

GMSD Board Business Meeting
May 19, 2025 6:00 PM
Board Room, GMSD Office

1. Call to Order
2. Moment of Silence
3. Pledge of Allegiance
4. Approval of Agenda
5. Approval of Teacher Tenure Recommendations for 2025
6. Recognition and Awards: 2025 Teachers receiving Tenure
7. REPORTS
 - 7.A. TN Legislative Update
 - 7.B. Chairman's Report
 - 7.C. Financial Report
 - 7.D. Superintendent's Report
8. Citizens to be heard
9. CONSENT AGENDA
 - 9.A. Approval of the Minutes
 - 9.B. GMSD FY 25-26 General Fund Budget Second Reading
 - 9.C. Fifth Amendment to Custodial Services Agreement
 - 9.D. Third Amendment to Maintenance Services Agreement
 - 9.E. Property, Liability, Workers Compensation and Student Accident Insurance
 - 9.F. Intercom System Project at Houston High School
 - 9.G. Capturing Kids' Hearts Contract/Purchase Approval
 - 9.H. Approval of 2026-27 Instructional Calendar
 - 9.I. Budget Amendment #27: Summer Success Camp
 - 9.J. Nominations for TSBA School Volunteer Recognition and Student Achievement Awards
10. BOARD ACTION ITEMS
 - 10.A. GMSD FY 25-26 Federal, Capital, Cafeteria, Health Insurance and OPEB Budgets First Reading
 - 10.B. Farmington Playground Project
 - 10.C. Riverdale Middle School Construction Bid #FY2025-004
11. Announcements
12. Adjournment



GERMANTOWN
MUNICIPAL SCHOOL DISTRICT
Inspiring Personal Excellence

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School Tenure Eligibility Review

Understandings:

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

Process:

- A list was generated by the Human Resources Department on teachers who met tenure eligibility requirements at the conclusion of the 2023-2024 school year.
- GMSD reviewed their overall level of effectiveness (LOE) scores for the 22-23 and 23-24 school years to determine tenure eligibility.
- Principals reviewed the list to provide their recommendation to Superintendent Manuel, and then were asked to identify any staff members who may have inadvertently been left off the list.
- HR reviewed these additional names and determined their eligibility status for tenure as described in the *Understandings* section and presented the list to Superintendent Manuel for consideration. Superintendent Manuel is providing the GMSD School Board with the finalized list of teacher names eligible for tenure, which can be found on page 2.

With Gratitude:

Thank you, GMSD School Board, for reviewing this list of forty-six (46) staff members. By granting these teachers tenure, you have honored their work with children in this school district. On their behalf, Superintendent Manuel, the GMSD HR Team, and our School Principals appreciate the consideration and the amount of work you put in for this school district.

GMSD Tenure Recommendations

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

Certified Staff Member	Location
Casey Fernandez	Dogwood Elem
Sabrina Mink	Dogwood Elem
Shelby Morris	Dogwood Elem
Millicent Williams	Dogwood Elem
Molly Wilson	Dogwood Elem

Certified Staff Member	Location
Amanda Bennett	Farmington Elem
Jonathan "Derek" Brookshire	Farmington Elem
Beverly Pearson	Farmington Elem
Taylor Pettie	Farmington Elem

Certified Staff Member	Location
Jennifer Brenneman	Forest Hill Elem
Elizabeth Collins	Forest Hill Elem
Shavitra Davis	Forest Hill Elem
Megan Dwyer	Forest Hill Elem
Sharon Harris	Forest Hill Elem
Stephanie Hathaway	Forest Hill Elem
Emma Kouger	Forest Hill Elem
Mary Jane May	Forest Hill Elem
Christina Schrimsher	Forest Hill Elem
Kimberly Thomas	Forest Hill Elem
Skylar Workman	Forest Hill Elem

Certified Staff Member	Location
Jordan Bell	Houston Middle
Meagan Fowler	Houston Middle
Dr. Anne Marie Pratt	Houston Middle
Storm Schoonover	Houston Middle
Melinda Sturgell	Houston Middle
Kayla Whitsett	Houston Middle

Certified Staff Member	Location
Alexis Almonte	Houston High
Emily Brettell-Malloy	Houston High
Lesley Coleman	Houston High
Ashton Collins	Houston High
Sarah Condra	Houston High
Meredith Gladney	Houston High
Elizabeth Handy	Houston High
Virginia Hunter	Houston High
Timothy Perry	Houston High
Jerica Ross	Houston High
Robert Sabau	Houston High
John "Zeke" Vezina	Houston High
Gerry Wartenberg	Houston High

Certified Staff Member	Location
Kipp Lawton	Riverdale Elem
Julie Knowles	Riverdale Elem
Megan Pszonak	Riverdale Elem
Abigail Wade	Riverdale Elem

Certified Staff Member	Location
Jane Garitty	District Office
Victoria Gast	District Office
Adam Schepman	District Office

May 2025 Legislative Update

The 114th session of the Tennessee General Assembly stands adjourned and will reconvene at 12:00 noon on Tuesday, January 13, 2026.

On Thursday, May 1, the Shelby County Republican Party Executive Committee voted to send a formal request to expand partisan primaries for all school board elections to the Shelby County Election Commission. If approved by the Election Commission, the Republican Party would hold a primary election for school boards starting in August 2026. The Shelby County Democrat Party has not said if they would make the same request, but it stands to reason they would do so. Candidates are not obligated to run for either party's nomination and can just file to run as an independent, as they do today, running only in the November general election. For reference, to run in the Republican primary, Article IX of the bylaws of the Tennessee Republican Party states that in order to be a "bona fide Republican" you must a) be actively involved in the Tennessee Republican Party, the county Republican Party of the county in which the individual resides, or a TRP-recognized auxiliary organization, b) is registered to vote in the above-noted county; and c) who has voted in at least three (3) of the four (4) most recent statewide Republican primary elections in which he is eligible to vote. It is worth noting that these rules tend to be selectively enforced depending on how well you are liked by members of the County Executive Committee and State Executive Committee.

Some of the reasons provided for the urgent need to move to partisan primaries included stopping the proliferation of critical race theory (CRT), preventing boys' from playing girls' sports, stopping radical gender ideology, and the need to return to classical education.

Tennessee Code Annotated **§ 49-6-1019** is known as the Prohibited Concepts Law, which outlines 14 concepts that cannot be included as part of a course of instruction or in a curriculum or instructional program, or allow teachers or other employees of the LEA or public charter school to use supplemental instructional

materials that include or promote said concepts. This includes CRT. Additionally, districts are required to have a process to handle complaints if a student, parent, or employee of the district believes the school has taught or promoted a prohibited concept. In short, school boards in Tennessee cannot legally approve CRT.

Tennessee Code Annotated **§ 49-6-310** states that a student's gender for purposes of participation in a public middle school or high school interscholastic athletic activity or event must be determined by the student's sex at the time of the student's birth, as indicated on the student's original birth certificate. In short, school boards in Tennessee cannot legally allow boys to play girls sports.

Tennessee Code Annotated **§ 49-6-2202** outlines the process for the list of approved textbooks and instructional materials by the State Textbook and Instructional Materials Quality Commission. “(a) It is the duty of the commission to prepare a list of standard editions of textbooks and instructional materials that cover a complete program of study for approval by the state board of education for use in the public schools of the state. The commission shall prepare a list of at least four (4) books or sets of instructional materials in each subject and grade for which textbooks or instructional materials are to be adopted, if four (4) or more textbooks or sets of instructional materials in that subject or grade are available and of sufficient merit to warrant being listed. The list shall be published in accordance with the rules, regulations, policies and procedures of the state publications committee. The proposed textbook and instructional materials list shall also be posted on the website of the department of education. (b) (1) The commission has the authority to recommend to the state board of education which textbooks and instructional materials may be added to the list for adoption.” In short, materials are screened for CRT and radical gender ideology before anything makes it to the local level for the approval process, and the local process is outlined by the state in Tennessee Code Annotated **§ 49-6-2207**. School boards in Tennessee cannot approve instructional materials that aren’t approved by the state. We get a menu and select from the menu. If we want something that is not on the menu, a formal request and justification is submitted and then is either approved or denied by the state.

Finally, regarding classical education, Tennessee Code Annotated **§ 49-1-301** requires the Tennessee State Board of Education to approve all academic standards and adopt rules and policies governing courses of study in the public schools. Additionally, Tennessee Code Annotated **§ 49-1-314** states each LEA shall be responsible for developing and implementing the instructional programs under the state standards adopted by the state board that best fit its students' educational needs, that achieve levels of proficiency or advanced mastery, and that vigorously promote individual teacher creativity and autonomy. Tennessee State Board of Education Policy **3.209** states “the State Board of Education is charged with approval of all academic standards and courses of study in the public schools. Academic standards determine what students should know and be able to do by the end of a grade level or course. In order to ensure Tennessee’s standards are rigorous, relevant, and appropriate for each grade level or course, the Board shall review each set of academic standards regularly. The Board, in consultation with the Department of Education, shall ensure that the review process for each set of standards is thorough and rigorous. The Board and the Department of Education shall ensure that all standards are of the highest quality and in the best interests of the students of this State.” Tennessee Code Annotated **§ 49-1-602** outlines performance designations for LEAs based on performance goals and measures, which are based on TCAP results, that are based on the Tennessee academic standards, as determined by the State Board of Education and mandated by the General Assembly. The local school board has no latitude to deviate from the state standards. Any change to a classical learning model with fewer assessments must come through the Tennessee General Assembly. (SCORE)

Ultimately, the local board of education has very little authority. It’s one of the reasons we work as hard as we do with legislative advocacy. We are bound by the laws set forth by the Tennessee General Assembly, the rules and regulations of the Tennessee State Board of Education and Tennessee Department of Education and then there are the federal laws set forth by Congress and the rules and regulations of the US Department of Education. Every board member takes an oath to uphold the US Constitution, the Tennessee Constitution, and the charter of the county or municipality of which they serve.

NOTES TO FINANCIAL REPORT

04.30.25

Report Total Assets, Liabilities, and Fund Balances on the Balance Sheet

SCHOOL OPERATING/GENERAL FUND

The district made its final \$355K payment to Memphis Shelby County Schools for its OPEB liability.

HEALTH INSURANCE FUND

Health insurance claims totaled \$219K for the month, versus \$542K budgeted.

CAFETERIA FUND

SFE reported a net income of \$70K for the month.

OPEB TRUST FUND

Net realized and unrealized gains on investments totaled \$219K year-to-date.

Germantown Municipal School District

BALANCE SHEET

All Funds

As of Month Ending April 30, 2025

	GENERAL FUND 141	FEDERAL FUND 142	SCHOOL NUTRITION FUND 143	CAPITAL IMPROV FUND 177	OPEB TRUST FUND 210	FIXED ASSETS FUND 220	HEALTH INS FUND 263	Total
ASSETS								
Cash and Cash Equivalents	612,067.27	(251,745.69)	1,713,782.82	4,026,620.94	99,710.78	-	149,072.50	6,349,508.62
Investments - LGIP	31,483,885.97	-	-	-	-	-	-	31,483,885.97
Investments - Mutual Funds	-	-	-	-	5,611,357.59	-	-	5,611,357.59
Cash Clearing - School Activity	5,000.00	-	-	-	-	-	-	5,000.00
CDARS - First Horizon	-	-	-	-	-	-	-	-
Accrued Interest	-	-	-	-	338.10	-	-	338.10
Accounts Receivable	-	-	-	-	-	-	-	-
Due from Other Govts	-	255,138.65	59,658.71	-	-	-	-	314,797.36
Due from City	-	-	-	-	-	-	-	-
Due from Schools	-	-	-	-	-	-	-	-
Due from Other Funds	31,254.60	-	-	-	-	-	-	31,254.60
Restricted Investments - SRT	1,217,260.00	-	-	-	-	-	-	1,217,260.00
Prepaid Expenses	16,657.91	-	-	-	-	-	-	16,657.91
Fixed Assets:	-	-	-	-	-	-	-	-
Land	-	-	-	-	-	6,377,894.00	-	6,377,894.00
Land Improvements	-	-	-	-	-	1,970,270.25	-	1,970,270.25
Buildings	-	-	-	-	-	134,853,791.59	-	134,853,791.59
Improvements	-	-	-	-	-	8,568,005.29	-	8,568,005.29
Equipment	-	-	-	-	-	21,883,118.36	-	21,883,118.36
Construction-in-Progress	-	-	-	-	-	1,148,350.08	-	1,148,350.08
Accumulated Depreciation	-	-	-	-	-	(36,031,527.76)	-	(36,031,527.76)
ASSETS TOTAL	33,366,125.75	3,392.96	1,773,441.53	4,026,620.94	5,711,406.47	138,769,901.81	149,072.50	183,799,961.96
LIABILITIES								
Accounts Payable	574,771.66	3,392.96	210,697.83	-	-	-	-	788,862.45
Accrued Expenses	91,981.30	-	-	-	-	-	184,246.00	276,227.30
Due to the City of Germantown	-	-	-	-	-	-	-	-
Due to Schools	-	-	-	-	-	-	-	-
Due to Other Funds	-	-	-	-	-	-	-	-
Unearned Revenue	9,928.00	-	327,829.67	-	-	-	-	337,757.67
LIABILITIES TOTAL	676,680.96	3,392.96	538,527.50	-	-	-	184,246.00	1,402,847.42
FUND BALANCE								
Change in Fund Balance	8,484,972.58	-	187,840.52	958,785.46	441,537.01	(2,134,558.65)	(1,431,307.17)	6,507,269.75
Beginning Fund Balance	24,204,472.21	-	1,047,073.51	3,067,835.48	5,269,869.46	140,904,460.46	1,396,133.67	175,889,844.79
Ending Fund Balance	32,689,444.79	-	1,234,914.03	4,026,620.94	5,711,406.47	138,769,901.81	(35,173.50)	182,397,114.54
LIABILITIES AND FUND BALANCE TOTAL	33,366,125.75	3,392.96	1,773,441.53	4,026,620.94	5,711,406.47	138,769,901.81	149,072.50	183,799,961.96
VARIANCE	-	(0.00)	-	-	-	-	-	-

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending April 30, 2025

	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
GENERAL FUND REVENUES - FUND 141					
TISA REVENUE	37,545,387.00	3,718,755.22	34,180,541.92	(3,364,845.08)	91.04%
SHELBY COUNTY GOVERNMENT					
Property Taxes	17,022,053.00	1,021,913.22	16,139,654.27	(882,398.73)	94.82%
Sales Tax	10,404,656.00	790,927.85	6,899,832.53	(3,504,823.47)	66.31%
Wheel Tax	1,403,882.00	-	1,199,073.24	(204,808.76)	85.41%
CITY OF GERMANTOWN					
Maintenance of Effort	3,082,064.00	256,838.67	2,568,386.70	(513,677.30)	83.33%
PEG Funding	112,000.00	-	49,351.96	(62,648.04)	44.06%
Mixed Drink Tax	252,000.00	25,933.33	209,336.72	(42,663.28)	83.07%
OTHER LOCAL REVENUE					
TUITION	1,114,000.00	122,192.11	1,053,384.47	(60,615.53)	94.56%
OTHER STATE REVENUE	385,011.00	1,900.00	227,051.00	(157,960.00)	58.97%
TRANSFERS - INDIRECT COSTS	2,155,317.00	76,291.42	1,429,084.11	(726,232.89)	66.31%
RESERVES	35,000.00	-	25,228.50	(9,771.50)	72.08%
RESERVES	6,200,544.58	-	-	(6,200,544.58)	0.00%
TOTAL GENERAL FUND REVENUES	79,711,914.58	6,014,751.82	63,980,925.42	(15,730,989.16)	80.27%

GENERAL FUND EXPENDITURES - FUND 141					
	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
71100 REGULAR INSTRUCTION					
Salaries & Wages	25,243,165.00	2,094,450.30	18,627,997.66	(6,615,167.34)	73.79%
Benefits	5,618,245.00	511,722.21	4,478,994.34	(1,139,250.66)	79.72%
Contract w/Priv. Agencies	266,170.00	1,869.00	266,139.00	(31.00)	99.99%
Maint & Rep - Equipment	12,000.00	860.00	3,584.50	(8,415.50)	29.87%
Travel	2,500.00	198.10	1,725.90	(774.10)	69.04%
Other Contract Svcs	1,070,065.00	147,834.82	941,927.19	(128,137.81)	88.03%
Inst. Supplies	439,018.53	89,718.83	221,227.58	(217,790.95)	50.39%
Textbooks	774,534.75	-	118,231.63	(656,303.12)	15.26%
Software	460,802.25	22,350.00	197,614.49	(263,187.76)	42.88%
Other Supplies	186,500.00	-	161,919.88	(24,580.12)	86.82%
Other Charges	29,384.00	345.76	23,626.88	(5,757.12)	80.41%
Equipment	1,410,900.00	29,429.85	216,256.82	(1,194,643.18)	15.33%
TOTAL REGULAR INSTRUCTION	35,513,284.53	2,898,778.87	25,259,245.87	(10,254,038.66)	71.13%
71150 ALTERNATIVE EDUCATION					
Salaries & Wages	332,637.00	28,074.14	256,628.95	(76,008.05)	77.15%
Benefits	80,959.00	7,146.38	63,524.88	(17,434.12)	78.47%
Inst. Supplies	1,000.00	-	134.03	(865.97)	0.00%
Equipment	1,000.00	-	240.87	(759.13)	24.09%
TOTAL ALTERNATIVE EDUCATION	415,596.00	35,220.52	320,528.73	(95,067.27)	77.13%
71200 SPECIAL EDUCATION INSTRUCTION					
Salaries & Wages	5,147,741.00	397,215.87	3,652,309.55	(1,495,431.45)	70.95%
Benefits	1,270,879.00	113,663.25	987,395.41	(283,483.59)	77.69%
Contract w/Priv. Agencies	32,900.00	693.36	9,206.75	(23,693.25)	27.98%
Contracts for Sub Teachers	5,000.00	-	2,128.44	(2,871.56)	42.57%
Noncertified Subs	5,000.00	-	3,029.65	(1,970.35)	60.59%
Inst. Supplies	52,636.00	2,465.82	42,216.76	(10,419.24)	80.21%
Equipment	13,000.00	-	3,000.00	(10,000.00)	23.08%
TOTAL SPECIAL EDUCATION INSTRUCTION	6,527,156.00	514,038.30	4,699,286.56	(1,827,869.44)	72.00%
71300 CAREER & TECHNICAL EDUCATION					
Salaries & Wages	1,193,472.00	92,215.08	859,716.64	(333,755.36)	72.03%
Benefits	311,550.00	22,532.71	199,235.94	(112,314.06)	63.95%
Maintenance & Repairs	1,000.00	-	1,000.00	0.00	100.00%
Inst. Supplies	22,000.00	-	12,950.00	(9,050.00)	58.86%
Software	10,000.00	-	-	(10,000.00)	0.00%
Other Supplies	10,000.00	-	-	(10,000.00)	0.00%
Other Charges	271,070.00	-	-	(271,070.00)	0.00%
Equipment	775,000.00	-	63,059.55	(711,940.45)	8.14%
TOTAL CAREER & TECHNICAL EDUCATION	2,594,092.00	114,747.79	1,135,962.13	(1,458,129.87)	43.79%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
SCHOOL OPERATING FUND
As of Month Ending April 30, 2025

72110 ATTENDANCE & PLANNING	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	679,376.00	55,764.82	544,899.33	(134,476.67)	80.21%
Benefits	163,085.00	10,769.72	101,622.03	(61,462.97)	62.31%
Travel	1,000.00	-	527.27	(472.73)	52.73%
Other Contract Svcs.	40,000.00	-	40,000.00	0.00	0.00%
Other Supplies	5,000.00	-	1,836.53	(3,163.47)	36.73%
Inservice/Staff Dev.	24,500.00	455.92	16,810.08	(7,689.92)	68.61%
Other Charges	20,000.00	3,715.81	14,583.31	(5,416.69)	72.92%
TOTAL ATTENDANCE & PLANNING	932,961.00	70,706.27	720,278.55	(212,682.45)	77.20%
72120 HEALTH SERVICES	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	579,584.00	47,124.39	439,151.76	(140,432.24)	75.77%
Benefits	171,485.00	13,411.61	120,840.86	(50,644.14)	70.47%
Other Contract Svcs.	1,000.00	-	974.86	(25.14)	97.49%
Other Supplies	12,500.00	-	1,633.15	(10,866.85)	13.07%
Inservice/Staff Dev.	7,500.00	2,112.50	6,087.31	(1,412.69)	81.16%
Other Charges	7,500.00	-	3,102.53	(4,397.47)	41.37%
Equipment	8,250.00	424.44	4,583.00	(3,667.00)	55.55%
TOTAL HEALTH SERVICES	787,819.00	63,072.94	576,373.47	(211,445.53)	73.16%
72130 OTHER STUDENT SUPPORT/GUIDANCE	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	1,465,894.00	108,298.90	1,047,542.35	(418,351.65)	71.46%
Benefits	341,113.00	24,534.19	245,338.97	(95,774.03)	71.92%
Travel	500.00	32.48	408.98	(91.02)	81.80%
Other Contract Svcs.	30,000.00	-	3,294.00	(26,706.00)	10.98%
Other Supplies	15,000.00	-	-	(15,000.00)	0.00%
Inservice/Staff Dev.	98,369.00	6,347.29	21,628.44	(76,740.56)	21.99%
Other Charges	19,000.00	2,073.96	10,120.87	(8,879.13)	53.27%
Other Equipment	1,831.00	676.41	1,831.00	0.00	100.00%
TOTAL OTHER STUDENT SUPPORT/GUIDANCE	1,971,707.00	141,963.23	1,330,164.61	(641,542.39)	67.46%
72210 REGULAR INSTRUCTION SUPPORT	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	2,556,217.00	203,199.75	1,971,454.56	(584,762.44)	77.12%
Benefits	543,793.00	49,614.74	458,467.04	(85,325.96)	84.31%
Consultants	24,000.00	-	23,736.00	(264.00)	98.90%
Travel	2,600.00	323.82	2,161.14	(438.86)	83.12%
Library Books/Media	43,400.00	-	43,400.00	0.00	100.00%
Other Supplies	13,570.00	1,072.56	6,387.41	(7,182.59)	47.07%
Inservice/Staff Dev.	58,000.00	18,188.67	50,604.90	(7,395.10)	87.25%
Other Charges	5,000.00	165.00	4,065.44	(934.56)	81.31%
Other Equipment	5,400.00	116.52	3,510.09	(1,889.91)	65.00%
TOTAL REGULAR EDUCATION SUPPORT	3,251,980.00	272,681.06	2,563,786.58	(688,193.42)	78.84%
72220 SPECIAL EDUCATION SUPPORT	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	1,819,245.00	151,697.54	1,446,408.38	(372,836.62)	79.51%
Benefits	444,059.00	36,031.35	331,569.86	(112,489.14)	74.67%
Contract w/Priv. Agencies	9,000.00	1,452.48	5,391.61	(3,608.39)	59.91%
Evaluation & Testing	5,000.00	-	5,000.00	0.00	100.00%
Travel	7,500.00	165.62	2,087.39	(5,412.61)	27.83%
Other Supplies	7,000.00	-	6,996.94	(3.06)	99.96%
Inservice/Staff Dev.	21,000.00	408.00	19,408.00	(1,592.00)	92.42%
Other Charges	1,500.00	53.32	878.98	(621.02)	58.60%
TOTAL SPECIAL EDUCATION SUPPORT	2,314,304.00	189,808.31	1,817,741.16	(496,562.84)	78.54%
72230 CAREER & TECHNICAL SUPPORT	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Director/ Supervisor	21,878.00	1,787.40	18,074.00	(3,804.00)	82.61%
Benefits	5,863.00	516.48	4,869.71	(993.29)	83.06%
Other Supplies	1,953.00	260.99	260.99	(1,692.01)	13.36%
Inservice/Staff Dev.	4,000.00	277.33	277.33	(3,722.67)	6.93%
TOTAL CAREER & TECHNICAL SUPPORT	33,694.00	2,842.20	23,482.03	(10,211.97)	69.69%

