of Facilities and Operations, Mansfield Independent School District



“Security film has the ability to maintain the positive aspects of glass and limit the weak spots by making glass very resilient and very strong. And as a former SWAT commander who had to breach buildings, I know how difficult it is to bypass security film. I endorse it.”

- *Bruno Dias, Director of Safety and Security, Mansfield Independent School District*



“Thanks to everyone at NGS for working with our district. Your entire team has been fantastic to work with! You have been amazing and I would highly recommend your services to anyone.”

– Michael Brooks, Director of Student Services, Frenship Independent School District



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