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72250 TECHNOLOGY	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	874,053.00	69,041.74	710,277.17	(163,775.83)	81.26%
Benefits	263,677.00	17,714.77	169,024.33	(94,652.67)	64.10%
Communications	105,476.36	6,102.44	55,681.59	(49,794.77)	52.79%
Consultants	33,930.00	-	22,750.00	(11,180.00)	67.05%
Maintenance & Repairs	61,069.00	13,900.32	24,990.09	(36,078.91)	40.92%
Internet Connectivity	212,401.20	15,651.20	146,470.43	(65,930.77)	68.96%
Travel	2,000.00	121.10	940.91	(1,059.09)	47.05%
Other Contract Svcs.	80,000.00	-	-	(80,000.00)	0.00%
Office Supplies	500.00	-	185.08	(314.92)	37.02%
Cabling	15,704.94	-	10,000.00	(5,704.94)	63.67%
Software	598,960.00	45,724.20	515,141.78	(83,818.22)	86.01%
Other Supplies	37,400.00	51.98	16,429.07	(20,970.93)	43.93%
Inservice/Staff Dev.	8,000.00	-	1,294.08	(6,705.92)	16.18%
Other Charges	50,000.00	-	49,468.38	(531.62)	98.94%
Adm Equipment	186,038.78	13,187.43	162,028.13	(24,010.65)	87.09%
Other Equipment	15,025.10	1,721.25	14,045.15	(979.95)	93.48%
TOTAL TECHNOLOGY	2,544,235.38	183,216.43	1,898,726.19	(645,509.19)	74.63%
72310 BOARD OF EDUCATION SERVICES	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	21,500.00	-	21,500.00	0.00	100.00%
Benefits	58,645.00	427.18	27,303.69	(31,341.31)	46.56%
OPEB	1,708,000.00	-	524,202.00	(1,183,798.00)	30.69%
Audit Services	70,000.00	-	61,650.00	(8,350.00)	88.07%
Dues & Memberships	21,000.00	-	20,999.54	(0.46)	100.00%
Legal Services	210,000.00	2,544.01	95,958.81	(114,041.19)	45.69%
Other Supplies	1,000.00	-	712.45	(287.55)	71.25%
Judgments	710,906.00	355,453.00	710,906.00	0.00	100.00%
Liability Insurance	110,000.00	-	68,918.00	(41,082.00)	62.65%
Surety Bond Premium	300.00	-	300.00	0.00	100.00%
Trustee Commissions	472,565.00	28,071.44	390,753.12	(81,811.88)	82.69%
Workers' Compensation	90,000.00	424.42	78,945.82	(11,054.18)	87.72%
Inservice/Staff Dev.	20,000.00	150.00	17,428.65	(2,571.35)	87.14%
TOTAL BOARD OF EDUCATION SERVICES	3,493,916.00	387,070.05	2,019,578.08	(1,474,337.92)	57.80%
72320 OFFICE OF SUPERINTENDENT	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	464,884.00	36,654.82	371,140.20	(93,743.80)	79.84%
Benefits	117,465.00	9,781.36	91,661.16	(25,803.84)	78.03%
Dues & Memberships	9,500.00	21.95	5,849.65	(3,650.35)	61.58%
Postal Charges	10,000.00	126.00	5,950.08	(4,049.92)	59.50%
Travel	5,000.00	-	3,064.05	(1,935.95)	61.28%
Other Contracted Svcs.	29,600.00	1,040.73	15,866.95	(13,733.05)	53.60%
Office Supplies	20,000.00	721.08	8,795.25	(11,204.75)	43.98%
Other Supplies	28,250.00	-	28,222.04	(27.96)	99.90%
Inservice/Staff Dev.	21,200.00	2,163.26	6,979.97	(14,220.03)	32.92%
Other Charges	1,000.00	83.95	573.05	(426.95)	57.31%
TOTAL OFFICE OF SUPERINTENDENT	706,899.00	50,593.15	538,102.40	(168,796.60)	76.12%
72410 OFFICE OF PRINCIPAL	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	3,613,837.00	315,140.03	2,809,400.01	(804,436.99)	77.74%
Benefits	867,571.00	73,948.34	637,709.46	(229,861.54)	73.51%
Other Supplies	147,001.00	-	147,001.00	0.00	100.00%
Inservice/Staff Dev.	11,999.00	477.06	5,182.00	(6,817.00)	43.19%
Other Charges	16,500.00	-	15,850.00	(650.00)	96.06%
TOTAL OFFICE OF PRINCIPAL	4,656,908.00	389,565.43	3,615,142.47	(1,041,765.53)	77.63%

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72510 FISCAL SERVICES	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	469,263.00	31,818.52	370,039.39	(99,223.61)	78.86%
Benefits	129,960.00	8,029.88	84,272.24	(45,687.76)	64.84%
Dues & Memberships	700.00	-	315.00	(385.00)	45.00%
Travel	600.00	-	456.08	(143.92)	76.01%
Other Contract Svcs.	5,000.00	-	-	(5,000.00)	0.00%
Office Supplies	5,000.00	72.52	4,731.18	(268.82)	94.62%
Software	88,000.00	15.00	74,288.92	(13,711.08)	84.42%
Inservice/Staff Dev.	11,000.00	2,046.69	8,722.57	(2,277.43)	79.30%
Other Charges	17,250.00	301.88	3,016.51	(14,233.49)	17.49%
Other Equipment	1,500.00	-	1,500.00	0.00	100.00%
TOTAL FISCAL SERVICES	728,273.00	42,284.49	547,341.89	(180,931.11)	75.16%
72520 HUMAN RESOURCES	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	423,364.00	35,778.44	332,728.23	(90,635.77)	78.59%
Benefits	100,046.00	7,269.74	64,125.32	(35,920.68)	64.10%
Dues & Memberships	864.00	-	539.00	(325.00)	62.38%
Travel	100.00	-	41.00	(59.00)	41.00%
Other Contract Svcs.	7,328.00	-	7,328.00	0.00	100.00%
Office Supplies	2,000.00	-	1,515.82	(484.18)	75.79%
Software	20,928.37	-	20,928.37	0.00	100.00%
Other Supplies	1,200.00	-	284.06	(915.94)	23.67%
Inservice/Staff Dev.	59,021.63	11,169.91	52,502.88	(6,518.75)	88.96%
Other Charges	11,040.00	100.00	5,469.99	(5,570.01)	49.55%
TOTAL HUMAN RESOURCES	625,892.00	54,318.09	485,462.67	(140,429.33)	77.56%
72610 OPERATION OF PLANT	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	616,931.00	49,296.52	495,454.83	(121,476.17)	80.31%
Benefits	193,242.00	14,361.50	134,804.31	(58,437.69)	69.76%
Janitorial Services	1,455,000.00	240,834.48	1,207,154.50	(247,845.50)	82.97%
Other Contract Svcs.	200,000.00	8,706.04	105,308.02	(94,691.98)	52.65%
Utilities	1,325,000.00	122,867.01	976,757.28	(348,242.72)	73.72%
Property Insurance	380,000.00	-	368,824.00	(11,176.00)	97.06%
Other Charges	58,150.00	6,358.71	40,965.45	(17,184.55)	70.45%
Equipment	5,000.00	-	-	(5,000.00)	0.00%
TOTAL OPERATION OF PLANT	4,233,323.00	442,424.26	3,329,268.39	(904,054.61)	78.64%
72620 MAINTENANCE OF PLANT	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	610,201.00	49,973.70	478,723.38	(131,477.62)	78.45%
Benefits	160,189.00	12,379.87	112,697.04	(47,491.96)	70.35%
Maintenance & Repairs	1,000,000.00	72,023.58	808,392.81	(191,607.19)	80.84%
Travel	25,000.00	2,151.26	8,002.52	(16,997.48)	32.01%
Other Contract Svcs.	10,000.00	7,629.08	7,629.08	(2,370.92)	76.29%
Office Supplies	1,000.00	5.08	245.35	(754.65)	24.54%
Inservice/Staff Dev.	10,000.00	-	859.38	(9,140.62)	8.59%
TOTAL MAINTENANCE OF PLANT	1,816,390.00	144,162.57	1,416,549.56	(399,840.44)	77.99%
72710 TRANSPORTATION	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Contracts w/Other Schools	80,302.00	6,692.00	66,920.00	(13,382.00)	83.34%
Contracts w/Private Agencies	2,100,000.00	144,764.29	1,281,481.59	(818,518.41)	61.02%
Diesel	225,000.00	13,536.59	107,547.10	(117,452.90)	47.80%
TOTAL TRANSPORTATION	2,405,302.00	164,992.88	1,455,948.69	(949,353.31)	60.53%
72830 SCHOOL SAFETY	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Maintenance & Repairs	3,000.00	-	2,250.00	(750.00)	75.00%
Office Supplies	250.00	-	205.85	(44.15)	82.34%
Other Supplies & Materials	500.00	-	54.42	(445.58)	10.88%
Inservice/Staff Dev.	10,000.00	-	2,531.05	(7,468.95)	25.31%
Other Charges	30,000.00	-	4,543.79	(25,456.21)	15.15%
Other Equipment	55,000.00	121.36	45,121.36	(9,878.64)	82.04%
TOTAL SCHOOL SAFETY	98,750.00	121.36	54,706.47	(44,043.53)	55.40%

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76100 REGULAR CAPITAL OUTLAY	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Architects	283,000.00	9,174.04	51,519.10	(231,480.90)	18.20%
Oth Contracted Services	80,000.00	-	-	(80,000.00)	0.00%
Transfer to Other Funds	527,130.00	-	379,038.75	(148,091.25)	71.91%
Other Charges	50,000.00	-	50,000.00	0.00	100.00%
Building Construction	369,600.00	-	76,836.00	(292,764.00)	20.79%
Building Improvements	2,088,411.02	-	698,741.79	(1,389,669.23)	33.46%
Other Capital Outlay	661,291.65	28,513.51	432,140.70	(229,150.95)	65.35%
TOTAL REGULAR CAPITAL OUTLAY	4,059,432.67	37,687.55	1,688,276.34	(2,371,156.33)	41.59%
TRANSFERS TO CAFETERIA FUND	0.00	-	-	0.00	0.00%
TOTAL GENERAL FUND EXPENDITURES	79,711,914.58	6,200,295.75	55,495,952.84	(24,215,961.74)	69.62%
TOTAL GENERAL FUND BALANCE	0.00	(185,543.93)	8,484,972.58		

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	2024-25 FYTD Revised Bgdt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
FEDERAL FUND REVENUES - FUND 142					
Consolidated Admin	76,100.00	5,692.52	60,712.98	(15,387.02)	79.78%
Title I, Part A	2,326,992.00	129,013.27	1,382,439.98	(944,552.92)	59.41%
Title II, Part A	175,427.00	5,308.12	120,282.46	(55,144.54)	68.57%
Title III	18,872.00	738.84	15,346.06	(3,525.94)	81.32%
Title IV	251,094.00	16,212.18	129,071.33	(122,022.67)	51.40%
CTE Perkins Basic	62,970.00	728.39	37,660.72	(25,309.28)	59.81%
CTE Perkins Reserve	50,000.00	-	-	(50,000.00)	0.00%
IDEA, Part B	2,373,615.00	96,722.33	814,558.80	(1,559,056.20)	34.32%
IDEA Preschool	36,619.00	723.00	16,999.95	(19,619.05)	46.42%
ESSER 3.0	2,072,985.00	-	2,072,564.39	(420.61)	99.98%
TOTAL FEDERAL FUND REVENUES	7,444,674.00	255,138.65	4,649,635.77	(2,795,038.23)	62.46%

FEDERAL FUND EXPENDITURES - FUND 142					
CONSOLIDATED ADM - 010	2024-25 FYTD Revised Bgdt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	53,622.00	4,468.50	45,185.00	(8,437.00)	84.27%
Benefits	12,506.00	1,026.12	9,731.10	(2,774.90)	77.81%
Other Supplies & Materials	500.00	-	-	(500.00)	0.00%
Indirect Costs	3,000.00	-	-	(3,000.00)	0.00%
Inservice/Staff Dev.	6,472.00	197.90	5,796.88	(675.12)	89.57%
TOTAL CONSOLIDATED ADM	76,100.00	5,692.52	60,712.98	(15,387.02)	79.78%

TITLE I, PART A - 100	2024-25 FYTD Revised Bgdt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	489,821.00	25,149.34	275,932.80	(213,888.20)	56.33%
Benefits	113,656.00	5,946.75	59,425.14	(54,230.86)	52.29%
Travel/Mileage	8,000.00	-	-	(8,000.00)	0.00%
Contracts for Sub Teachers	100,119.00	14,143.68	36,945.58	(63,173.42)	36.90%
Other Contract Svcs.	15,730.00	-	6,540.00	(9,190.00)	41.58%
Inst. Supplies	261,820.10	17,121.89	188,984.81	(72,835.29)	72.18%
Software	5,000.00	-	4,956.00	(44.00)	99.12%
Other Supplies & Materials	7,600.00	-	-	(7,600.00)	0.00%
Indirect costs	75,000.00	-	-	(75,000.00)	0.00%
Inservice/Staff Dev.	667,309.50	52,100.69	372,630.25	(294,679.25)	55.84%
Other Charges	7,719.00	2,604.02	3,137.51	(4,581.49)	40.65%
Regular Instruction Equipment	573,920.40	11,946.90	433,022.99	(140,897.41)	75.45%
Other Equipment	1,297.00	-	864.00	(433.00)	66.62%
TOTAL TITLE I, PART A	2,326,992.00	129,013.27	1,382,439.98	(944,552.92)	59.41%

TITLE II, PART A - 200	2024-25 FYTD Revised Bgdt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	49,556.00	3,504.70	37,697.00	(11,859.00)	76.07%
Benefits	10,575.00	809.02	7,970.21	(2,604.79)	75.37%
Contracts for Sub Teachers	5,160.00	-	1,032.00	(4,128.00)	20.00%
Indirect Costs	6,000.00	-	-	(6,000.00)	0.00%
Inservice/Staff Dev.	104,136.00	994.40	73,583.25	(30,552.75)	70.66%
TOTAL TITLE II, PART A	175,427.00	5,308.12	120,282.46	(55,144.54)	68.57%

TITLE III - 300	2024-25 FYTD Revised Bgdt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Instructional Supplies & Materials	12,201.00	318.84	11,450.01	(750.99)	93.84%
Other Supplies & Materials	200.00	-	186.65	(13.35)	93.33%
Inservice/Staff Dev.	6,471.00	420.00	3,709.40	(2,761.60)	57.32%
TOTAL TITLE III	18,872.00	738.84	15,346.06	(3,525.94)	81.32%

TITLE IV - 440	2024-25 FYTD Revised Bgdt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	26,000.00	2,117.80	19,060.20	(6,939.80)	73.31%
Benefits	8,590.00	725.36	6,300.63	(2,289.37)	73.35%
Contracts for Sub Teachers	5,160.00	2,128.50	3,676.50	(1,483.50)	71.25%
Other Contract Svcs.	32,000.00	-	10,000.00	(22,000.00)	31.25%
Instructional Supplies & Materials	18,000.00	-	15,435.46	(2,564.54)	85.75%
Other Supplies	25,584.00	-	12,241.45	(13,342.55)	47.85%
Indirect Costs	1,000.00	-	-	(1,000.00)	0.00%
Inservice/Staff Dev.	80,329.00	11,240.52	35,090.24	(45,238.76)	43.68%
Reg Instructional Equipment	45,281.00	-	24,557.63	(20,723.37)	54.23%
Other Equipment	9,150.00	-	2,709.22	(6,440.78)	29.61%
TOTAL TITLE IV	251,094.00	16,212.18	129,071.33	(122,022.67)	51.40%

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CTE PERKINS BASIC - 800		2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Contracts w/ Vehicle Owners		6,400.00	-	1,400.00	(5,000.00)	21.88%
Contracts for Sub Teachers		4,193.00	516.00	2,773.50	(1,419.50)	66.15%
Instructional Supplies & Materials		2,000.00	-	-	(2,000.00)	0.00%
Software		12,582.00	-	12,582.00	0.00	100.00%
Other Supplies		8,918.00	-	8,918.00	0.00	100.00%
Inservice/Staff Dev.		11,988.00	212.39	11,987.22	(0.78)	99.99%
Vocational Equipment		16,889.00	-	-	(16,889.00)	0.00%
TOTAL CTE PERKINS BASIC		62,970.00	728.39	37,660.72	(25,309.28)	59.81%
CTE PERKINS RESERVE - 801		2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Instructional Supplies & Materials		3,500.00	-	-	(3,500.00)	0.00%
Software		3,100.00	-	-	(3,100.00)	0.00%
Other Supplies		6,300.00	-	-	(6,300.00)	0.00%
Vocational Equipment		37,100.00	-	-	(37,100.00)	0.00%
TOTAL CTE PERKINS RESERVE		50,000.00	-	-	(50,000.00)	0.00%
IDEA, PART B - 900		2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages		934,000.00	65,540.17	549,129.31	(384,870.69)	58.79%
Benefits		342,804.00	17,428.02	146,125.59	(196,678.41)	42.63%
Contracts W/Private Agencies		230,159.00	-	1,248.10	(228,910.90)	0.54%
Evaluation & Testing		30,000.00	-	1,332.78	(28,667.22)	4.44%
Maintenance & Repairs-Vehicles		3,000.00	-	-	(3,000.00)	0.00%
Contracts for Sub Teachers		42,000.00	1,363.65	9,490.65	(32,509.35)	22.60%
Noncertified Subs		42,000.00	128.94	5,569.81	(36,430.19)	13.26%
Other Contract Svcs.		85,000.00	4,303.75	18,786.25	(66,213.75)	22.10%
Fuel		4,000.00	118.07	1,000.14	(2,999.86)	25.00%
Instr. Supplies		119,652.00	-	552.75	(119,099.25)	0.46%
Other Supplies		65,000.00	1,122.95	26,631.99	(38,368.01)	40.97%
Indirect costs		70,000.00	-	-	(70,000.00)	0.00%
Vehicle Insurance		1,000.00	-	251.41	(748.59)	25.14%
Inservice/Staff Dev.		200,000.00	6,411.39	46,533.43	(153,466.57)	23.27%
Other Charges		25,000.00	5.49	235.31	(24,764.69)	0.94%
Special Education Equipment		180,000.00	299.90	7,671.28	(172,328.72)	4.26%
TOTAL IDEA, PART B		2,373,615.00	96,722.33	814,558.80	(1,559,056.20)	34.32%
IDEA PRESCHOOL - 910		2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Other Contract Svcs.		13,650.00	-	13,650.00	0.00	100.00%
Instr. Supplies		5,008.00	-	2,150.00	(2,858.00)	42.93%
Indirect Costs		1,150.00	-	-	(1,150.00)	0.00%
Inservice/Staff Dev.		1,200.00	723.00	1,199.95	-	100.00%
Special Education Equipment		15,611.00	-	-	(15,611.00)	0.00%
TOTAL IDEA PRESCHOOL		36,619.00	723.00	16,999.95	(19,619.00)	46.42%
ESSER 3.0 - 934		2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unencumbered Balance	2024-25 FYTD %
Salaries & Wages		686,500.00	-	686,500.00	0.00	100.00%
Benefits		102,623.50	-	102,609.70	(13.80)	99.99%
Other Contract Svcs.		101,496.00	-	101,496.00	0.00	100.00%
Instr. Supplies		48,891.00	-	48,890.59	(0.41)	100.00%
Software		296,719.00	-	296,717.60	(1.40)	100.00%
Other Supplies & Materials		5,356.00	-	5,356.00	0.00	100.00%
Indirect Costs		25,228.50	-	25,228.50	0.00	100.00%
Regular Instruction Equipment		806,171.00	-	805,766.00	(405.00)	99.95%
TOTAL ESSER 3.0		2,072,985.00	-	2,072,564.39	(420.61)	99.98%
TOTAL FEDERAL FUND EXPENDITURES		7,444,674.00	255,138.65	4,649,635.77	(2,795,038.23)	62.46%
TOTAL FEDERAL FUND BALANCE		-	-	-	-	-

Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAFETERIA FUND
As of Month Ending April 30, 2025

	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
SCHOOL NUTRITION FUND REVENUES - FUND 143					
Lunch, Breakfast, A la Carte Sales	1,679,904.00	213,185.75	1,491,586.12	(188,317.88)	88.79%
State Matching Funds	-	-	15,125.30	15,125.30	0.00%
USDA School Lunch	512,152.00	52,431.77	377,211.83	(134,940.17)	73.65%
USDA Breakfast	44,600.00	7,226.94	48,937.59	4,337.59	109.73%
USDA Other	-	-	8,260.00	8,260.00	0.00%
Other State Funds	-	-	-	-	0.00%
Other Federal Thru State Funds	26,162.00	-	-	(26,162.00)	0.00%
Other Revenue	6,500.00	3,620.00	5,895.20	(604.80)	90.70%
RESERVES	24,592.58			(24,592.58)	0.00%
TOTAL SCHOOL NUTRITION FUND REVENUES	2,293,910.58	276,464.46	1,947,016.04	(346,894.54)	84.88%
CONTRACTED EXPENDITURES - FUND 143					
Other Contracted Services - SFE	1,996,832.58	205,829.69	1,698,532.81	(298,299.77)	85.06%
DISTRICT EXPENDITURES - FUND 143					
Maint and Repair - Equipment	40,000.00	6,107.64	15,436.20	(24,563.80)	38.59%
USDA Commodities	122,889.00	-	-	(122,889.00)	0.00%
Other Supplies & Materials	7,000.00	-	682.73	(6,317.27)	9.75%
Inservice/ Staff Development	2,000.00	-	418.14	(1,581.86)	20.91%
Equipment	125,189.00	4,532.85	44,105.64	(81,083.36)	35.23%
TOTAL DISTRICT EXPENDITURES	297,078.00	10,640.49	60,642.71	(236,435.29)	20.41%
TOTAL SCHOOL NUTRITION FUND EXPENDITURES	2,293,910.58	216,470.18	1,759,175.52	(534,735.06)	
Excess/(Def) of Revenues over Expenditures	-	59,994.28	187,840.52	187,840.52	
Operating Transfer In	-	-	-	-	
SCHOOL NUTRITION FUND BALANCE	-	59,994.28	187,840.52		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAPITAL PROJECTS FUND
As of Ending April 30, 2025

	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
CAPITAL IMPROV FUND REVENUES - FUND 177					
County Commission	2,500,000.00	-	1,091,008.36	(1,408,991.64)	43.64%
Transfers from City of Germantown	-	-	-	-	0.00%
Interest Income	-	-	-	-	0.00%
RESERVES	2,065,657.00	-	-	-	0.00%
TOTAL CAPITAL IMPROV REVENUES	4,565,657.00	-	1,091,008.36	(1,408,991.64)	23.90%
CAPITAL IMPROV FUND EXPENDITURES - FUND 177					
Building Improvements	4,565,657.00	-	132,222.90	(4,433,434.10)	2.90%
TOTAL CAPITAL IMPROV EXPENDITURES	4,565,657.00	-	132,222.90	(4,433,434.10)	2.90%
CAPITAL IMPROVEMENTS FUND BALANCE	-	-	958,785.46		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
OPEB FUND
As of Month Ending April 30, 2025

	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
OPEB TRUST FUND REVENUES - 210					
Employer Contributions	755,000.00	-	544,476.00	(210,524.00)	72.12%
Retiree Contributions	80,000.00	-		(80,000.00)	0.00%
Interest and Dividend Income	75,000.00	9,077.19	132,522.66	57,522.66	176.70%
Realized gain/(loss) on investments	-	(1,205.48)	347,016.05	347,016.05	0.00%
Unrealized gain/(loss) on investments	318,000.00	12,912.25	(128,446.40)	(446,446.40)	-40.39%
Other Income	-			-	0.00%
TOTAL OPEB TRUST FUND REVENUES	1,228,000.00	20,783.96	895,568.31	(332,431.69)	72.93%
OPEB TRUST FUND EXPENDITURES - 210					
Retiree Stipends	110,000.00	11,850.00	110,700.00	700.00	100.64%
Medical Claims /Stop Loss Premiums	600,000.00	59,488.00	329,498.00	(270,502.00)	54.92%
Administrative Expenses	25,000.00	1,208.33	13,833.30	(11,166.70)	55.33%
Insurance Premiums	50,000.00	-	-	(50,000.00)	0.00%
TOTAL OPEB TRUST FUND EXPENDITURES	785,000.00	72,546.33	454,031.30	(330,968.70)	57.84%
OPEB TRUST FUND BALANCE	443,000.00	(51,762.37)	441,537.01		

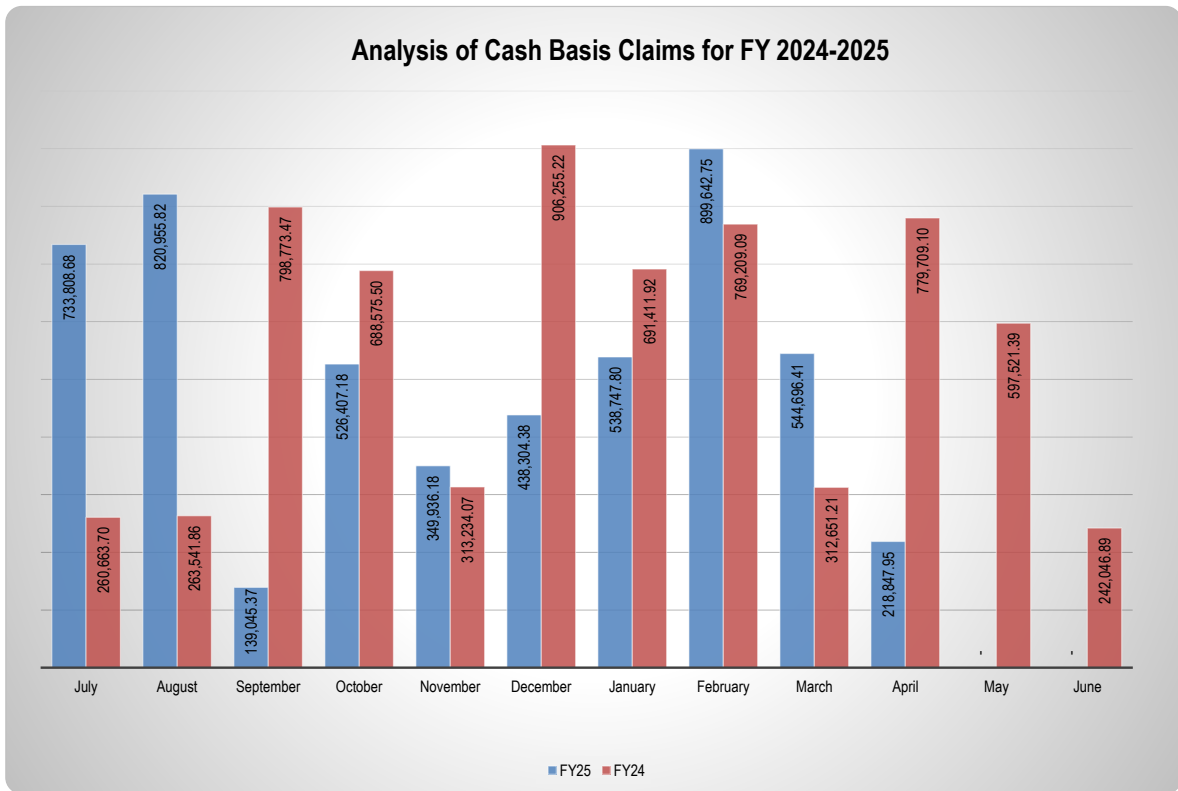
Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
As of Month Ending April 30, 2025

	2024-25 FYTD Revised Bdgt	April 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
HEALTH INS FUND REVENUES - FUND 263					
Employee Contributions	2,028,640.00	210,977.36	1,779,276.22	(249,363.78)	87.71%
Employer Contributions	4,731,200.00	388,739.99	3,273,266.83	(1,457,933.17)	69.18%
Other Income	160,000.00	-	46,870.77	(113,129.23)	29.29%
Interest Income	-	-	-	-	0.00%
RESERVES	1,280,160.00	-	-	(1,280,160.00)	0.00%
TOTAL HEALTH INS FUND REVENUES	8,200,000.00	599,717.35	5,099,413.82	(3,100,586.18)	62.19%
HEALTH INS FUND EXPENDITURES - FUND 263					
Medical Claims	6,500,000.00	218,847.95	5,210,392.52	(1,289,607.48)	80.16%
Stop-Loss Premiums	900,000.00	-	807,622.79	(92,377.21)	89.74%
Administrative Expenses	300,000.00	2,027.15	236,892.89	(63,107.11)	78.96%
Other Contracted Services - Clinic	500,000.00	51,467.58	275,812.79	(224,187.21)	55.16%
TOTAL HEALTH INS FUND EXPENDITURES	8,200,000.00	272,342.68	6,530,720.99	(1,669,279.01)	79.64%
HEALTH INSURANCE FUND BALANCE	-	327,374.67	(1,431,307.17)		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
 As of Month Ending April 30, 2025

CASH BASIS HEALTH CLAIMS ANALYSIS

MONTH	FY 25 Cash Basis Claims	FY 24 Cash Basis Claims
July	733,808.68	260,663.70
August	820,955.82	263,541.86
September	139,045.37	798,773.47
October	526,407.18	688,575.50
November	349,936.18	313,234.07
December	438,304.38	906,255.22
January	538,747.80	691,411.92
February	899,642.75	769,209.09
March	544,696.41	312,651.21
April	218,847.95	779,709.10
May	-	597,521.39
June	-	242,046.89
Y-T-D	5,210,392.52	6,623,593.42
		Monthly Average Budgeted 541,666.67





GMSD Board Business Meeting

April 24, 2025 6:00 PM

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

Mr. Brian Curry:	Present
Mr. Andy Ellis:	Present
Mrs. Angela Griffith:	Present
Mr. Scotty Hendricks Jr.:	Present
Mr. Ryan Strain:	Absent

Student Board Representative:

Jack Boccher

In Attendance:

Superintendent Jason Manuel

General Counsel Valerie Speakman

Board Secretary Jo Ellen Druelinger

1. Call to Order

Chair Angela Griffith called the meeting to order at 6:04 p.m.

2. Moment of Silence

Chair Angela Griffith called for a moment of silence.

3. Pledge of Allegiance

Board member Curry led the Pledge of Allegiance.

4. Approval of Agenda

Motion passed: I move to approve the agenda, passed with a motion by Mr. Scotty Hendricks Jr. and a second by Mr. Brian Curry.

Mr. Brian Curry: Yea

Mr. Andy Ellis: Yea

Mrs. Angela Griffith: Yea

Mr. Scotty Hendricks Jr.: Yea

Yea: 4, Nay: 0

5. Recognition and Awards

The very first **GMSD WAVE Awards** — recognizing excellence in **Web, Art, Visuals, and Expressions** in school communications. These awards are putting the spotlight on the unsung heroes behind our screens—our Link Tank. Some receive stipends. Many do this purely for the love of their schools. And all of them are powering our communications like pros. Any and all of our team members could have been recognized tonight. This isn't a "best of"—it's just a spotlight on a handful of standout moments from the year.

- **ROOKIE OF THE YEAR** - Trevor Nanney, Farmington Elementary
Trevor, in his very first year as webmaster, knocked it out of the park. Analytics on key pages soared—thanks to his vision and attention to detail.
- **HIGHEST WEB ENGAGEMENT** - Kathy Young, Houston High School
Kathy didn't just use the templates. She reimagined them. Her site is a master class in what happens when design meets purpose.
- **STUDENT BROADCAST AWARD** - Raider TV, Riverdale Elementary
At Riverdale, a one-man operation is turning out the most creative, student-driven programming in GMSD. We want to recognize Raider TV and the man behind the channel-Terry Schmitt. He is unable to be with us, but has sent Principal Joseph Bond to collect his award!
- **RISE VISIONARY AWARD** - Kaitlyn Sullivan, Forest Hill Elementary
Instructional coach by day, digital designer by... also day. Kaitlyn's work is sleek, sharp, and sets the bar.
- **STAFF PHOTOGRAPHER OF THE YEAR** - Corinne Darty, Farmington Elementary
Her images do more than capture a moment—they amplify it. Corinne's growth this year has taken Farmington's feeds to the next level.
- **STUDENT PHOTOGRAPHER OF THE YEAR** - David Phillips
With an eye for action and a future in sports photography, David is already making magic behind the camera. He's off to college next year to keep chasing the shot.
- **BEST STUDENT SPORTS BROADCAST TEAM** - Ben Cathey, Roland Scott, and Logan Neely
From football to basketball, these three handle everything from graphics to live commentary like seasoned pros. Let's give them some serious love and watch a short clip of their work.
- **STAFF VIDEO STORYTELLING AWARD** - Alissa Betchick, Houston Middle
Her classroom-created "Ode to Paraprofessionals" is heartfelt, creative, and everything we love about student-centered storytelling. While Ms. Betchick was unable to join us, we wanted share a short clip of the video with you.
- **PARENT TOUR GUIDE AWARD** - Lisa Garten, Forest Hill Elementary
You may not know this, but our school tours are largely powered by volunteers—often parents who give hours of their time to welcome new families. Lisa, your warm welcome has made GMSD feel like home for hundreds of families.
- **INSTAGRAM EXCELLENCE AWARD** - O'Malley King
Some of our educators have embraced social media in their own unique way—

showcasing heart and connection through classroom and program profiles. O'Malley runs two beloved Instagram accounts: "HHS Transition to Work" and "O'Mal's Pals"—both must-follows that bring smiles to our feeds every day.

- **FRONT DESK ALL-STAR** - Tracy Pylant, Houston High School
From tours to tracking enrollment to being the literal face of the school, Tracy's warmth and professionalism shine.
- **BEST SCHOOL BRANDING** - Diana Lang, Houston Middle School
Her style is instantly recognizable, and her brand strategy has caught the eye of schools across the country.
- **EXTERNAL COMMS EXCELLENCE** - Kendra Pickens, Forest Hill Elementary
Forest Hill's streamlined, polished work makes sure families get the right info at the right time—with style. Ms. Pickens is unable to be here this evening, but we want to recognize her efforts!
- **BEST INTERNAL NEWSLETTER** - Hallie Ross and Austin Scruggs, Houston High
Innovative design and thoughtful content make this newsletter a favorite among staff. What many don't know is that it takes time, usually over the weekend for school administrators to put together something this informative and professional!
- **STRATEGIC COMMUNICATIONS TEAM OF THE YEAR** - Dogwood Elementary
They plan as a team. They execute as a team. And tonight, they win as a team. Though they're not here in person—they're running a talent show right now—so a video message was shared.

6. REPORTS

A. TN Legislative Update

Board member and TN Legislative Representative Brian Curry presented as follows:

The first regular session of the 114th Tennessee General Assembly adjourned on Tuesday, just in time for the federal corruption trial of former House Speaker Glen Casada. Several current members of the General Assembly are on the witness list for the defense in this trial, so it should be interesting, and perhaps even entertaining, to watch the developments in this trial.

Some bills of note that passed in the closing days of the first regular session:

HB825/SB811 by Maberry and Powers - This bill enacts the "Teen Social Media and Internet Safety Act," which requires the department of education ("department") to develop social media and internet safety curricula, including instructional materials, for students enrolled in a school in an LEA or public charter school in grades 6-12. Beginning in the 2026-2027 school year, this bill requires each LEA and public charter school that enrolls students in any of the grades 6-12 to instruct such students using the curricula, including instructional materials, outlined above. The department must publish the instructional materials developed onto the department's website.

HB622/SB1083 by Maberry and Johnson - Known as the "Dismantle DEI Act" - Prohibits a county government, municipal government, metropolitan government, local education

agency (LEA), public institution of higher education, and the state from basing an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria. Prohibits, instead, the state board of education from adopting a policy that promotes educator diversity based on race, ethnicity, sex, age, or any other demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria. Any policy previously adopted by the board in conflict with this amendment is void and of no effect.

HB826/SB895 by Faison and Haile - Amends the Families' Rights and Responsibilities Act.

Present law generally requires that a government entity, a healthcare provider, or any other person obtain the consent of a minor's parent before providing the minor with medical treatment, medication, psychological services, or counseling services. Present law specifies six exceptions to the parental consent requirement. This amendment adds the following new exceptions to the parental consent requirement:

(1) A person acts reasonably to render appropriate, non-emergency first aid to a minor appearing or represented to be sick or injured. Such non-emergency first aid includes, but is not limited to, dressing minor wounds, applying topical agents, providing fluids or ice, and performing checks to identify minor illnesses; or

(2) A healthcare provider providing a screening to a minor when they reasonably believe the minor may be a victim of human trafficking, exploitation, neglect, or abuse.

HB1323/SB1311 by Lamberth and Johnson - This bill consolidates and makes various changes to present law concerning exceptions to certain licensure requirements for educators, specific to: Emergency Teaching Credentials, Physical Education, Occupational Educators, Postsecondary Teaching Experience, Endorsements for Courses Requiring End of Course Examinations.

Items on our legislative agenda that did not get across the finish line:

Early Childhood Special Education - this passed the Senate Education Committee 8-0, the House Education Committee 19-0, and was placed behind the budget. In layman's terms, that is where bills go that have no funding. The Governor did not place any funding in his initial or supplemental budget and the General Assembly did not allocate any funding beyond the \$18 million that is distributed by the Department of Education via grants. In short, our Governor and General Assembly see more value in distributing funds to families with children already in private schools than they do to fund a program that benefits children that need it the most; a program that is mandated by the state and federal governments but is unfunded. The positive is that the General Assembly understands the issue where they didn't previously. That is a credit to our outreach efforts. The negative, and it's a strong negative, is that they can't be bothered to fund it.

Educational Reform - another item we advocated for was reform of teacher evaluations and reducing the number of standardized testing requirements, particularly at the high school level. There is a bit of good news and bad news here. The bad news is that what we wanted

didn't occur in this session. The good news is that there is going to be a study: Creates an advisory committee on innovations in K-12 education that consists of (i) four members of the senate appointed by the speaker of the senate; (ii) four members of the House of Representatives appointed by the speaker of the House of Representatives; (iii) one representative of the state board of education appointed by the governor; and (iv) one representative of the department of education appointed by the governor.

- Requires the appointing authorities to make appointments to the advisory committee no later than July 1, 2025.
- Requires the advisory committee to convene its first meeting no later than August 1, 2025.
- Requires the committee to study all of the following:
- Evaluation process for teachers and principals in present law, including all relevant rules and policies, to determine the appropriate process, frequency, and content of teacher and principal evaluations, and to assess how effective and productive the current process is in evaluating the performance of teachers and principals.
- State- and locally-mandated assessments for students enrolled in any of the grades K-12, to determine, at a minimum, the appropriate scope and frequency of such assessments, and how best to use or apply student performance on state- and locally-mandated assessments for student, teacher, school, and district accountability and for all other purposes.
- 180 days of classroom instruction required in present law, to determine whether allowing LEAs and public charter schools the ability to satisfy the requirement by providing a minimum number of instructional hours per school year would benefit the community and the students served by the LEA or public charter school.
- Academic standards adopted by the state board for high school grades and subjects, to determine whether allowing students who may be working toward completing a career and technical education (CTE) elective focus to substitute certain CTE courses for courses required by the state board to receive a full diploma upon graduation from high school that are designed to assist students in pursuing a baccalaureate degree at a four-year postsecondary institution, as opposed to students pursuing a CTE pathway or credential.
- Educational, licensure, and training requirements for educators and persons pursuing teaching as a profession in this state, as well as the compensation structure and incentives for licensed educators, to determine the frequency, number, and utility of each requirement and to determine how best to incentivize educators to meet certain goals and expectations in order to develop high-performing educators and retain and support high-performing educators.

Going forward, the obstacle here will be SCORE - State Collaborative on Reforming Education. SCORE is governed by a board of directors composed of Tennessee business and philanthropic leaders committed to preparing our students for choice-filled lives. Members of the board include former Senator Bill Frist, Janet Ayers, Dee Haslam, Barbara Hyde, Orrin Ingram...just to name a few. We urge our local representatives to represent the interests of the students and educators in this district and to not follow the will of a think tank. A think tank that wants more standardized testing and burdensome bureaucracy, none of which is benefiting our teachers and students.



B. Chairman's Report

Chair Angela Griffith presented Board member activities as follows:

BOARD MEMBER GRIFFITH

Met with Germantown City Administrator, Jason Huisman, to discuss funding for the Houston High Master Plan

Met with Mayor Palazzolo for our monthly top-to-top coffee

Attended Germantown Woman's Club Meeting hosted by GMSD, where Superintendent Manuel presented the state of the district

Attended FHES Fine Arts Night

Attended the Strategic Plan session, discussing Student Readiness

Attended "An Evening of Excellence", celebrating outstanding educators from the municipal districts in Shelby County

Attended the Houston High Honors Academy Celebration of Excellence, honoring the Class of 2025

Attended the Houston High Theatre production of "Mean Girls"

Attended the GMC PTO Annual STAR Awards

BOARD MEMBER STRAIN

Attended five track meets to watch runners from several GMSD middle and elementary schools compete

Met with Germantown City Administrator Jason Huisman to discuss City funding for improvements to Houston High

Attended Mustang Theatre's presentation of *Mean Girls*

Attended the GMSD Strategic Plan academics subcommittee meeting

Attended the Houston Middle vs. Riverdale varsity soccer game

Attended other games of the Region Runner-Up Houston Middle varsity soccer team against West Collierville Middle (x2) and Collierville Middle (x2)

Attended the April meeting of Dogwood's PTO

Attended the GMSD calendar committee's second (virtual) meeting.

Attended the GMSD Gifted Envision Expo

Attended the April meeting of Houston Middle's PTO

Attended the GMC PTO S.T.A.R. Awards presentation

Attended Dogwood's Got Talent

BOARD MEMBER HENDRICKS

Met with Representative Mark White at Houston High School

Attended HHS Track Meet vs Bartlett

Attended GMSD Track meets with Memphis Youth Athletics Association

Attended Houston Classic - Middle School and High School Track Meet

Attended the Houston High Honors Academy Celebration of Excellence honoring the Class of 2025

BOARD MEMBER ELLIS

Attended Battle of the Books

Attended HHS Boys Lacrosse games vs. Collierville, Bartlett, ECS, CBHS, Arlington and Lakeland

Attended and coached GMSD Middle School Girls Lacrosse: Briarcrest, St Mary's Playoffs again Hutchison

GMSD MS Girls Lacrosse 6th grade : Collierville playoffs, ECS playoffs, Lausanne, St. Mary's, Hutchison

BOARD MEMBER CURRY

Hosted House Education Committee Chairman, Mark White, in a meeting at Houston High School to discuss replacing EOC testing at the high school level and replacing it with the ACT and related pending legislation

Attended the April TSBA Legislative Liaison Meeting

Attended the Houston vs. Collierville home baseball game, where Houston beat Collierville in dramatic fashion with a walkoff

Attended the TMSAA Municipal Sub-Sectional Track Meet at Collierville HS

Attended two MYA Track Meets at Christian Brothers

Attended the Houston Classic Middle School Track Meet

Attended the Germantown Financial Advisory Commission where Superintendent Manuel presented an overview of the district budget

Met with Germantown City Administrator, Jason Huisman, to discuss funding for the Houston High Master Plan

Attended FHES Fine Arts Night

Attended the Strategic Plan session, discussing Goal #3 - Attract, Build, and Celebrate Exemplary Staff

Attended the GMSD Envision Expo at GUMC

Attended "An Evening of Excellence", celebrating outstanding educators from the municipal districts in Shelby County

Attended the Houston High Honors Academy Celebration of Excellence, honoring the Class of 2025

Attended the Houston High Theatre production of "Mean Girls"

Attended the GMC PTO Annual STAR Awards

Attended the East Shelby Republican Club April meeting

Chair Griffith presented the Chairman's report as follows:

It is no secret that I have always treasured history. I am also self-aware enough to know that not everyone shares that appreciation. My love for history is due to how I perceive "the story" and the way it can explain or inform how or why someone, something or a circumstance is how it is and as context for how it could be. As a self-proclaimed traditionalist, I am also an avid advocate of process improvements, believing that progress is perpetual.

Fun fact, both vice chair Strain and I earned our BAs in History and grew up in Germantown and are proud GMSD school alumni. I am a firm believer in understanding where you've come from to be able to better understand how best to plan where you are going. Please do not misconstrue my love of history, however to assume that I fall into the camp of someone who is inclined to "do it like we've always done it" because that simply does not align with my growth mind-set. Again, understanding history is all about the gift that the past offers us.

You've heard me say that I'm proudly raising fourth-generation Germantown residents. I love seeing my childhood friends and their children day in and out in our schools and in our community. Fifteen years ago, my husband, who is not from the area, and I made the intentional decision to raise our family in Germantown. For those of us coming back to a hometown, we have a fondness for is simple to explain. Often, the familiarity and legacy of our extended family network can play into that decision. Still, there is a level of confidence



that can come with what is known to you. When people look back on their own childhoods and want to recreate that experience in the same place for their own children that is a ringing endorsement. And then there are those from other parts of Shelby County or around the Mid South that choose our community from all available options. Those families who are transplanted to our area, typically for work, have a decision to make as well. I find value in the perspectives of Board members Curry, Ellis and Hendricks who are not from this area but intentionally chose Germantown out of all the options available to them.

As a school board member, I am constantly asking myself why families move to Germantown? Trust me, it's a rhetorical question y'all. Since the creation of the municipal districts in Shelby County, residency for schools has become more of a focus, unlike in the past when it was simply about school zones. People move to Germantown, TN for schools and safety. To be clear, even people who do not have school-age children or elect private school options for their children move to our city for those two reasons. Property values in our city are directly tied to the success of GMSD and the work of the Germantown Police and Fire departments.

Germantown has a unique tax base comparatively to other suburbs in our county for both property and sales. We are a mature tree, boutique, land-locked community with limited new home construction not being built at starter home prices. We do not have car dealerships or a long list of big box stores sales tax for us to latch on to, but frankly, that's part of our magic. How do we continue to compete for the top spot as a community of choice while being good stewards? We must capitalize on our strengths and invest in them. For as much as we love the days of old, we must also embrace the shifts of today and anticipate the needs of tomorrow.

As we have embarked on the current GMSD strategic plan process, I sincerely look at each goal from a past, present and future lens. As we waded through the recently proposed GMSD and city budgets, I am reminded of what was and what could be. Germantown's reputation will only carry us so far. We can't just say we're excellent; we actually have to stay excellent.

C. Financial Report

Chief Financial Officer Kevin Jones reported the Total Assets, Liabilities, and Fund Balances on the Balance Sheet for the period ending March 31, 2025.

SCHOOL OPERATING/GENERAL FUND

The district received \$6.4 million in property tax revenues, which represents 37% of the total budgeted.

CAPITAL PROJECTS FUND

The district received \$1.1 million in funds from the Shelby County Commission for capital projects.

HEALTH INSURANCE FUND

Health insurance claims totaled \$545K for the month, versus \$458K budgeted.

CAFETERIA FUND

SFE reported a net income of \$30K for the month.

OPEB TRUST FUND

Net realized and unrealized gains on investments totaled \$207K year-to-date.

D. Superintendent's Report

Superintendent Jason Manuel presented the April Superintendent's Report, sharing highlights of the GMSD FY 25-26 General Fund budget in a PowerPoint presentation.

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 Mr. Andy Ellis and a second by Mr. Scotty Hendricks Jr..

Mr. Brian Curry: Yea

Mr. Andy Ellis: Yea

Mrs. Angela Griffith: Yea

Mr. Scotty Hendricks Jr.: Yea

Yea: 4, Nay: 0

A. Approval of the Minutes

B. Miscellaneous FY 24-25 Budget Amendments #22-26

Miscellaneous Budget Amendment #22: Early/Final Payment of OPEB MSCS Agreement

Miscellaneous Budget Amendment #23: Ensuring maintenance needs are covered for the remainder of the fiscal year

Miscellaneous Budget Amendment #24: Program IDEA Preschool (910) - Purchase of technology - tablets and laptops

Miscellaneous Budget Amendment #25: Coverage of Health Care/Medical Claims

Miscellaneous Budget Amendment #26: CTE Perkins Basic

9. BOARD ACTION ITEMS

A. GMSD FY 25-26 General Fund Budget 1st Reading

Motion passed: I move to approve the GMSD FY25-26 General Fund Budget first reading, passed with a motion by Mr. Brian Curry and a second by Mr. Andy Ellis.

Mr. Brian Curry: Yea

Mr. Andy Ellis: Yea

Mrs. Angela Griffith: Yea

Mr. Scotty Hendricks Jr.: Yea

Yea: 4, Nay: 0

B. Architectural and Engineering Services Contract for Farmington addition

Motion passed: I move to approve the proposed contract with A2H to provide architecture and engineering services for the Farmington addition construction project., passed with a motion by Mr. Scotty Hendricks Jr. and a second by Mr. Brian Curry.

Mr. Brian Curry: Yea
Mr. Andy Ellis: Yea
Mrs. Angela Griffith: Yea
Mr. Scotty Hendricks Jr.: Yea
Yea: 4, Nay: 0

C. Science Textbook Adoption

Motion passed: I move to adopt and purchase the 2024-25 GMSD Science Textbook Adoption Committee's recommendations for K-12 science textbooks/instructional materials to implement in the 2025-26 school year for 8 years for a total of \$954,458.96., passed with a motion by Mr. Andy Ellis and a second by Mr. Brian Curry.

Mr. Brian Curry: Yea
Mr. Andy Ellis: Yea
Mrs. Angela Griffith: Yea
Mr. Scotty Hendricks Jr.: Yea
Yea: 4, Nay: 0

10. Announcements

Chair Griffith encouraged the community to follow GMSD and our schools and engage on social media and again thanked all those working behind the scenes on this content. She also reminded the community of a number of spring activities as the school year is quickly winding down.

11. Adjournment

The meeting was adjourned with consensus at 7:25 p.m.

Chairperson

Date

Superintendent

Date

FY 2026 GMSD GENERAL FUND BUDGET SECOND READING REVISIONS

Total Additional Revenues \$205,000	Total Additional Expenditures \$205,000
County Taxes (40400) Page 9: Increase of \$205,000	Support: Special Ed (72220) Page 43: Reduction of \$876
Charges for Services (43000) Page 11: Increase of \$500	Health Services (72120) Page 51: Increase of \$1,163
Other State Revenue (46800) Page 12: Reduction of \$500	Other Student Support (72130) Page 55: Reduction of \$1,217
Regular Instruction (71100) Page 20: Increase of \$47,252	Operation of Plant (72610) Page 74: Reduction of \$55,000
Support: Regular Ed (72210) Page 25: Reduction of \$313	Regular Capital Outlay (76100) Page 85: Increase of \$296,062
CTE Program (71300) Page 32: Increase of \$21,914	Board of Education (72310) Page 96: Increase of \$19,100
Special Education (71200) Page 39: Reduction of \$123,085	



GMSD BUDGET

GENERAL FUNDS

FY 26



GMSD

VISION

Inspiring Personal Excellence

MISSION

Cultivate the knowledge and skills that empower our students to achieve their full potential as lifelong learners and contributing global citizens.

ABOUT GMSD

Germantown Municipal School District (GMSD) serves more than 5,900 students across seven schools in Germantown, Tennessee. Known for academic excellence, strong parent involvement, and a focus on the whole child, GMSD includes three elementary schools (K-5), one K-8 school, one middle school (6-8), one high school (9-12), and an online learning academy. Since launching in 2014, the district has consistently ranked among the top public school systems in the state.

INVESTED IN WHAT MATTERS

This year's budget represents more than operational needs—it's a commitment to the bold goals in our Strategic Plan, from narrowing achievement gaps to recruiting and retaining top talent.

Over 75% of our budget is invested in people—because research tells us an effective teacher is the most impactful factor in student success. This plan reflects that priority.

BUDGET REPORT

Angela Griffith, Chairman
Ryan Strain, Vice Chairman
Scotty Hendricks Jr., Member
Brian Curry, Member
Andy Ellis, Member

Jason Manuel, Superintendent
Josh Cathey, Deputy Superintendent
Missy Abel, Assistant Superintendent
Teaching Learning, and Assessment
Chauncey Bland, Assistant
Superintendent Student Services
Sarah Huffman, Assistant
Superintendent Exception Student
Education
Kevin Jones, Chief Financial Officer
Elissa Stratton, Assistant
Superintendent Human Resources
Kate Crowder, Communications
Supervisor



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State Education Funds, County Taxes, City Taxes, Other State Revenue, Other Local Revenue, Charges for Services, Other Sources

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Regular Instruction, Alternative Education, Career Technical Education, Support: Regular Education, Support: Alternative Education, Support: Career Technical Education

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EXCEPTIONAL STUDENTS

Special Education Instruction, Support: Special Education

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STUDENT SERVICES

Attendance & Planning, Health Services, Other Student Support, School Safety

60

HUMAN RESOURCES

Human Resources

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FINANCE

Fiscal Services

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TECHNOLOGY

Technology

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OPERATIONS

Operation of Plant, Maintenance of Plant, Transportation, Regular Capital Outlay, Office of the Principal

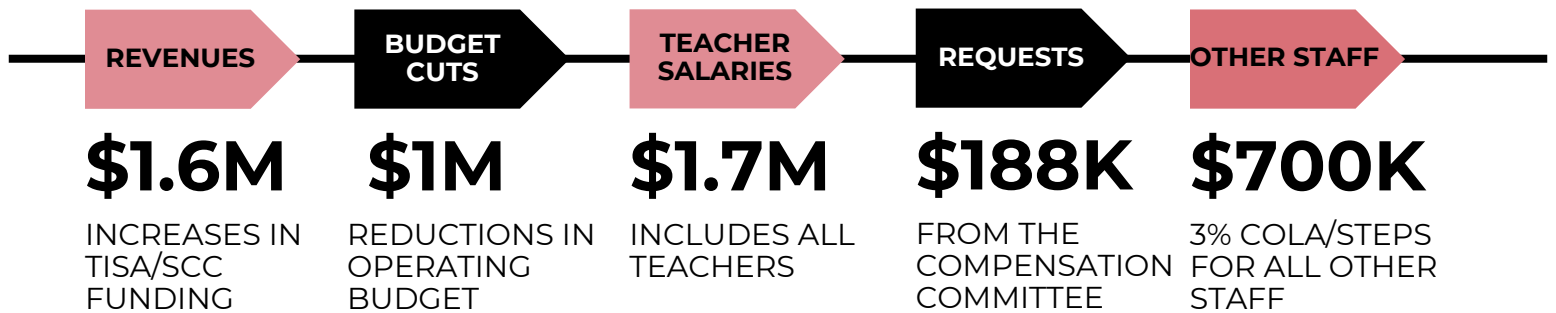
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LEADERSHIP

Office of the Superintendent, Board of Education Services



BUDGET HIGHLIGHTS



GENERAL FUND REVENUES OVERVIEW

The Germantown Municipal School District (GMSD) receives funding from several key sources. The three primary revenue streams are:

STATE EDUCATION FUNDING

The Tennessee Department of Education implemented a new K-12 funding model called the Tennessee Investment in Student Achievement (TISA), replacing the former Basic Education Program (BEP). For FY 2026, TISA funding is projected to increase by \$1.4 million for GMSD.

COUNTY FUNDING

Shelby County provides education funds through two primary tax sources:

- Property Taxes: Allocated to school districts based on Weighted Full-Time Equivalent Average Daily Attendance (WFTEADA).
- Sales Taxes: Half of all local sales tax collections are designated for education and distributed using the same WFTEADA formula.

CITY FUNDING

The City of Germantown provides a \$3.1 million maintenance of effort (MOE) contribution to GMSD annually.

BUDGET HIGHLIGHTS

ENROLLMENT

The District's enrollment projections for FY 2026 are estimated using FY 2025 enrollment data and enrollment applications made during open enrollment for the FY 2026 school year. Projected enrollment for FY2026 is 5,900.

RESOURCE MANAGEMENT

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

RECRUIT, DEVELOP, AND RETAIN EXEMPLARY STAFF

- Teacher Salary Schedule Adjustment and Steps- \$1,700,000
- All Other Staff 3% COLA and STEPS- \$700,000
- Additional Health Benefits Claims District Investment- \$800,000
- 1 Assistant Principal- \$130,000
- 1 Part-Time Library Assistant- \$15,340
- Assistant Athletic Director- Budget Neutral (Paid through fees for intramurals/youth sports)
- Academic/Behavior Interventionist Salary Schedule Adjustment- \$20,000
- Strength/Conditioning Coach- Budget Neutral
- Lead Counselor Stipend- \$5,000
- Admissions/Retention Registrar- Budget Neutral
- ESE Assistants Flex Day \$16,340



BUDGET REDUCTIONS

- Board of Education Budget- \$565,000 Reduction for Last OPEB Payment to MSCS and Reduction in OPEB Contribution
- Transportation Budget- \$222,000 Reduction due to Efficiencies in Routing and Penalties
- Capital Improvements Budget- \$140,000 Reduction



GENERAL FUND REVENUES

OVERVIEW:

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

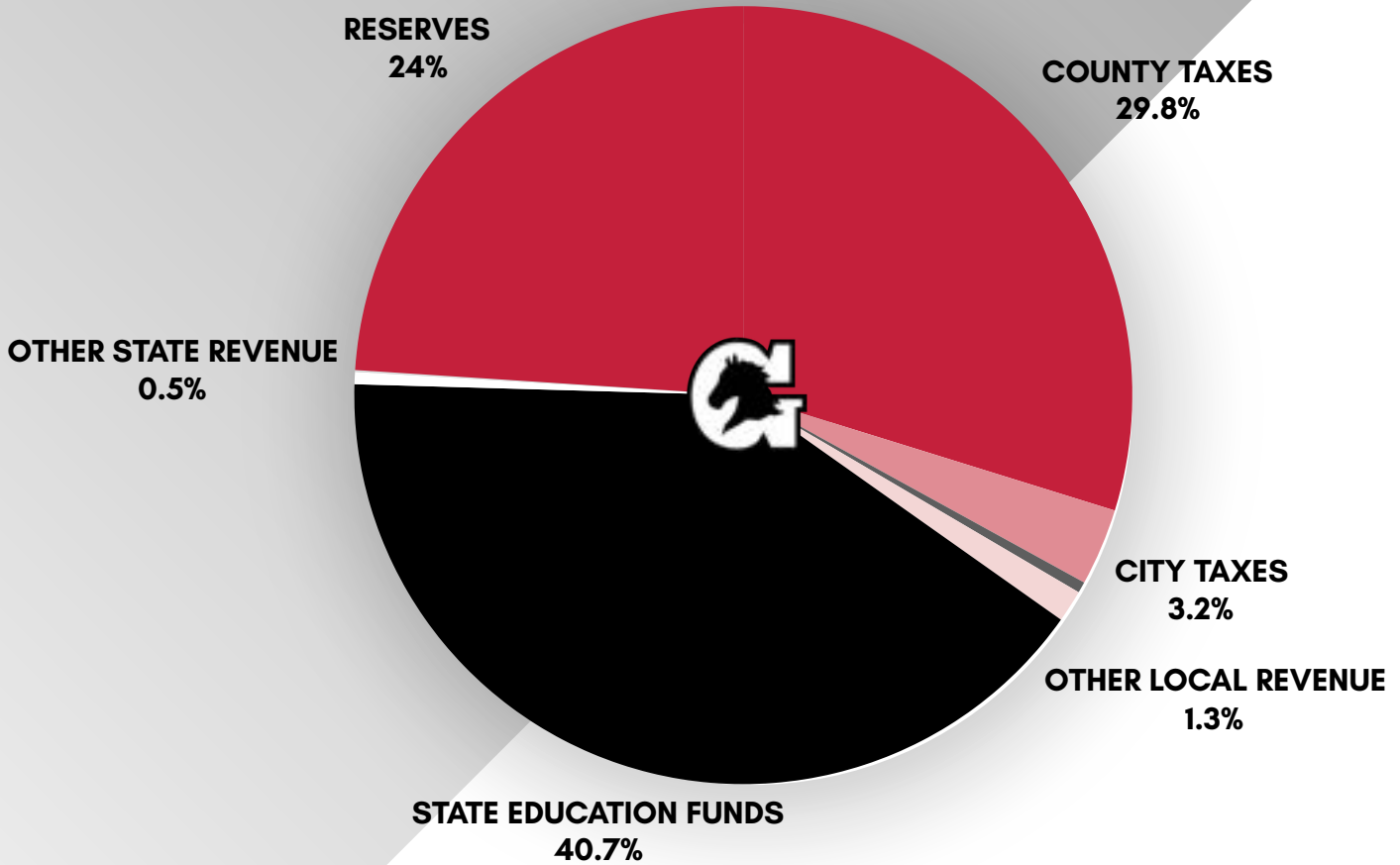
MANAGED BY:

Jason Manuel, Superintendent

Josh Cathey, Deputy Superintendent

Kevin Jones, Chief Financial Officer

GENERAL FUND REVENUES



\$ 75,565,348

SUBCATEGORIES

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

GENERAL FUND REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
40400	COUNTY TAXES	28,830,951	28,830,591	28,399,474
40800	CITY TAXES	3,082,064	3,082,064	3,082,064
43000	CHARGES FOR SERVICES	440,057	385,011	190,566
44000	OTHER LOCAL REVENUE	1,283,500	858,000	1,583,569
46000	STATE EDUCATION FUNDS	39,065,016	37,611,299	37,047,932
46800	OTHER STATE REVENUE	490,462	335,441	612,454
47100	FED FUNDS RCVD THRU STATE	-	-	-
49000	OTHER SOURCES	70,000	35,000	70,498
	RESERVES	2,303,298	2,303,298	-
	REVENUES GRAND TOTAL:	75,565,348	73,440,792	70,986,557

Revenues changes include: a reduction in local option sales tax of \$204,640, an increase of \$1,453,717 in TISA funding, and an increase in other local revenue of \$425,000.

CITY TAXES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
40610	Municipal Property Taxes	3,082,064	3,082,064	3,082,064
	CITY TAXES TOTAL:	3,082,064	3,082,064	3,082,064

City of Germantown's contribution to the School District.



CHARGES FOR SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
43512	Laptop Insurance	-	-	76,857
43512	Tuition	385,057	385,011	113,709
43990	Other Charges	55,000	-	-
	CHARGES FOR SERVICES TOTAL:	440,057	385,011	190,566

OTHER LOCAL REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
44110	Interest Earned	1,093,000	725,000	1,202,678
44120	Lease/Rentals	93,000	21,000	90,011
44160	PEG Funding	97,500	112,000	107,862
44170	Miscellaneous Refunds	-	-	7,709
44530	Sale of Equipment	-	-	175,309
	RECURRING LOCAL REVENUE TOTAL:	1,283,500	858,000	1,583,569

Includes revenue for laptop insurance and tuition for out-of-district, out-of-county residents, summer school, and preschool program. Includes interest income on reserves, PEG funding from cable companies for the Houston High School TV studio.

STATE EDUCATION FUNDS

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
46511	TISA/BEP	39,015,016	37,545,387	36,354,750
46590	Other State Education Funds		-	634,150
46591	Coordinated School Health Grant		-	-
46610	Career Ladder Program	50,000	66,000	59,032
	STATE EDUCATION FUNDS TOTAL:	39,065,016	37,611,387	37,047,932

OTHER STATE REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
46850	Mixed Drink Tax	252,000	252,000	271,885
46980	Other State/Local Revenue - SPED State Grant	238,462	83,441	340,569
46981	Safe Schools Grant	-	-	-
	OTHER STATE REVENUE TOTAL:	490,462	335,441	612,454

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

FEDERAL FUNDS RECEIVED THRU STATE

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
47590	Other Federal Thru State	-	-	-
FEDERAL THRU STATE TOTAL:		-	-	-

OTHER SOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
49800	Transfers In - Indirect Costs	70,000	35,000	70,498
OTHER SOURCES TOTAL:		70,000	35,000	70,498

Includes funds from federal allocations for administration of federal grants.



GENERAL FUND EXPENDITURES

OVERVIEW:

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

MANAGED BY:

Josh Cathey, Deputy Superintendent

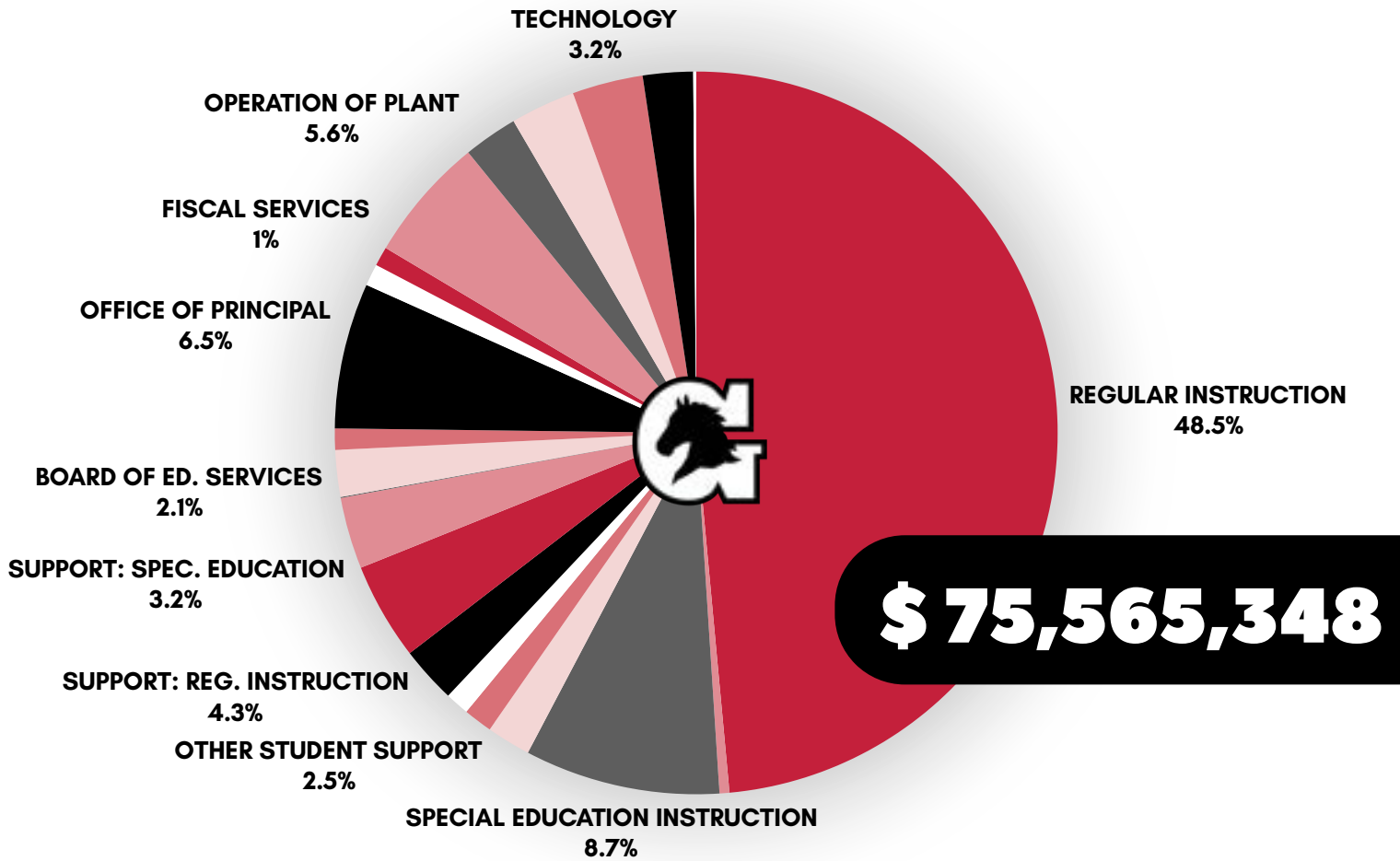
Jason Manuel, Superintendent

Kevin Jones, Chief Financial Officer

SUBCATEGORIES

- Teaching, Learning, & Assessment
- Exceptional Students
- Student Services
- Human Resources
- Finance
- Technology
- Operations
- Principals
- Superintendent
- Board of Education

GENERAL FUND EXPENDITURES



GENERAL FUND

<u>Acct</u>	<u>Description</u>	<u>FY 2026</u> <u>Per.</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2025</u> <u>Budget</u>	<u>FY 2024</u> <u>Actual</u>
71100	REGULAR INSTRUCTION	377.5	36,619,604	34,214,159	33,184,673
71150	ALTERNATIVE EDUCATION	4.0	333,772	415,596	393,416
71200	SPECIAL EDUCATION INSTRUCTION	94.0	6,461,904	6,319,860	5,530,082
71300	TECHNICAL EDUCATION	16.0	1,506,367	1,553,022	1,525,572
72110	ATTENDANCE & PLANNING	7.5	972,943	932,961	813,908
72120	HEALTH SERVICES	9.5	807,453	787,819	668,835
72130	OTHER STUDENT SUPPORT	19.0	1,901,599	1,774,817	1,937,540
72210	SUPPORT: REG. INSTRUCTION	31.8	3,276,486	3,251,910	2,685,610
72220	SUPPORT: SPEC. EDUCATION	24.5	2,411,944	2,313,684	2,143,505
72230	SUPPORT: TECH. EDUCATION	0.2	33,710	33,694	28,372
72310	BOARD OF ED. SERVICES	5.0	1,592,064	2,138,463	3,459,299



GENERAL FUND

<u>Acct</u>	<u>Description</u>	<u>FY 2026</u> <u>Per.</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2025</u> <u>Budget</u>	<u>FY 2024</u> <u>Actual</u>
72320	OFFICE OF SUPERINTENDENT	4.4	716,158	706,899	700,028
72410	OFFICE OF PRINCIPAL	51.5	4,910,941	4,656,908	4,318,052
72510	FISCAL SERVICES	5.5	736,464	728,273	649,153
72520	HUMAN RESOURCES	4.5	645,985	625,892	557,013
72610	OPERATION OF PLANT	12.0	4,156,999	4,230,173	3,830,893
72620	MAINTENANCE OF PLANT	6.0	1,829,312	1,766,390	1,705,741
72710	TRANSPORTATION	0.0	2,182,891	2,405,302	1,794,919
73100	SCHOOL NUTRITION	0.0	-	-	-
72250	TECHNOLOGY	11.0	2,385,289	2,363,090	2,252,216
76100	REGULAR CAPITAL OUTLAY	0.0	1,983,763	2,123,130	3,656,188
72830	SCHOOL SAFETY		99,700	98,750	67,360
EXPENDITURES GRAND TOTAL:			75,565,348	73,440,792	71,902,374



REGULAR INSTRUCTION PROGRAM

OVERVIEW:

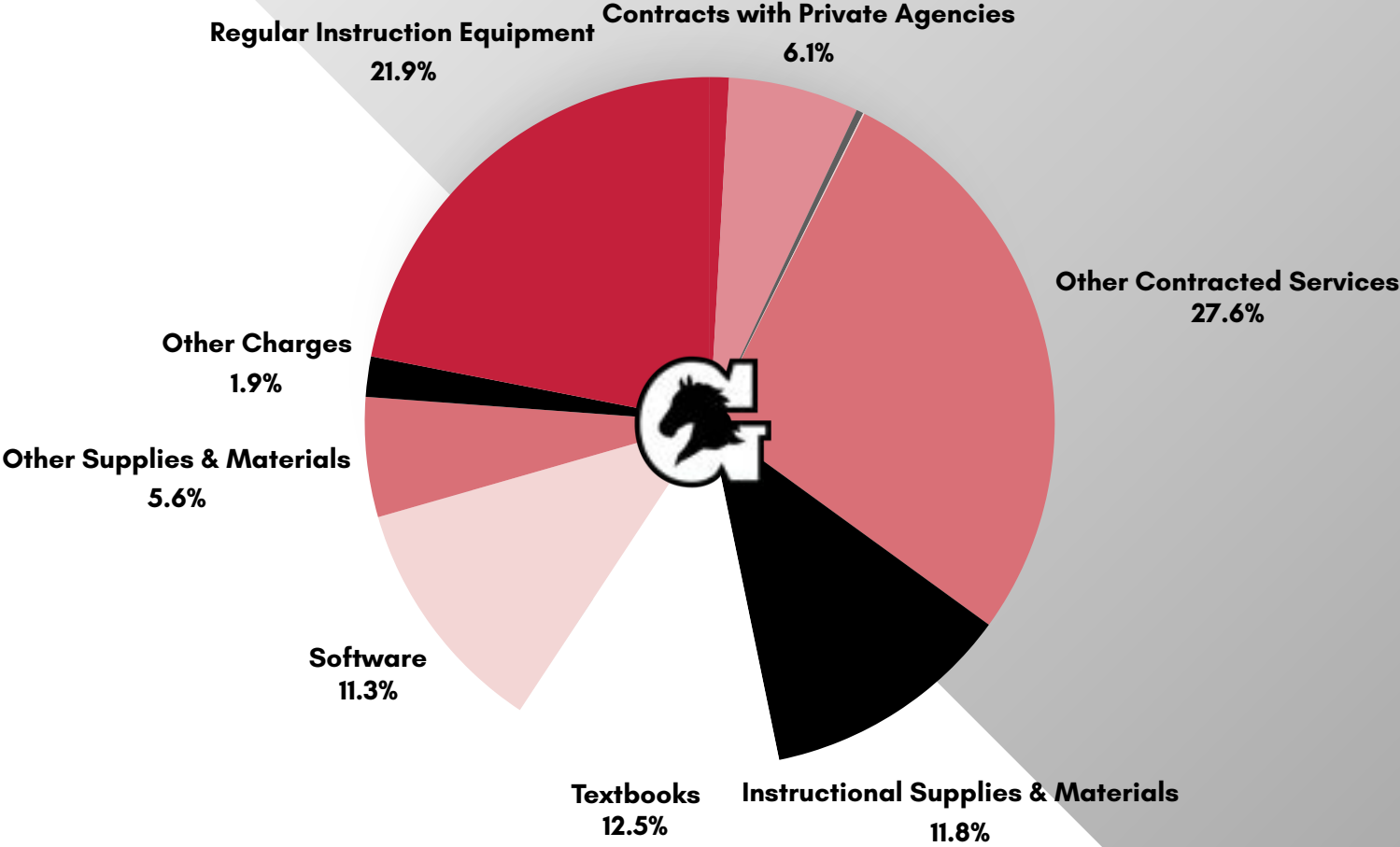
The Regular Education Program includes activities that provide students in grades K through 12 with learning experiences to provide them with Engaging, Challenging and Innovative academics. This encompasses academics, technology integration, career and technical education, fine arts and athletics. Within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

MANAGED BY:

Missy Abel, Assistant Superintendent of Teaching, Learning, and Assessment

\$36,619,604

REGULAR INSTRUCTION PROGRAM



REGULAR INSTRUCTION PROGRAM (71100)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
116	Teachers	340.5	24,954,979	23,686,412	21,989,000
117	Career Ladder		50,000	50,000	36,500
127	Extended Contracts		25,000	25,000	18,240
140	Coaching and Other Supplements		403,694	386,794	274,545
163	Educational Assistants	29.0	805,364	718,659	731,463
188	Instructional Responsibility		102,500	107,500	99,606
189	Other Salaries & Wages - Tutors	8.0	280,050	268,800	-
201	Social Security		1,650,538	1,565,076	1,345,063
204/217	State Retirement		1,543,584	1,718,290	1,784,399
206	Life Insurance		64,575	64,313	33,106
207	Medical Insurance		2,707,058	1,904,540	1,914,085
212	Medicare		386,013	366,026	314,537
	Salary & Fringes Subtotal:	377.5	32,973,355	30,861,410	28,540,544

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

REGULAR INSTRUCTION PROGRAM (71100)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
312	Contracts with Private Agencies	225,000	225,000	227,733
336	Maintenance & Repair - Equipment	12,000	12,000	9,579
355	Travel - Local Mileage	2,500	2,500	926
399	Other Contracted Services	1,015,165	1,010,065	1,127,655
429	Instructional Supplies & Materials	433,200	430,800	510,568
449	Textbooks	460,000	804,000	433,427
471	Software	415,000	375,000	339,304
499	Other Supplies & Materials	206,500	206,500	158,389
599	Other Charges	69,384	29,384	25,809
722	Regular Instruction Equipment	807,500	257,500	1,810,739
	Services Subtotal:	3,646,249	3,352,749	4,644,129
	REGULAR INSTRUCTION TOTAL:	36,619,604	34,214,159	33,184,673

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



REGULAR INSTRUCTION SUPPORT

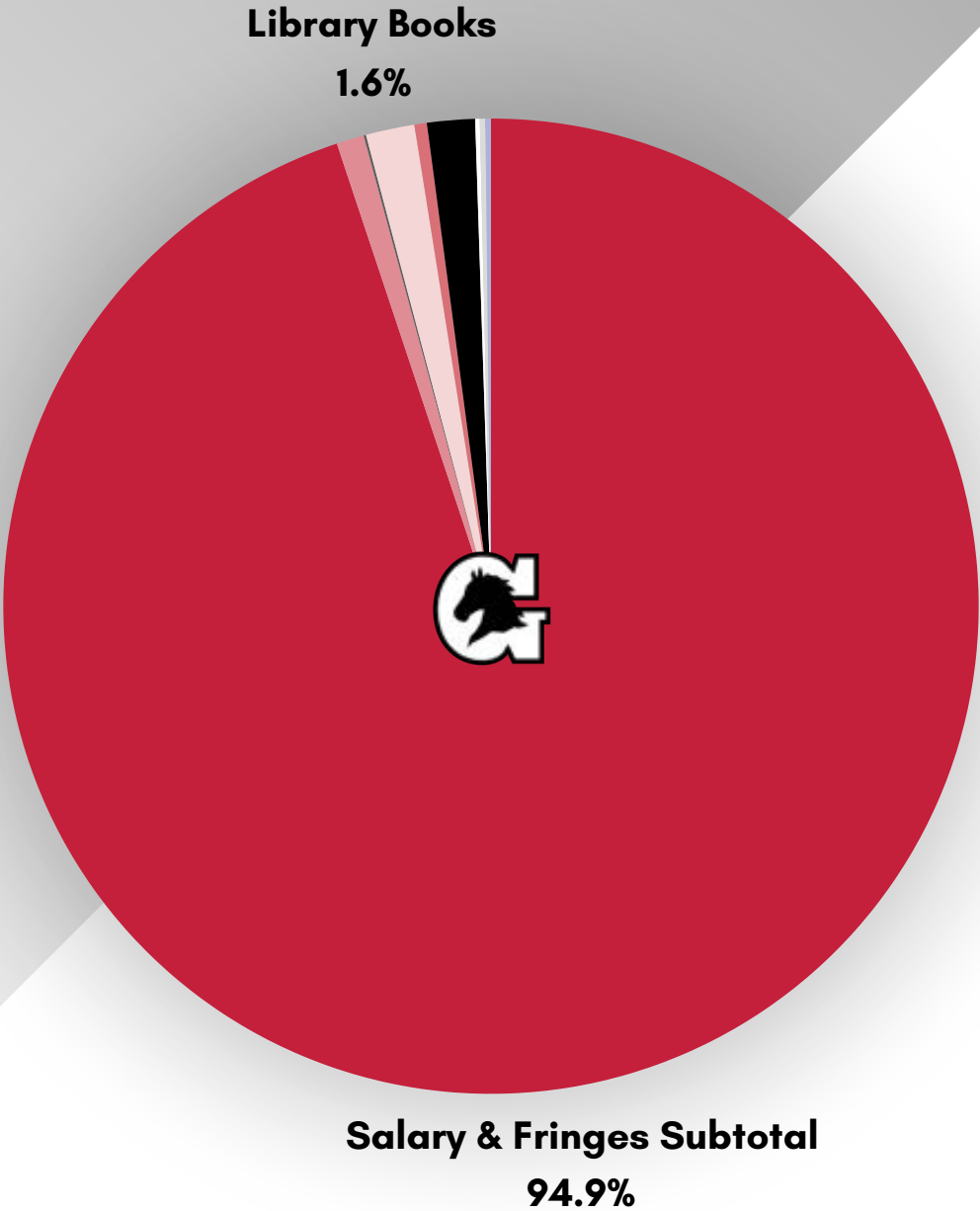
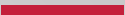
OVERVIEW:

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

MANAGED BY:

Missy Abel, Assistant Superintendent of Teaching, Learning, and Assessment

REGULAR INSTRUCTION SUPPORT



\$3,276,486

SUPPORT: REGULAR INSTRUCTION (72210)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
105	Directors/Supervisors	9.8	1,015,538	1,077,711	842,840
117	Career Ladder Program		3,000	3,000	2,000
129	Librarians	7.0	539,228	520,450	491,499
136	Audiovisual Personnel	1.0	82,589	81,797	77,909
137	Education Media Personnel	1.0	80,401	76,576	72,913
138	Instructional Computer Personnel	6.0	459,358	431,595	393,829
161	Secretary	1.0	79,391	75,614	72,021
163	Ed/Library Assistant	3.0	62,523	45,882	46,914
188	Instructional Responsibility		1,500	1,500	1,500
189	Other Salaries & Wages	3.0	253,423	242,092	62,005
201	Social Security		144,059	143,476	120,416
204/217	State Retirement		172,435	187,687	152,901
206	Life Insurance		7,950	7,575	3,037
207	Medical Insurance		179,000	171,500	180,383
212	Medicare		33,691	33,555	28,161
	Salary & Fringes Subtotal:	31.8	3,114,086	3,100,010	2,548,328

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

SUPPORT: REGULAR INSTRUCTION (72210)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
308	Consultants	30,000	30,000	27,317
355	Travel - Local Mileage	2,500	2,000	2,334
432	Library Books	53,400	43,400	43,398
499	Other Supplies & Materials	13,500	13,500	11,533
524	In-Service/Staff Development	52,000	52,000	43,817
599	Other Charges	5,000	5,000	4,078
790	Other Equipment	6,000	6,000	4,806
	Services Subtotal:	162,400	151,900	191,240
	SUPPORT: REGULAR INSTRUCTION TOTAL:	3,276,486	3,251,910	2,739,568

Includes costs for library books used in schools for replacement and additional books to address enrollment growth and meet educational standards. Includes costs for professional development of district staff.



ALTERNATIVE SCHOOL PROGRAM

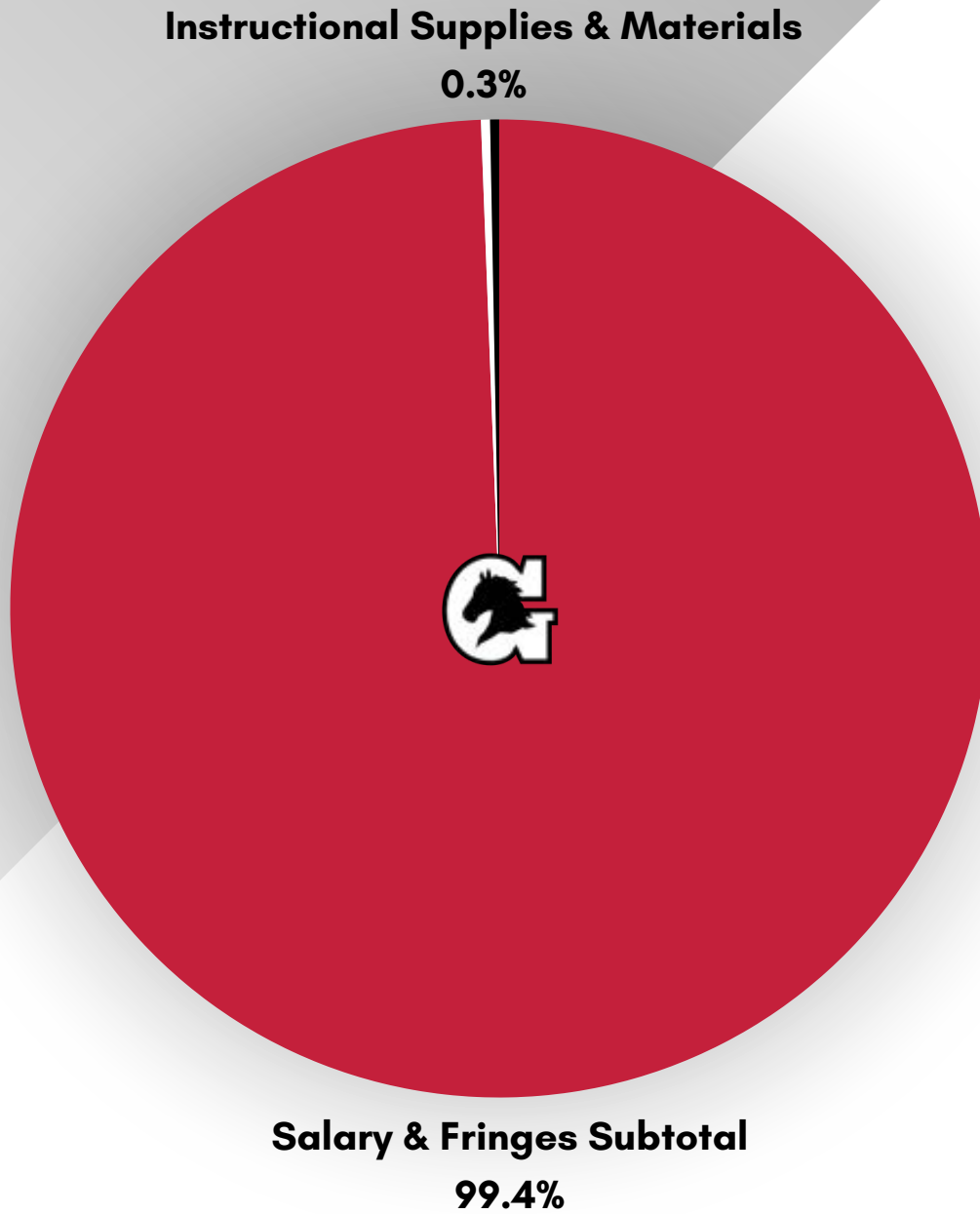
OVERVIEW:

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

MANAGED BY:

Missy Abel, Assistant Superintendent, Teaching, Learning, and Assessment

ALTERNATIVE SCHOOL PROGRAM



\$333,772

ALTERNATIVE EDUCATION PROGRAM (71150)

<u>Acct</u>	<u>Description</u>	FY 2026	FY 2026	FY 2025	FY 2024
		<u>PERS</u>	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>
116	Teachers	1.0	70,856	154,069	146,651
117	Career Ladder		1,000	1,000	-
128	Homebound Teachers	1.0	88,760	75,704	78,431
130	Social Worker	1.0	75,816	70,864	67,355
163	Educational Assistants	1.0	31,868	31,000	23,691
201	Social Security	-	16,635	20,623	18,367
204/217	State Retirement	-	18,647	25,138	24,226
206	Life Insurance	-	700	875	453
207	Medical Insurance	-	23,600	29,500	28,831
212	Medicare	-	3,890	4,823	4,296
	Salary & Fringes Subtotal:	4.0	331,772	413,596	392,301

Includes salaries and fringe benefits for teachers serving in the alternative school and counseling programs.

ALTERNATIVE EDUCATION PROGRAM (71150)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
429	Instructional Supplies & Materials	1,000	1,000	618
722	Regular Instruction Equipment	1,000	1,000	495
	Services Subtotal:	2,000	2,000	1,113
	ALTERNATIVE EDUCATION TOTAL:	333,772	415,596	393,414

Includes materials for alternative school.





CAREER AND TECHNICAL ED PROGRAM

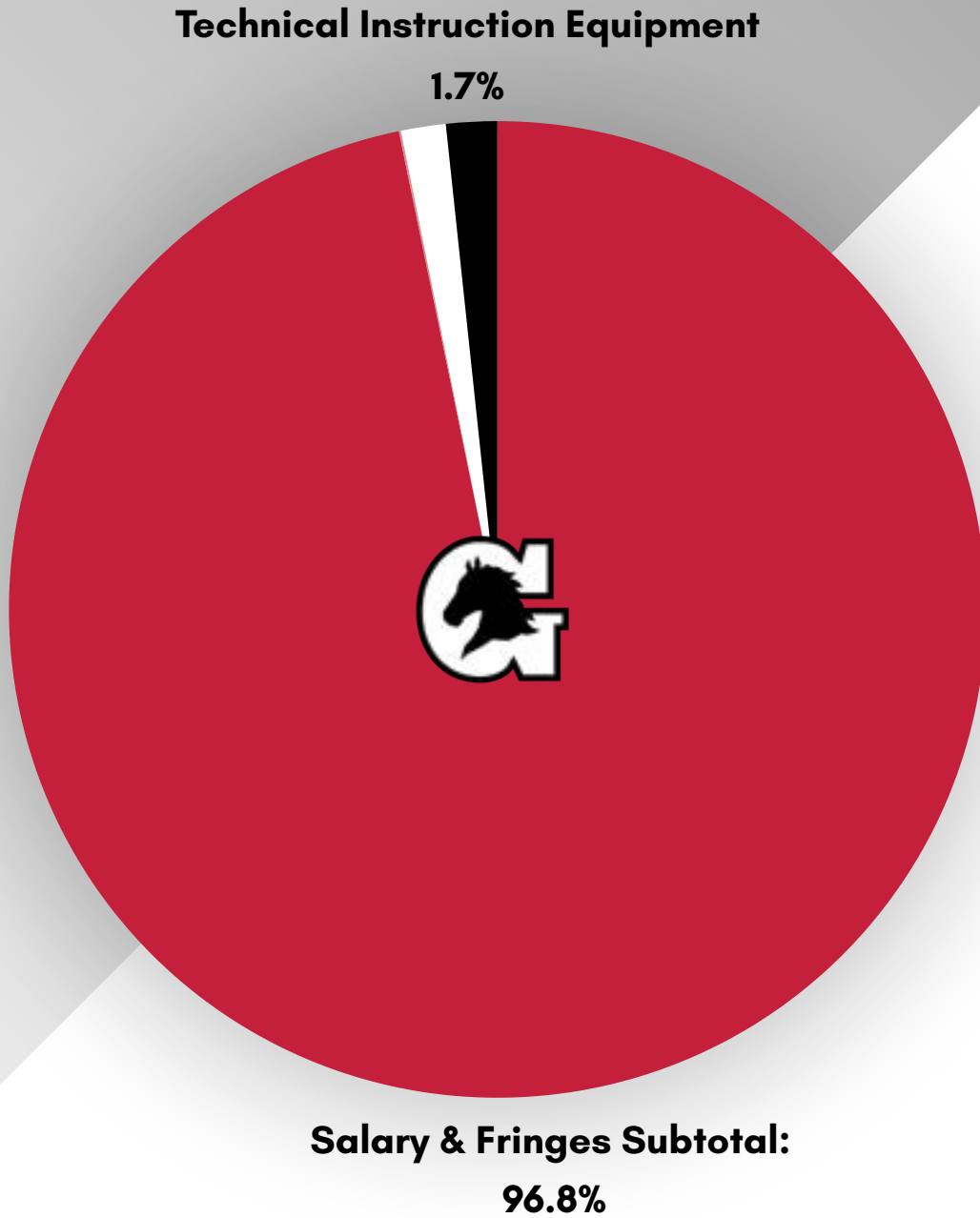
OVERVIEW:

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

MANAGED BY:

Missy Abel, Assistant Superintendent, Teaching, Learning and Assessment

CAREER AND TECHNICAL ED PROGRAM



\$1,506,367

CAREER & TECHNICAL EDUCATION PROGRAM (71300)

<u>Acct</u>	<u>Description</u>	<u>FY 2026</u> <u>PERS</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2025</u> <u>Budget</u>	<u>FY 2024</u> <u>Actual</u>
116	Teachers	16.0	1,169,488	1,192,472	1,031,667
117	Career Ladder Program		1,000	1,000	-
201	Social Security		72,570	73,995	59,257
204/217	State Retirement		67,537	81,275	78,674
206	Life Insurance		2,800	2,975	1,507
207	Medical Insurance		128,000	136,000	100,325
212	Medicare		16,972	17,305	13,858
	Salary & Fringes Subtotal:	16.0	1,458,367	1,505,022	1,285,288

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

CAREER & TECHNICAL EDUCATION PROGRAM (71300)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
336	Maintenance & Repair -Equipment	1,000	1,000	-
429	Instructional Supplies & Materials	22,000	22,000	231,803
730	Technical Instruction Equipment	25,000	25,000	8,482
	Services Subtotal:	48,000	48,000	240,285
	TECHNICAL EDUCATION TOTAL:	1,506,367	1,553,022	1,525,573

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



A background image showing three students in a classroom setting. On the left, a young Black woman with braided hair is looking down at a device. In the center, a young man with dark curly hair is looking towards the right. On the right, another young man is looking down at a device. The top of the image is overlaid with a red banner containing the title.

CAREER & TECH ED SUPPORT

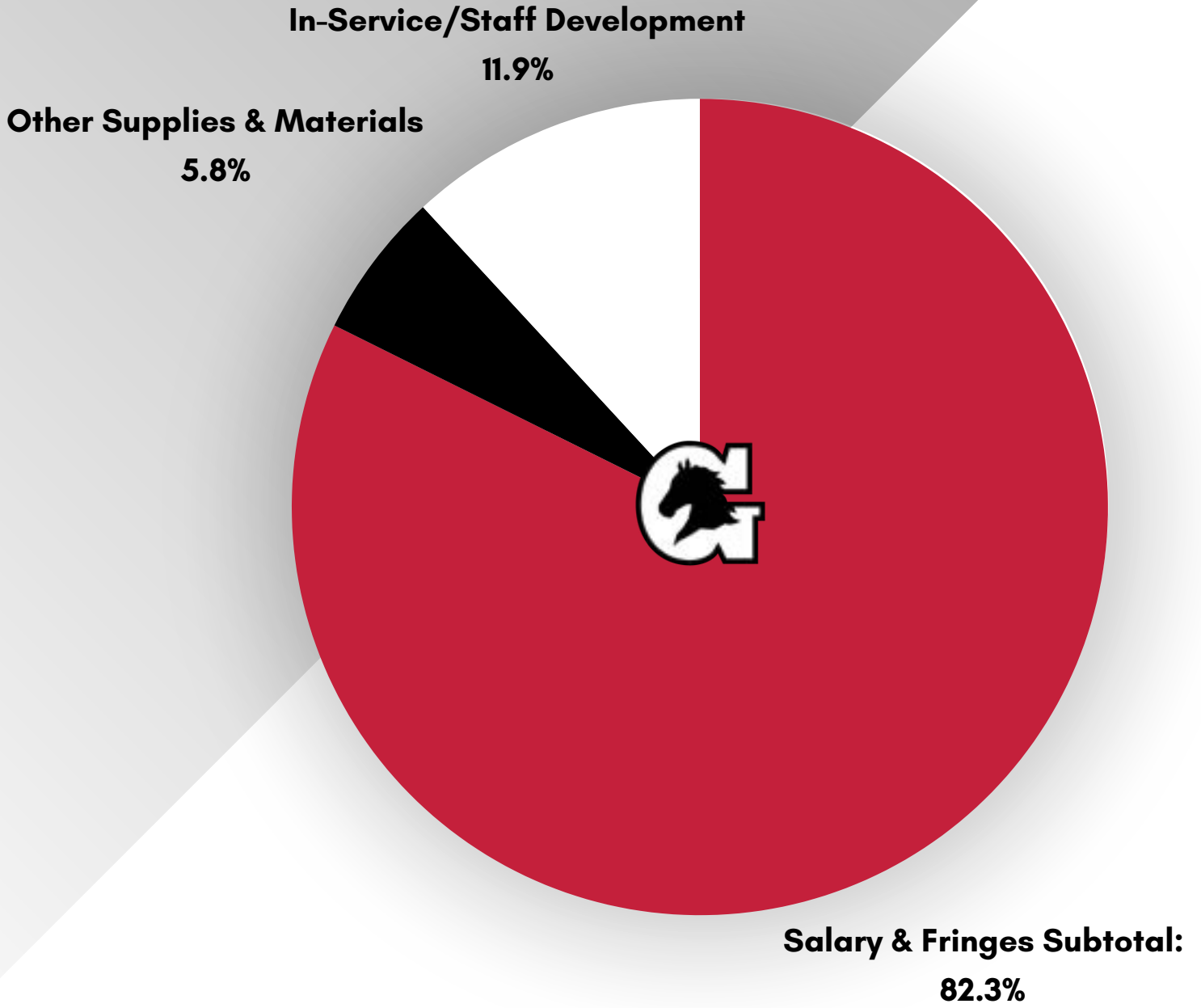
OVERVIEW:

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

MANAGED BY:

Missy Abel, Assistant Superintendent, Teaching, Learning, and Assessment

CAREER AND TECH ED SUPPORT



\$33,710

SUPPORT: CAREER AND TECHNICAL EDUCATION (72230)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
105	Director/Supervisor	0.2	22,092	21,878	21,024
201	Social Security		1,370	1,356	1,192
204/217	State Retirement		1,275	1,490	1,892
206	Life Insurance		50	50	31
207	Medical Insurance		2,650	2,650	2,303
212	Medicare		320	317	279
	Salary & Fringes Subtotal:	0.2	27,757	27,741	26,721
399	Other Contracted Services			-	516
499	Other Supplies & Materials		1,953	1,953	-
524	In-Service/Staff Development		4,000	4,000	1,135
	Services Subtotal:		5,953	5,953	1,651
	SUPPORT: TECHNICAL EDUCATION TOTAL:		33,710	33,694	28,372

Includes funds for staff in the Career and Technical Education Department. Supplies and materials and staff development for the CTE program.



SPECIAL EDUCATION INSTRUCTION

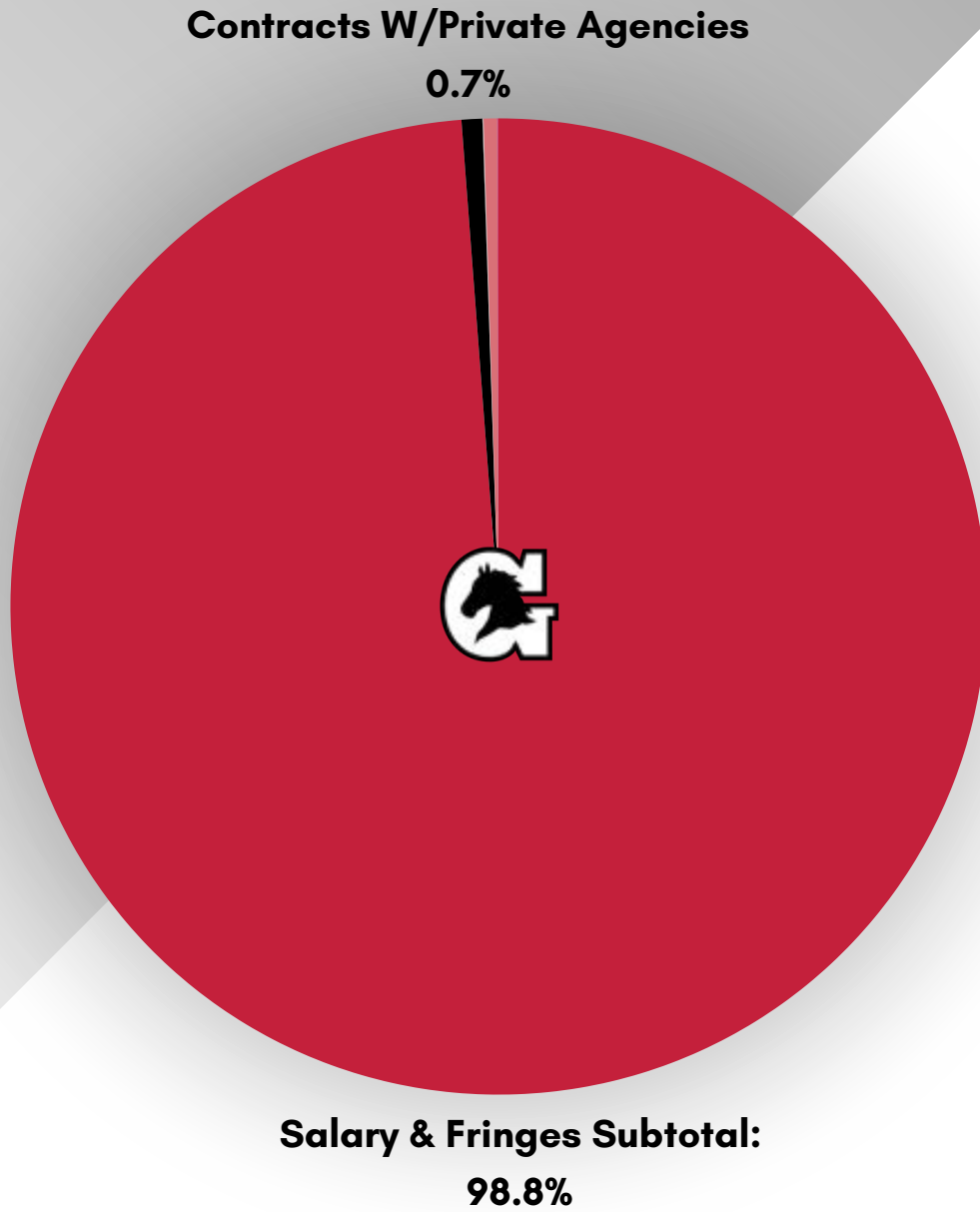
OVERVIEW:

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

MANAGED BY:

Sarah Huffman, Assistant Superintendent, Exceptional Student Education

SPECIAL EDUCATION INSTRUCTION



\$6,461,904

SPECIAL EDUCATION PROGRAM (71200)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
116	Teachers	43.0	2,934,279	2,801,268	2,475,096
117	Career Ladder Program		5,000	5,000	1,000
128	Homebound Teachers	1.0	75,296	70,717	68,686
163	Educational Assistants	40.0	1,286,299	1,223,393	1,037,124
171	Therapists (Speech)	10.0	759,666	790,363	610,736
188	Instructional Responsibility		122,000	122,000	136,184
201	Social Security		321,317	310,790	248,075
204/217	State Retirement		336,850	371,219	364,177
206	Life Insurance		16,450	16,625	6,147
207	Medical Insurance		440,000	445,000	442,588
212	Medicare		75,147	72,685	58,018
	Salary & Fringes Subtotal:	94.0	6,372,304	6,229,060	5,447,831

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

SPECIAL EDUCATION PROGRAM (71200)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
312	Contracts W/Private Agencies	44,900	44,900	38,900
369	Substitutes - Certified	1,400	5,000	7,928
370	Substitutes - Noncertified	1,400	5,000	2,279
399	Other Contracted Services	10,000	-	-
429	Instructional Supplies and Materials	28,900	32,900	30,145
725	Special Education Equipment	3,000	3,000	-
	Services Subtotal:	89,600	90,800	79,252
	SPECIAL EDUCATION TOTAL:	6,461,904	6,261,401	5,527,083

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



SPECIAL EDUCATION SUPPORT

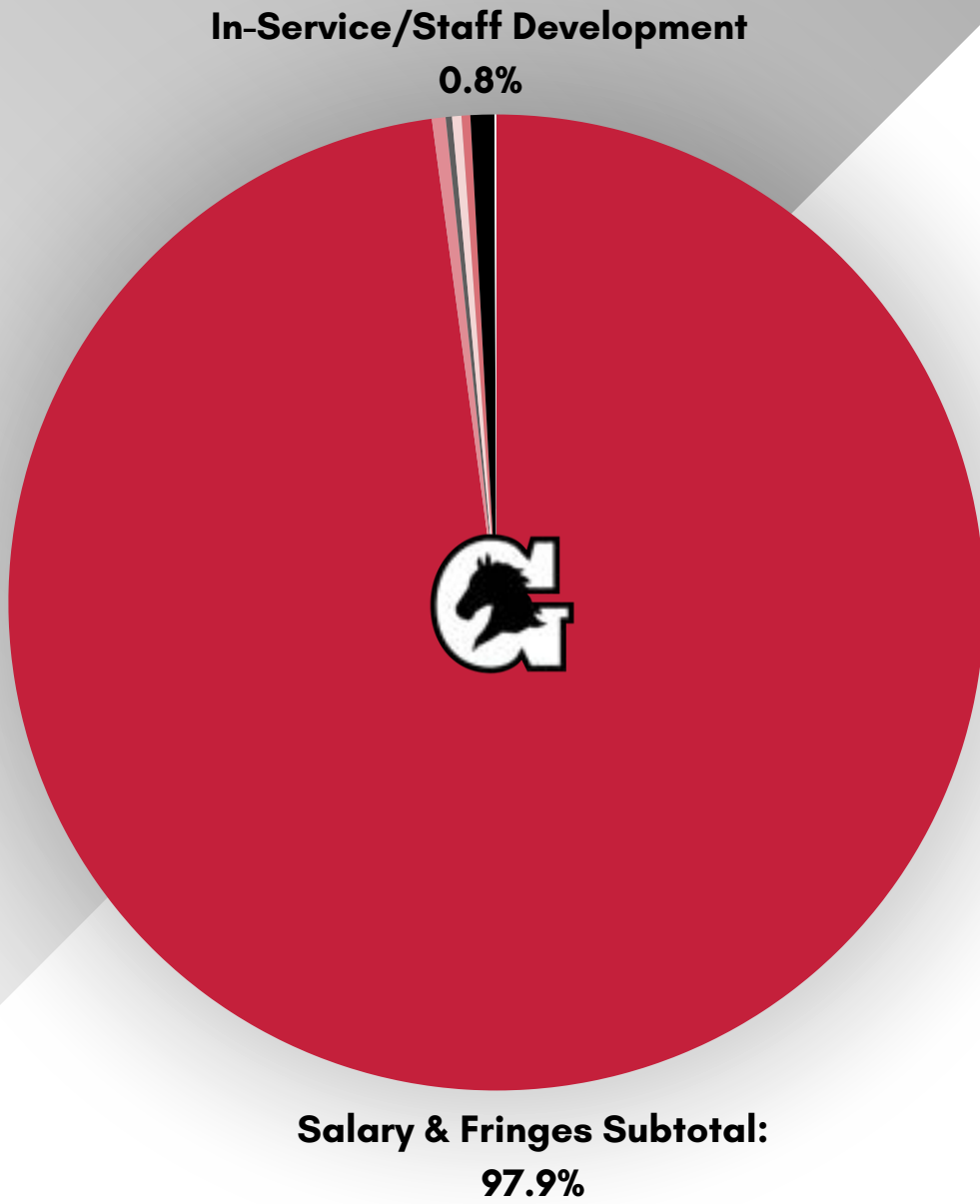
OVERVIEW:

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

MANAGED BY:

Sarah Huffman, Assistant Superintendent, Exceptional Student Education

SPECIAL EDUCATION SUPPORT



\$2,411,944

SUPPORT: SPECIAL EDUCATION (72220)

Acct	Description	FY 2026 PERS	FY 2026 Budget	FY 2025 Budget	FY 2024 Actual
105	Supervisors/Supervisor	4.0	466,973	453,444	332,645
124	Psychological Personnel	5.0	467,079	448,344	430,391
131	Medical Personnel (OT/PT)	5.5	420,494	398,456	392,793
161	Assistant	1.0	79,391	62,746	72,021
162	Clerical Personnel	6.0	255,257	244,868	230,257
189	Other Salaries	3.0	221,963	210,767	233,727
201	Social Security		118,492	112,755	99,214
204/217	State Retirement		152,733	157,159	138,794
206	Life Insurance		6,300	6,175	2,467
207	Medical Insurance		144,550	141,600	135,868
212	Medicare		27,712	26,370	23,203
	Salary & Fringes Subtotal:	24.5	2,360,944	2,262,684	2,091,380

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

SUPPORT: SPECIAL EDUCATION (72220)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
312	Contracts with Private Agencies	11,000	11,000	919
322	Evaluation Materials	5,000	5,000	4,456
355	Travel - Local Mileage	7,500	7,500	3,549
499	Other Supplies & Materials	7,000	7,000	22,351
524	In-Service/Staff Development	19,000	19,000	19,000
599	Other Charges	1,500	1,500	1,849
	Services Subtotal:	51,000	51,000	52,124
	SUPPORT: SPECIAL EDUCATION TOTAL:	2,411,944	2,313,684	2,143,504

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



ATTENDANCE & PLANNING

OVERVIEW:

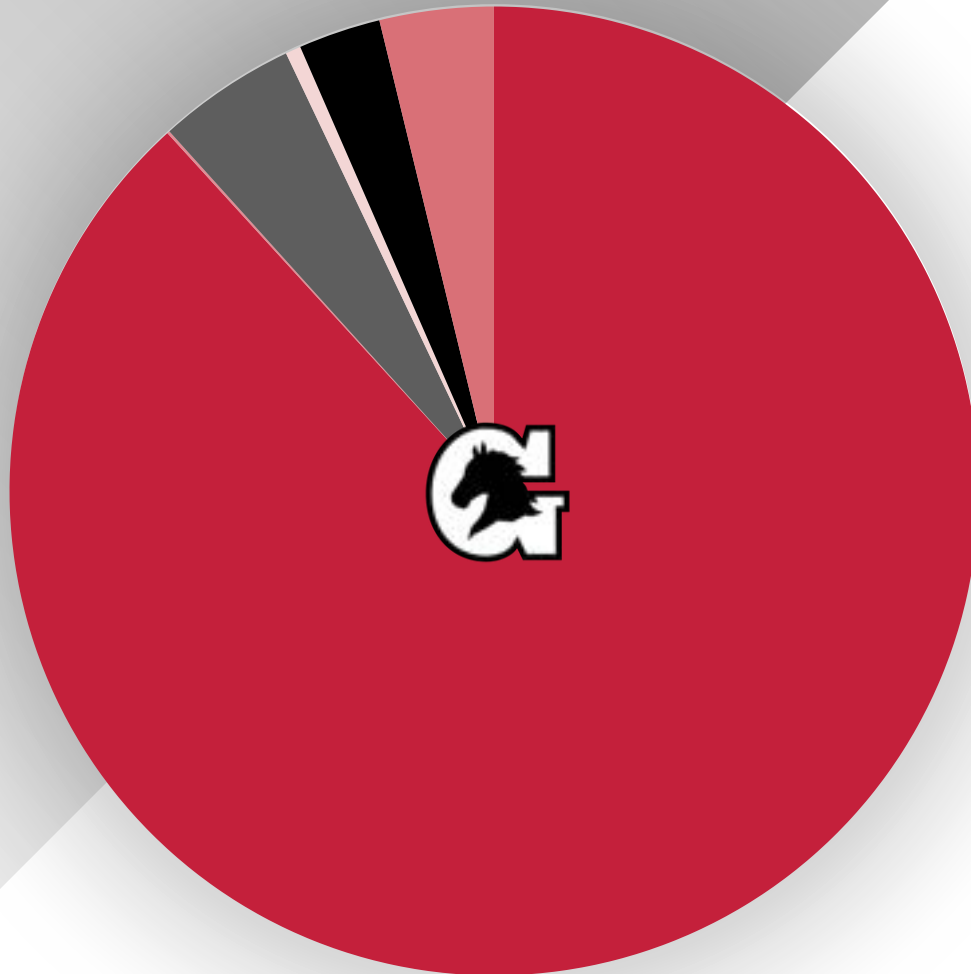
The GMSD Attendance and Planning (Student Services) department monitors and responds to student issues. Staff attend local and state level professional development to assist in providing the best products and programs. Student success is the focus of the district, and the district strives to provide the tools students need to become productive citizens in the community.

MANAGED BY:

Chauncey Bland, Assistant Superintendent, Student Services

ATTENDANCE & PLANNING

Other Contracted Services
4.6%



Salary & Fringes Subtotal:
88.2%

\$972,943

ATTENDANCE & PLANNING (72110)

<u>Acct</u>	<u>Description</u>	<u>FY 2026</u> <u>PERS</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2025</u> <u>Budget</u>	<u>FY 2024</u> <u>Actual</u>
105	Director/Supervisor	2.0	252,587	250,152	238,193
130	Social Worker	2.0	164,002	160,855	153,248
162	Clerical Personnel	2.0	121,370	115,631	109,946
189	Other Salaries	1.5	159,398	152,738	145,453
201	Social Security		43,236	42,121	35,879
204/217	State Retirement		53,313	56,738	44,654
206	Life Insurance		1,875	1,875	894
207	Medical Insurance		52,500	52,500	31,284
212	Medicare		10,112	9,851	9,040
	Salary & Fringes Subtotal:	7.5	858,393	842,461	768,591

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

ATTENDANCE & PLANNING (72110)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
355	Travel - mileage	850	500	226
399	Other Contracted Services	45,000	36,000	750
499	Other Supplies & Materials	5,000	5,000	4,604
524	In-Service/Staff Development	26,700	25,000	134
599	Other Charges	37,000	20,000	13,622
	Services Subtotal:	114,550	51,500	19,336
	ATTENDANCE & PLANNING TOTAL:	972,943	893,961	787,927

Includes costs for athletic trainers and professional development for GMSD personnel to receive specialized training in appropriate areas of school discipline.

HEALTH SERVICES

A young boy with curly hair, wearing a blue t-shirt with a graphic, is holding a white paddleball racket. An orange ball is visible next to the racket. The background is a blurred indoor sports facility with blue bleachers.

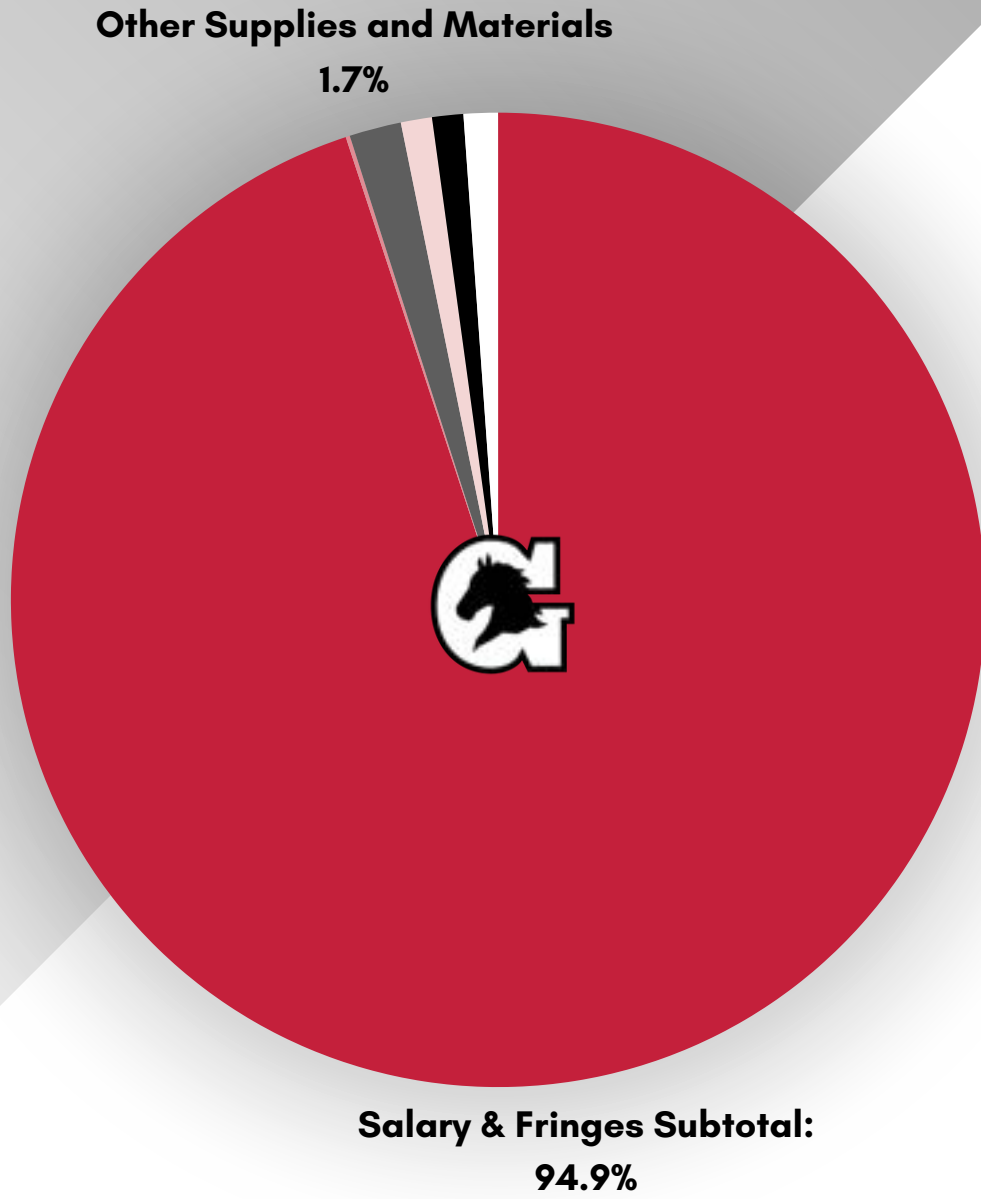
OVERVIEW:

GMSD is dedicated to improving the overall health of our students to assure academic and personal success. GMSD demonstrates its dedication by providing funding to support Tennessee's Coordinated School Health initiative by employing a School Health Supervisor. The School Health Supervisor works to develop programs to improve health-conscious opportunities such as; 7th/9th/ 11th grade CPR/AED certification, in and out of class physical activity, nutritional education, safe educational environments for all, increasing staff wellness, student health screenings, and community partnerships throughout the city. In addition, GMSD provides funding for a full-time nurse at each school and a district lead nurse for additional medical support.

MANAGED BY:

Chauncey Bland, Assistant Superintendent, Student Services

HEALTH SERVICES



\$807,453

HEALTH SERVICES (72120)

<u>Acct</u>	<u>Description</u>	FY 2026 <u>PERS</u>	FY 2026 <u>Budget</u>	FY 2025 <u>Budget</u>	FY 2024 <u>Actual</u>
105	Director/Supervisor	1.5	160,858	154,779	139,755
131	School Nurses	8.0	439,107	420,305	374,144
189	Other Salaries & Wages		-	4,500	-
201	Social Security		37,198	35,934	25,833
204/217	State Retirement		47,528	49,834	38,231
206	Life Insurance		1,663	1,663	640
207	Medical Insurance		75,650	75,560	59,109
212	Medicare		8,699	8,404	6,936
	Salary & Fringes Subtotal:	9.5	770,703	751,069	644,648

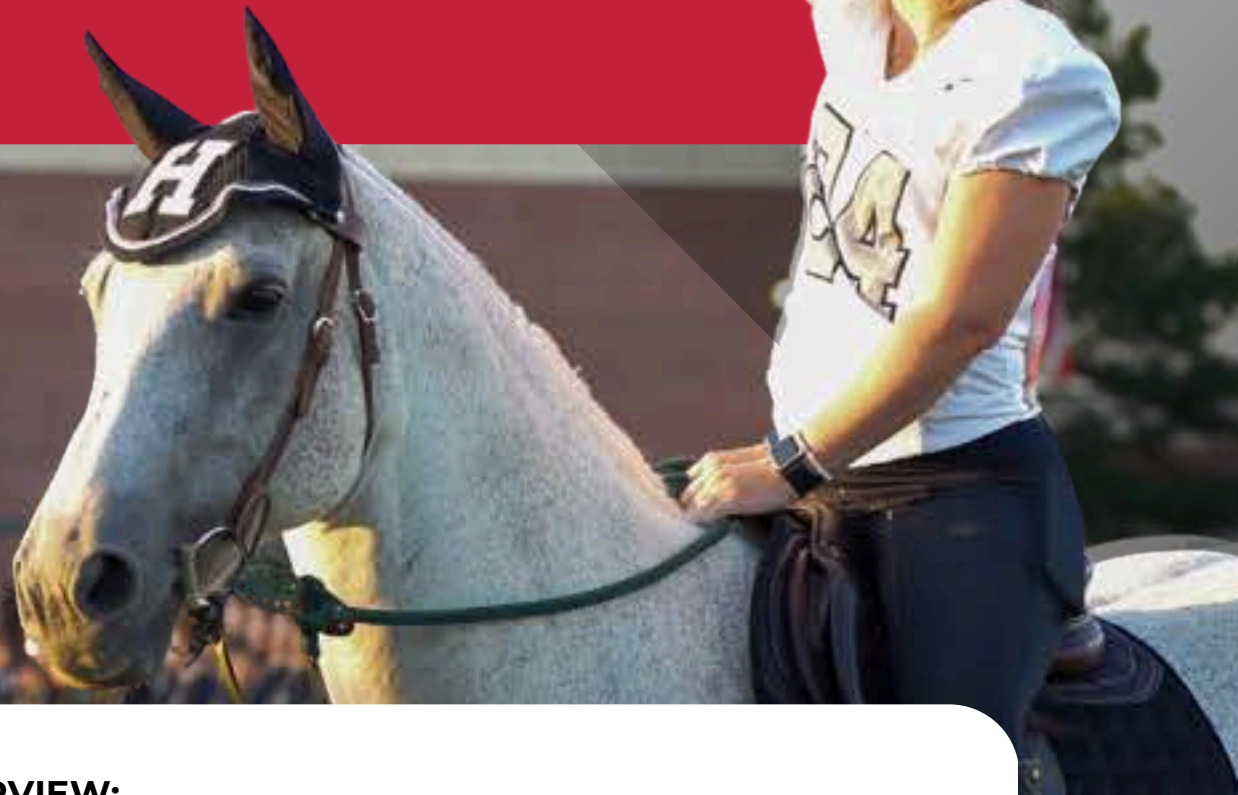
Includes salaries and benefits for school nurses.

HEALTH SERVICES (72120)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
399	Other Contracted Services	1,000	1,000	952
499	Other Supplies and Materials	12,500	12,500	254
524	In Service/Staff Development	7,500	7,500	7,321
599	Other Charges	7,500	7,500	7,492
735	Health Equipment	8,250	8,250	8,169
	Services Subtotal:	36,750	36,750	24,188
	HEALTH SERVICES TOTAL:	807,453	787,819	644,648

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

OTHER STUDENT SUPPORT/ GUIDANCE



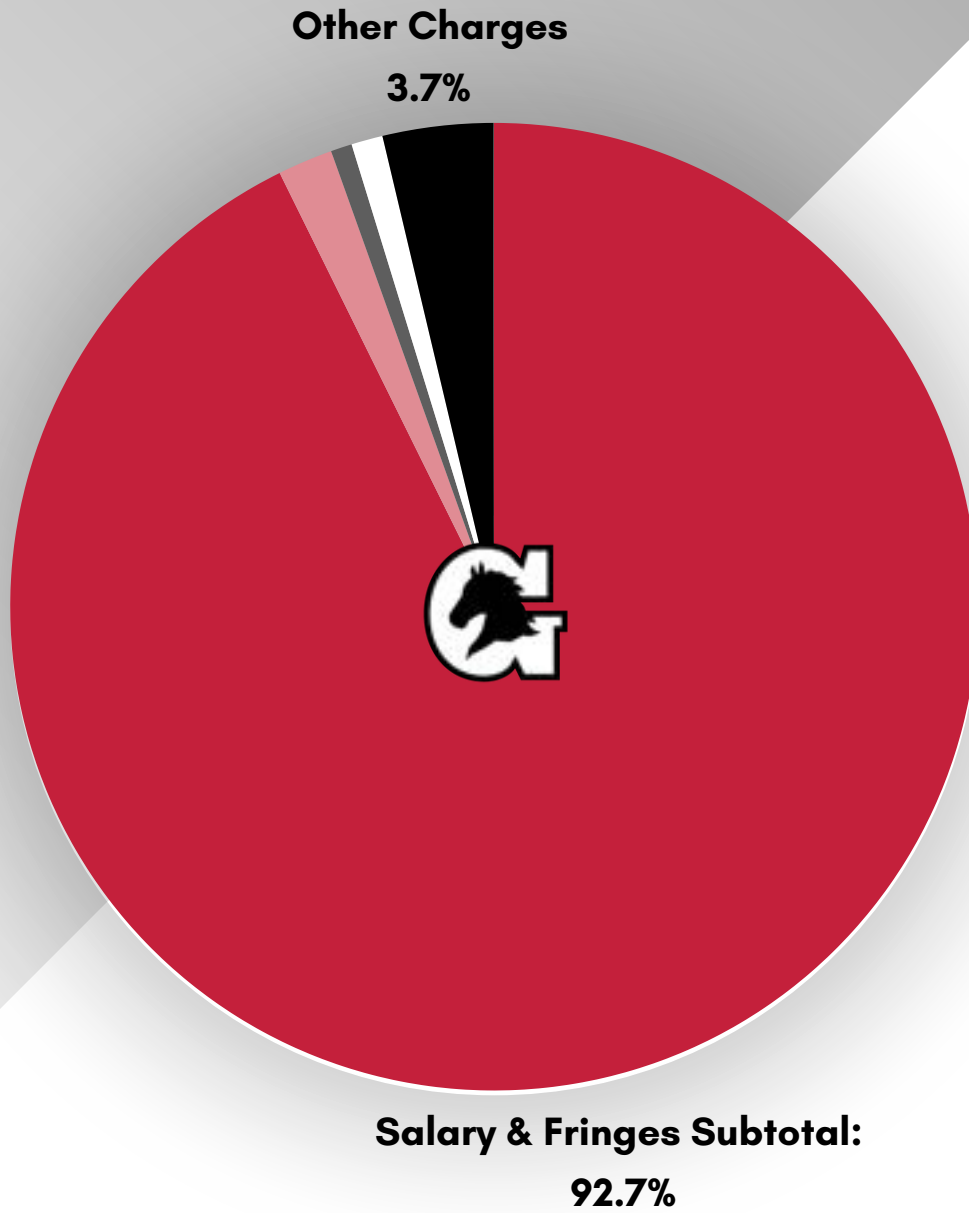
OVERVIEW:

The GMSD Other Student Support department is comprised of 18 School Counselors and one Counseling Intervention Specialist. Our school counselors receive local, state, and national professional development, to stay current with new programs that support student development. Houston Middle has received the Recognized ASCA Model Program (RAMP) designation and was honored at the American School Counselors Association conference in New Orleans, LA.

MANAGED BY:

Chauncey Bland, Assistant Superintendent, Student Services

OTHER STUDENT SUPPORT/GUIDANCE



\$1,901,599

OTHER STUDENT SUPPORT/GUIDANCE (72130)

<u>Acct</u>	<u>Description</u>	<u>FY 2026</u> <u>PERS</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2025</u> <u>Budget</u>	<u>FY 2024</u> <u>Actual</u>
117	Career Ladder Program		3,000	3,000	3,000
123	Guidance Personnel	19.0	1,442,779	1,367,501	1,321,793
188	Instructional Responsibility		6,500	1,500	-
201	Social Security		90,041	85,064	78,695
204/217	State Retirement		83,796	93,433	101,400
206	Life Insurance		3,325	3,325	1,945
207	Medical Insurance		112,100	112,100	89,352
212	Medicare		21,058	19,894	18,404
	Salary & Fringes Subtotal:	19.0	1,762,599	1,685,817	1,614,589

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

OTHER STUDENT SUPPORT/GUIDANCE (72130)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
399	Other Contracted Services	35,000	30,000	189,171
499	Other Supplies and Materials	13,500	15,000	973
524	In-Service/Staff Development	20,000	25,000	17,388
599	Other Charges	70,000	19,000	26,452
355	Travel	500	-	-
	Services Subtotal:	139,000	89,000	233,984
	OTHER STUDENT SUPPORT TOTAL:	1,901,599	1,774,817	1,848,573

Includes cost of materials used and staff development costs.





SCHOOL SAFETY

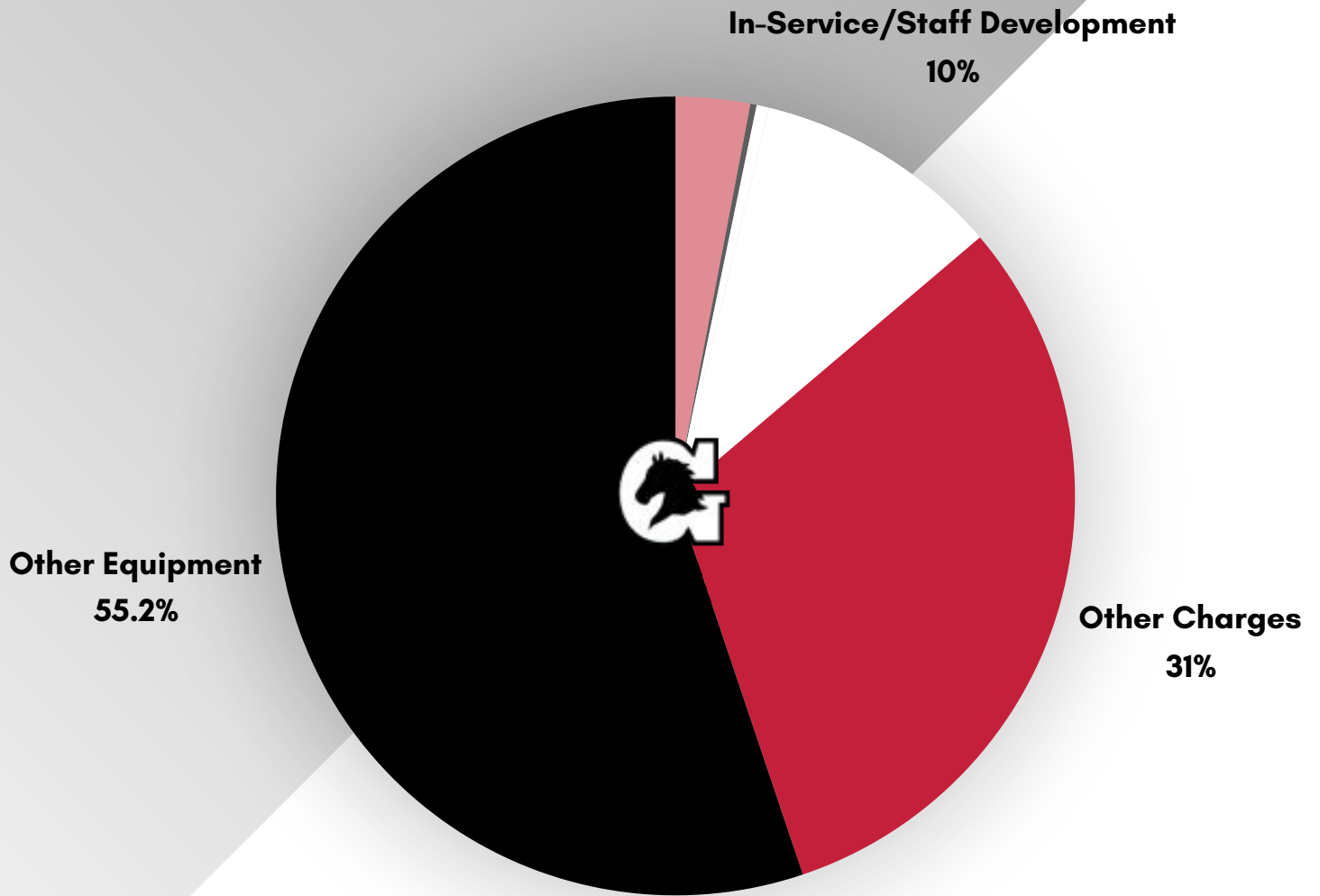
OVERVIEW:

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

MANAGED BY:

Chauncey Bland, Assistant Superintendent, Student Services

SCHOOL SAFETY



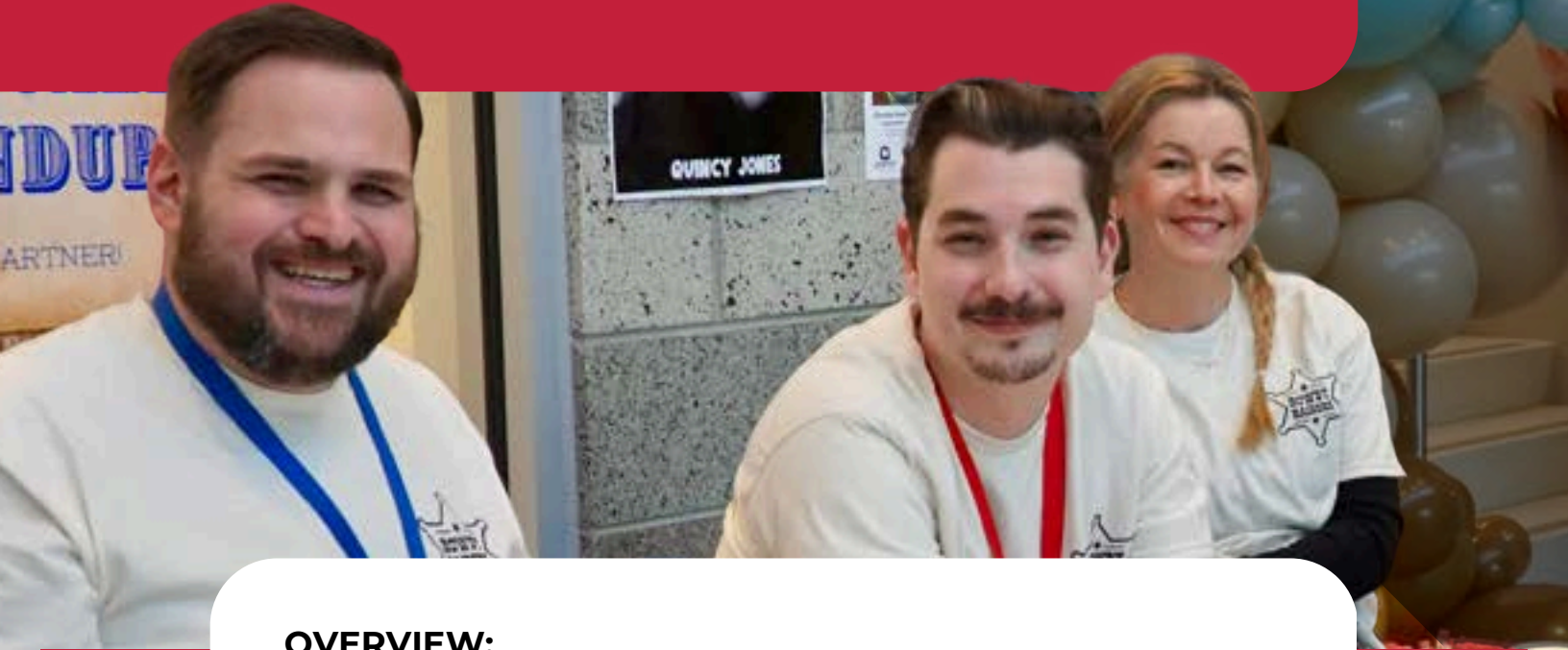
\$99,700

SCHOOL SAFETY (72830)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
336	Repairs and Maintenance	3,000	3,000	-
435	Office Supplies	250	250	160
499	Other Supplies	500	500	-
524	In-Service/Staff Development	10,000	10,000	9,978
599	Other Charges	30,950	30,000	29,458
790	Other Equipment	55,000	55,000	27,763
SCHOOL SAFETY TOTAL:		99,700	98,750	67,359

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

HUMAN RESOURCES



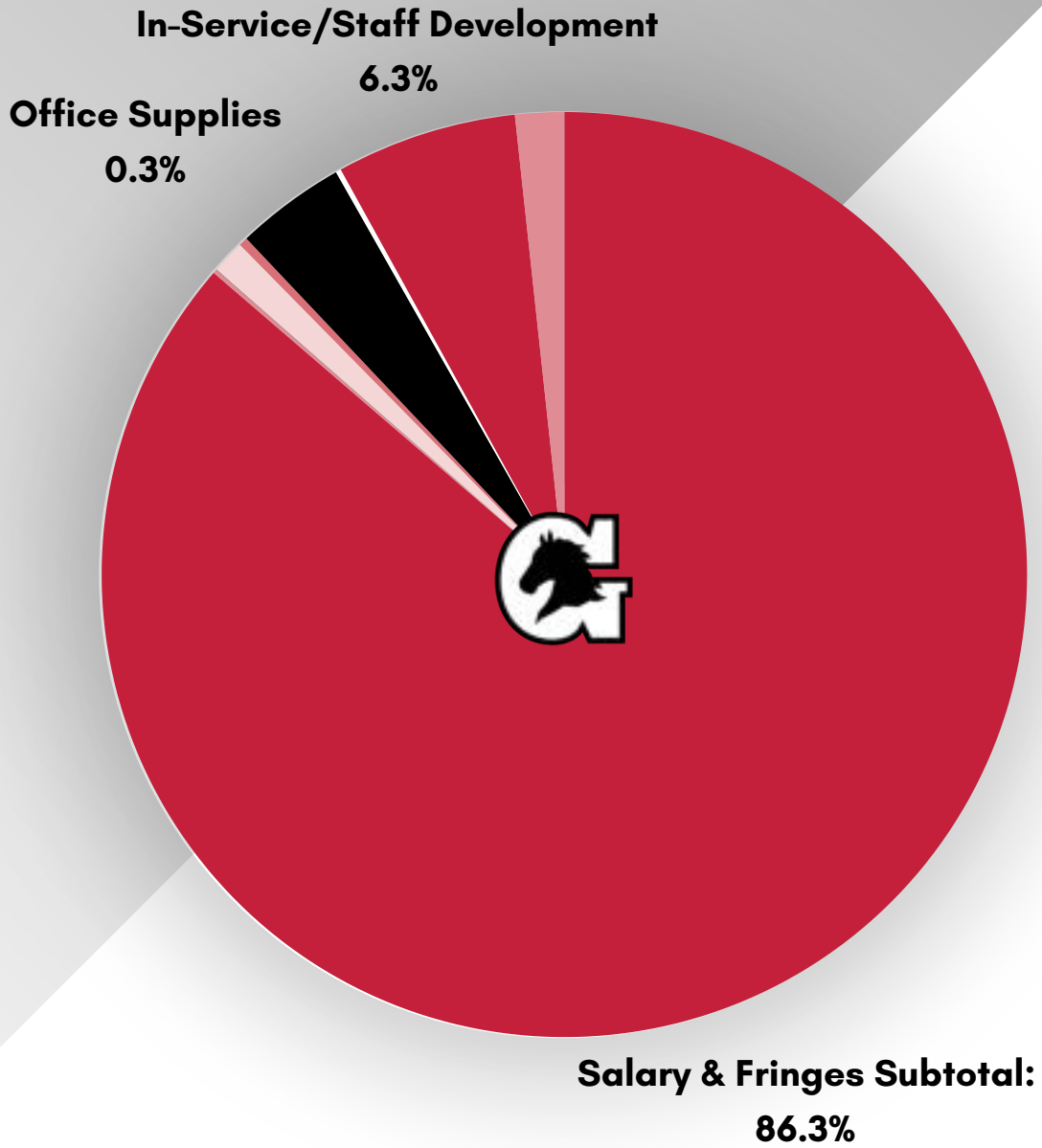
OVERVIEW:

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

MANAGED BY:

Elissa Stratton, Assistant Superintendent, Human Resources

HUMAN RESOURCES



\$645,985

HUMAN RESOURCES (72520)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
105	Directors/Supervisors	2.0	252,587	238,455	227,029
161	Human Resources Specialist	1.5	119,663	114,728	105,010
162	Benefits Specialist	1.0	80,958	80,181	76,369
201	Social Security		28,099	26,869	22,356
204/217	State Retirement		32,048	34,268	29,110
206	Life Insurance		1,125	1,125	559
207	Medical Insurance		31,500	31,500	24,240
212	Medicare		6,572	6,284	5,645
299	Other Fringe Benefits		5,000	5,000	-
	Salary & Fringes Subtotal:	4.5	557,552	538,410	490,318

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

HUMAN RESOURCES (72520)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
320	Dues & Memberships	899	864	150
355	Travel - Local Mileage	100	100	-
399	Other Contracted Services	7,547	7,328	6,838
435	Office Supplies	2,000	2,000	1,546
471	Software	24,832	24,135	13,085
499	Other Supplies & Materials	1,200	1,200	-
524	In-Service/Staff Development	40,815	40,815	43,666
599	Other Charges	11,040	11,040	1,412
	Services Subtotal:	88,433	87,482	66,697
	HUMAN RESOURCES TOTAL:	645,985	625,892	557,015

Includes costs associated with Human Resource department.

FISCAL SERVICES

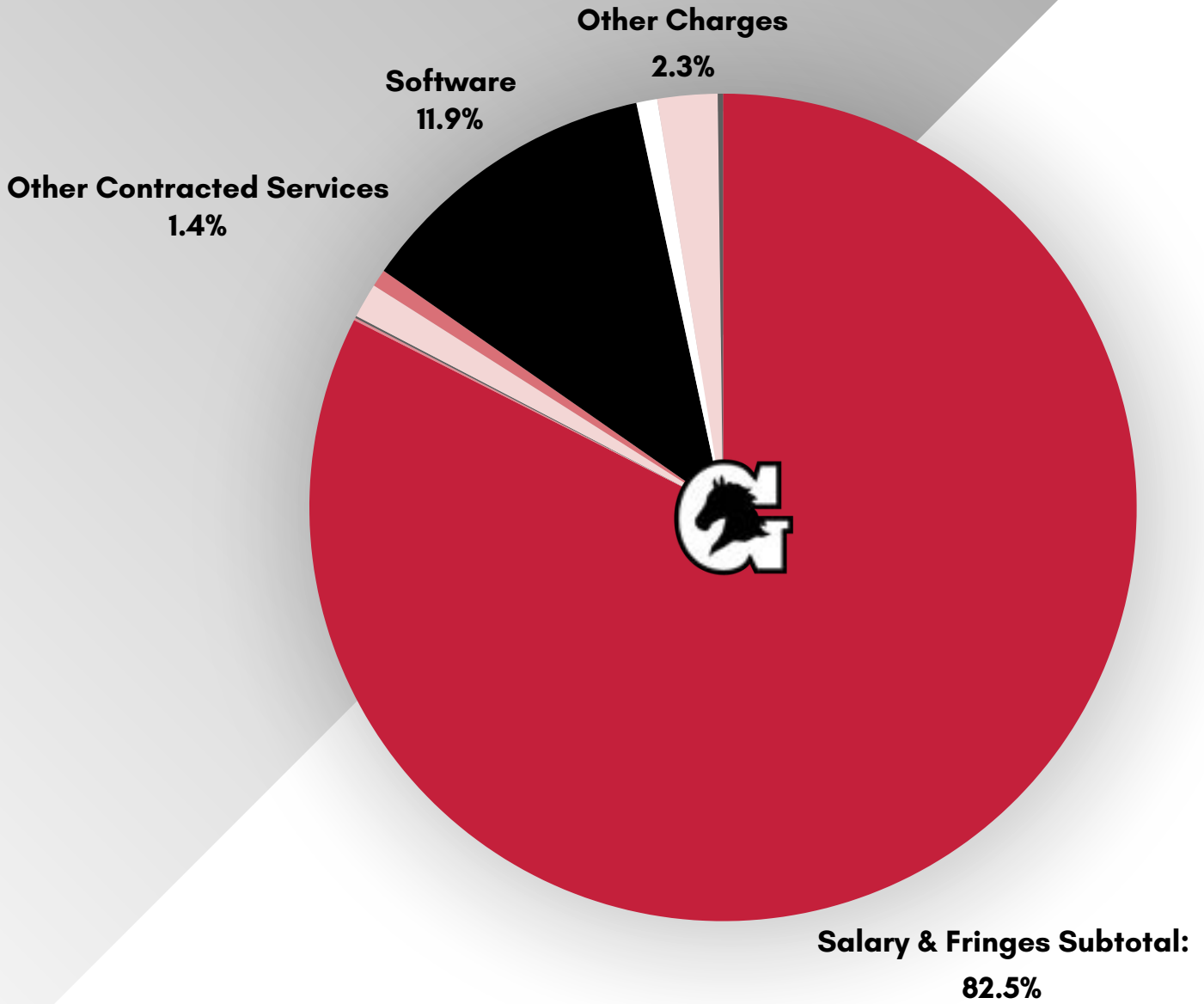
OVERVIEW:

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

MANAGED BY:

Kevin Jones, Chief Financial Officer

FISCAL SERVICES



\$736,464

FISCAL SERVICES (72510)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
105	Directors/Supervisors	2.0	250,423	243,843	163,453
119	Accounting Specialists	1.5	119,131	120,272	180,669
122	Purchasing Personnel	1.0	29,534	29,534	10,382
161	Assistant	1.0	79,391	75,614	72,582
201	Social Security		29,666	29,094	25,143
204/217	State Retirement		41,676	43,407	37,667
206	Life Insurance		1,375	1,375	741
207	Medical Insurance		49,280	49,280	18,530
212	Medicare		6,938	6,804	5,880
	Salary & Fringes Subtotal:	5.5	607,414	599,223	515,047

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

FISCAL SERVICES (72510)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
320	Dues & Memberships	700	700	360
355	Travel - Local Mileage	600	600	-
399	Other Contracted Services	10,000	10,000	3,200
435	Office Supplies	5,000	5,000	4,889
471	Software	88,000	88,000	94,041
524	In-Service/Staff Development	6,000	6,000	5,539
599	Other Charges	17,250	17,250	13,547
790	Other Equipment	1,500	1,500	418
	Services Subtotal:	129,050	129,050	121,994
	FISCAL SERVICES TOTAL:	736,464	728,273	637,041

Includes costs for the new business software implemented.



DEPARTMENT OF TECHNOLOGY

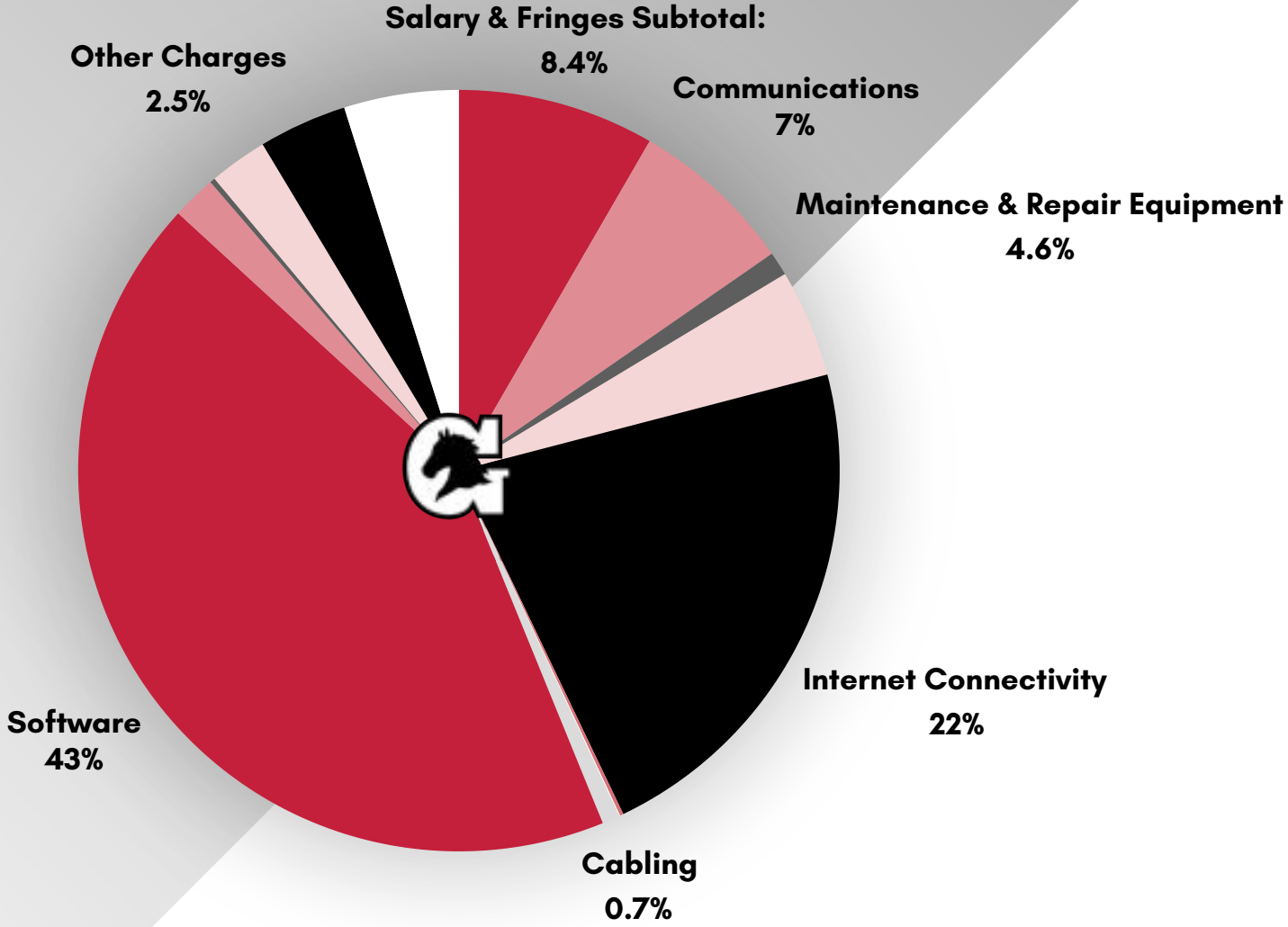
OVERVIEW:

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

MANAGED BY:

Josh Cathey, Deputy Superintendent

DEPARTMENT OF TECHNOLOGY



\$2,385,289

TECHNOLOGY (72250)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
105	Directors/Supervisors	1.0	111,462	110,388	105,121
120	Computer Programmers	7.0	503,726	493,061	402,072
162	Clerical Personnel	0.0	-	-	-
189	Other Salaries & Wages	3.0	284,148	270,604	285,374
201	Social Security		55,759	54,191	46,325
204/217	State Retirement		78,332	80,850	71,548
206	Life Insurance		2,750	2,750	1,119
207	Medical Insurance		113,212	113,212	61,675
212	Medicare		13,040	12,674	10,834
	Salary & Fringes Subtotal:	11.0	1,162,429	1,137,730	984,068

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

TECHNOLOGY (72250)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
307	Communications	93,400	93,400	87,291
308	Consultants	13,500	13,500	4,500
336	Maintenance & Repair Equipment	61,000	61,000	51,596
350	Internet Connectivity	293,000	293,000	220,163
355	Travel - Local Mileage	2,000	2,000	1,762
435	Office Supplies	500	500	482
470	Cabling	10,000	10,000	9,561
471	Software	573,460	598,960	542,078
499	Other Supplies & Materials	25,000	25,000	39,289
524	In-Service/Staff Development	3,000	8,000	1,529
599	Other Charges	33,000	50,000	45,754
701	Administrative Equipment	50,000	55,000	249,381
790	Other Equipment	65,000	15,000	14,762
	Services Subtotal:	1,222,860	1,225,360	1,268,148
	TECHNOLOGY TOTAL:	2,385,289	2,363,090	2,252,216

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

A photograph of two women with glasses looking at a certificate. The woman on the left is wearing a white sweater and the woman on the right is wearing a dark jacket. The certificate is titled 'Certificate of Nominative' and 'Brady Yeoch'. The background is a blue wall with various posters and photos.

OPERATION OF PLANT

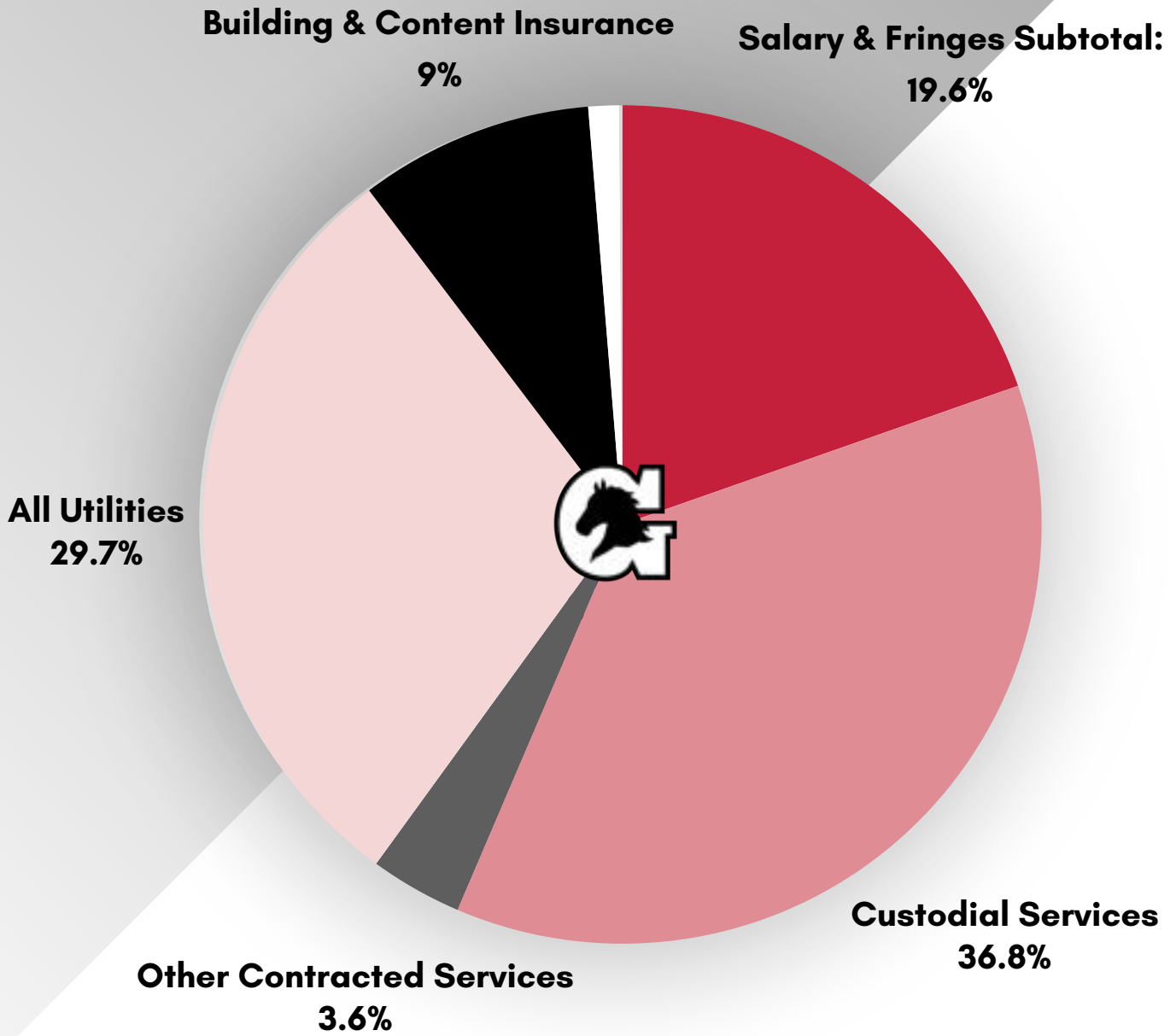
OVERVIEW:

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

MANAGED BY:

Josh Cathey, Deputy Superintendent

OPERATION OF PLANT



\$4,156,999

OPERATION OF PLANT (72610)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
166	Custodial Wages	6.0	240,502	231,920	169,200
167	Plant Managers	6.0	393,425	385,011	344,393
189	Other Salaries & Wages		-	-	14,170
201	Social Security		39,304	38,250	30,407
204/217	State Retirement		34,267	35,613	46,539
206	Life Insurance		1,800	1,800	751
207	Medical Insurance		111,996	111,996	54,584
212	Medicare		5,705	5,583	7,111
	Salary & Fringes Subtotal:	12.0	826,999	810,173	667,155

Includes salaries and benefits for day porters providing cleaning and custodial services at all GMSD schools.

OPERATION OF PLANT (72610)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
328	Custodial Services	1,450,000	1,455,000	1,410,675
399	Other Contracted Services	150,000	200,000	149,781
415	All Utilities	1,250,000	1,325,000	1,238,607
502	Building & Content Insurance	425,000	380,000	318,001
599	Other Charges	50,000	55,000	46,675
720	Plant Operation Equipment	5,000	5,000	-
	Services Subtotal:	3,330,000	3,420,000	3,163,739
	OPERATION OF PLANT TOTAL:	4,156,999	4,230,173	3,830,894

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



MAINTENANCE OF PLANT

OVERVIEW:

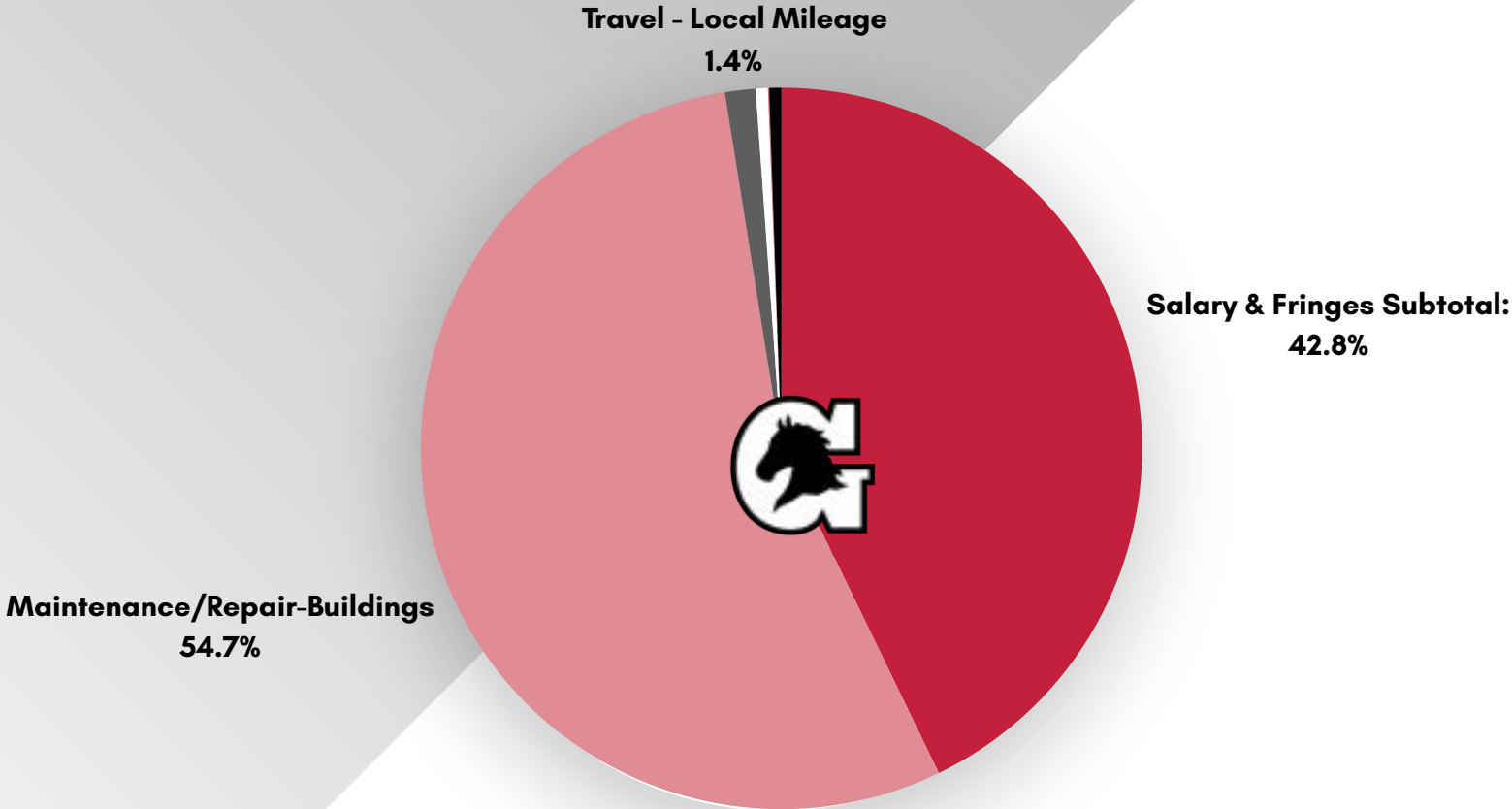
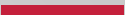
Included in this budget are Operations department salaries and fringes, all maintenance of buildings including plumbing, electrical, roofing, HVAC, carpentry, locksmith, grease trap cleanings, security alarm system maintenance/inspections, fire alarm system maintenance/inspections, fire extinguisher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

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

MANAGED BY:

Josh Cathey, Deputy Superintendent

MAINTENANCE OF PLANT



\$1,829,312

MAINTENANCE OF PLANT (72620)

<u>Acct</u>	<u>Description</u>	<u>FY 2026</u> <u>PERS</u>	<u>FY 2026</u> <u>Budget</u>	<u>FY 2025</u> <u>Budget</u>	<u>FY 2024</u> <u>Actual</u>
105	Director	1.0	149,559	145,228	138,286
161	Secretaries	1.0	71,552	68,153	64,819
167	Maintenance Personnel	4.0	403,759	396,820	336,270
201	Social Security		38,742	37,832	31,635
204/217	State Retirement		50,030	52,900	45,197
206	Life Insurance		1,500	1,500	797
207	Medical Insurance		59,109	59,109	48,797
212	Medicare		9,061	8,848	7,399
	Salary & Fringes Subtotal:	6.0	783,312	770,390	673,200

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

MAINTENANCE OF PLANT (72620)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
320	Dues and Memberships		-	-	-
335	Maintenance/Repair-Buildings		1,000,000	950,000	994,236
355	Travel - Local Mileage		25,000	25,000	24,097
399	Other Contracted Services		10,000	10,000	7,629
435	Office Supplies		1,000	1,000	617
524	In-Service/Staff Development		10,000	10,000	5,961
	Services Subtotal:		1,046,000	996,000	1,032,540
	MAINTENANCE OF PLANT TOTAL:		1,829,312	1,766,390	1,705,740

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

TRANSPORTATION

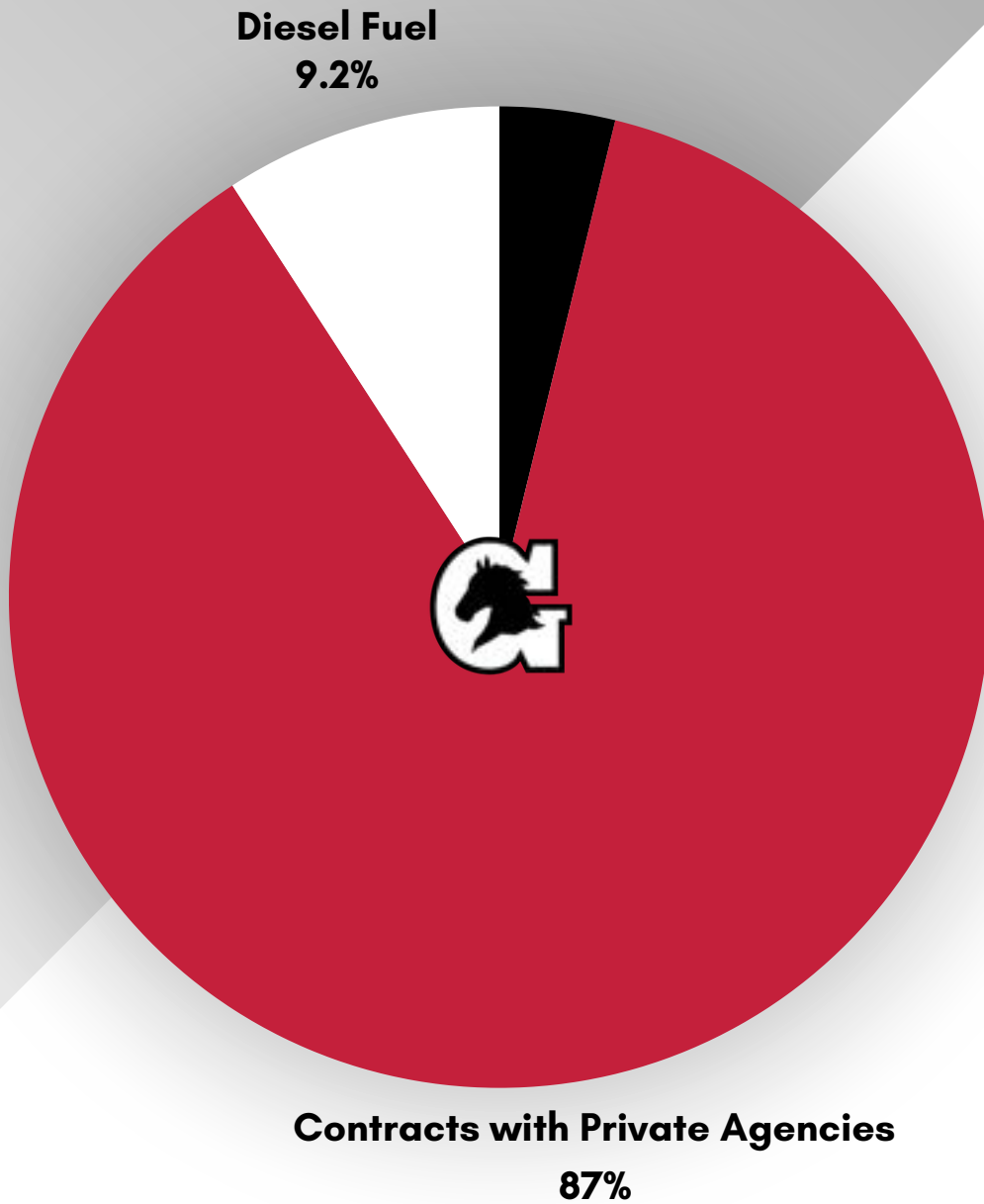
OVERVIEW:

Included in this budget are all costs associated with transportation, including our transportation contract with Durham, diesel fuel, software, and personnel. Roughly 1,600-1,700 utilize transportation services to and from school on a daily basis. Transporting our students safely to and from school each day is the number one priority of the transportation department.

MANAGED BY:

Josh Cathey, Deputy Superintendent

TRANSPORTATION



\$2,182,891

TRANSPORTATION (72710)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
311	Contracts with Other Schools	82,891	80,302	76,788
312	Contracts with Private Agencies	1,900,000	2,100,000	1,551,748
412	Diesel Fuel	200,000	225,000	166,383
	Services Subtotal:	2,182,891	2,405,302	1,794,919
	TRANSPORTATION TOTAL:	2,182,891	2,405,302	1,794,919

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

The background of the page is a photograph of a school building with a playground in the foreground. The playground features a blue slide and other equipment. The school building is a two-story structure with large windows. The sky is clear and blue. A large red banner is overlaid on the top half of the image, containing the title text.

REGULAR CAPITAL OUTLAY

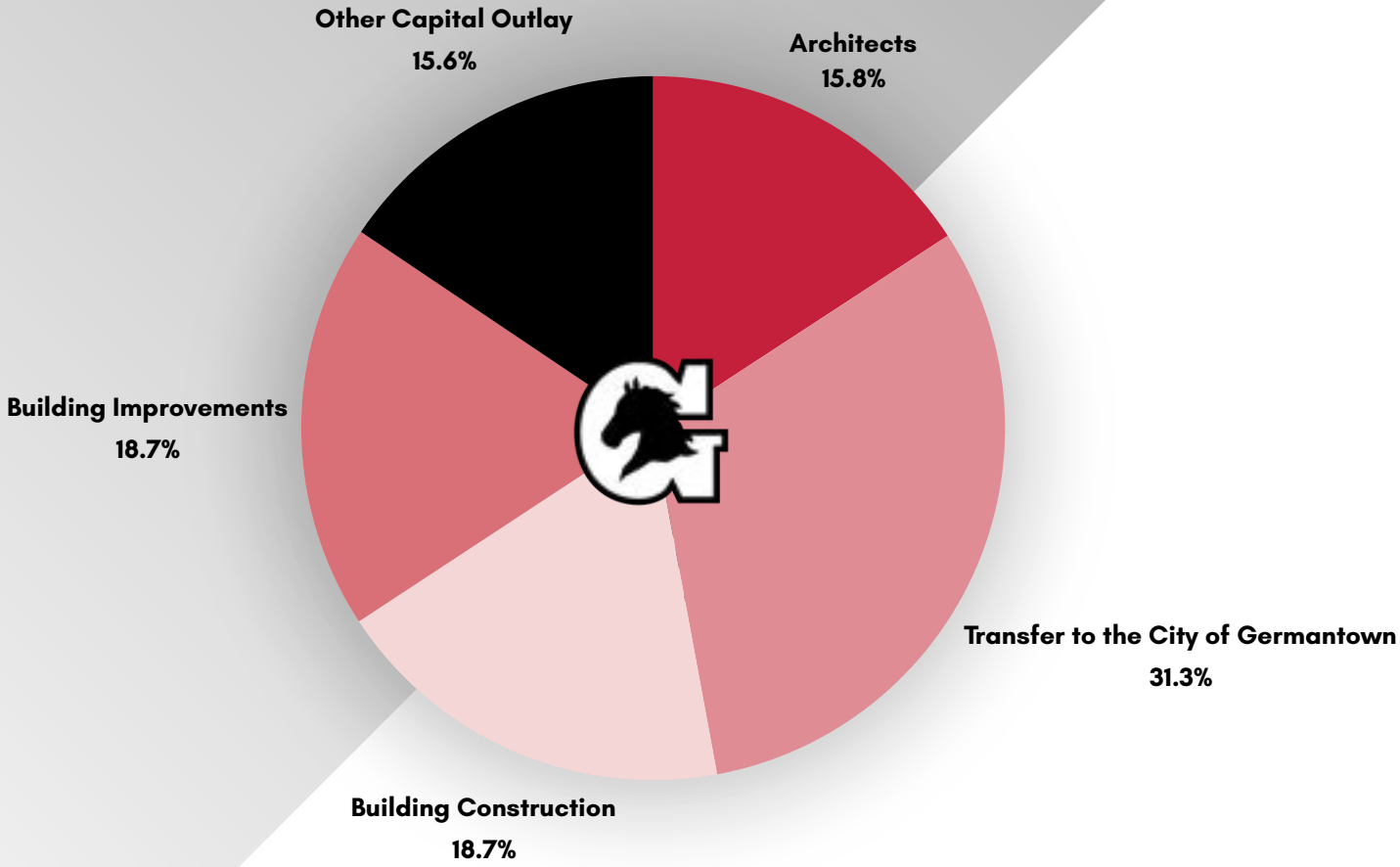
OVERVIEW:

Included in this budget are architect and engineering fees, payments to the City of Germantown totaling \$527,130 for bond debt for the Riverdale Addition and District Office, \$180,000 for modular lease payments for modular classrooms at Farmington and Dogwood, and all other operating dollars to address capital improvement projects large and small throughout the District.

MANAGED BY:

Josh Cathey, Deputy Superintendent

REGULAR CAPITAL OUTLAY



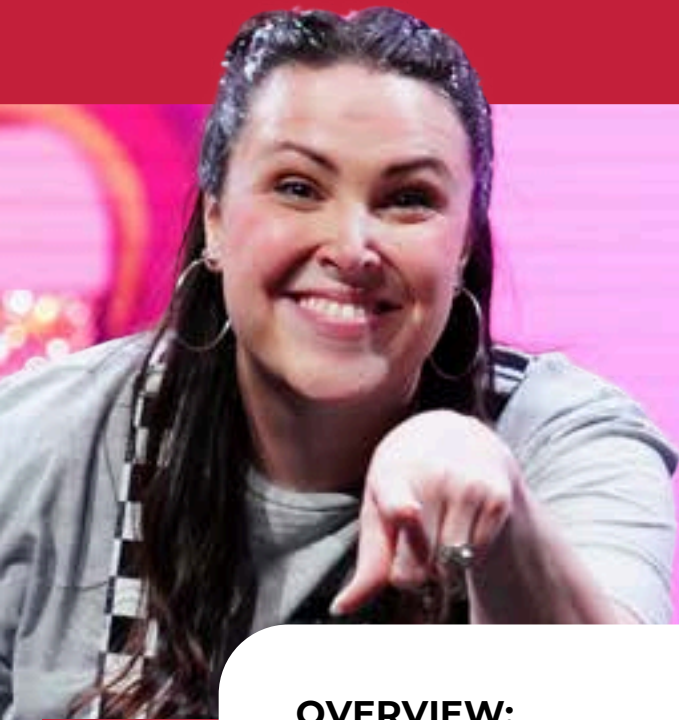
\$1,983,763

REGULAR CAPITAL OUTLAY (76100)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
304	Architects	266,943	283,000	137,568
590	Transfer to the City of Germantown	528,158	527,130	527,676
599	Other Charges - Athletics	-	50,000	50,000
706	Building Construction	315,000	500,000	347,711
707	Building Improvements	462,831	500,000	1,154,509
799	Other Capital Outlay	410,831	263,000	122,207
	REGULAR CAPITAL OUTLAY TOTAL:	1,983,763	2,123,130	2,339,671

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

OFFICE OF THE PRINCIPAL



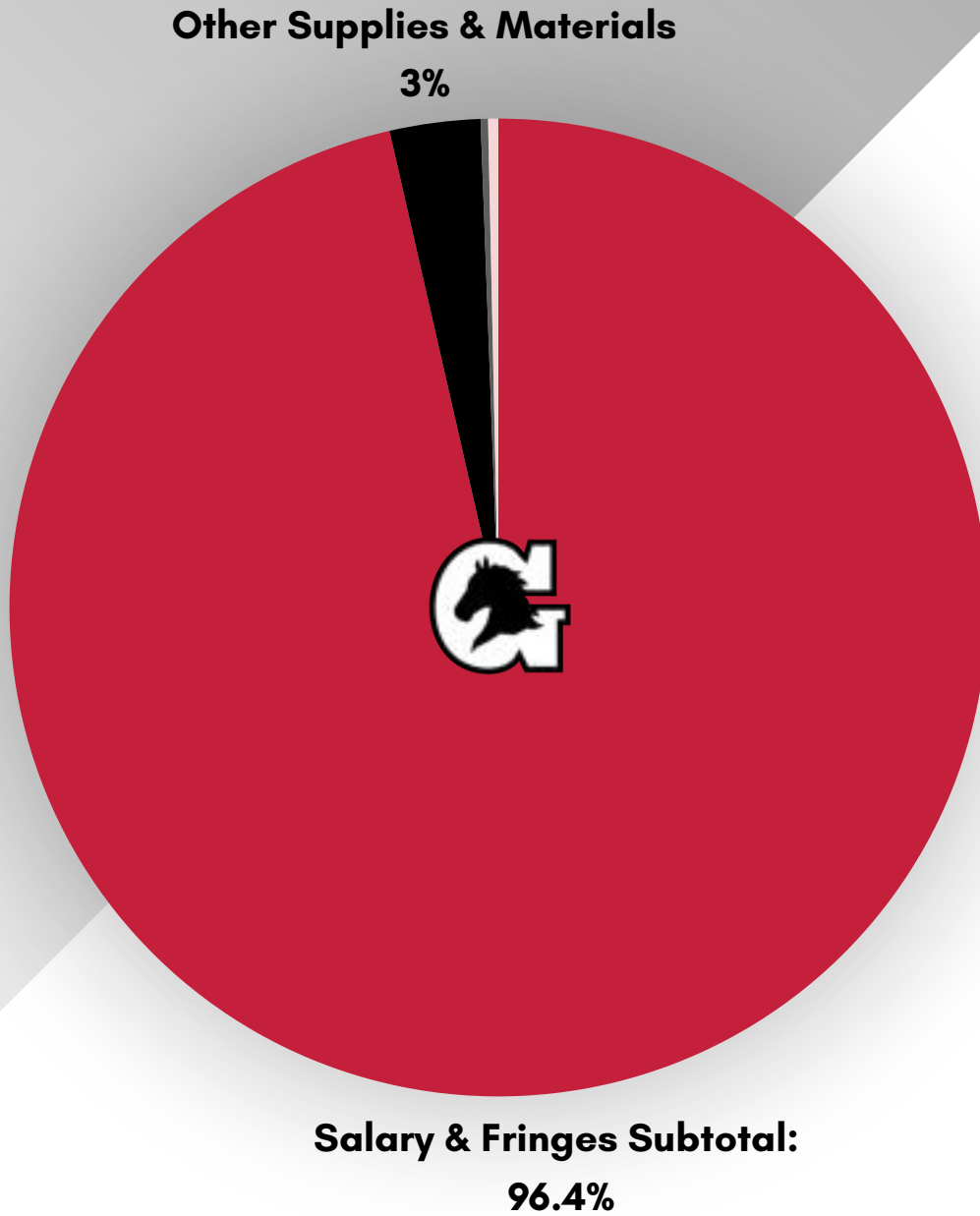
OVERVIEW:

Germantown Municipal Schools recognizes that the achievement of the district's strategic plan can only be accomplished through school leadership who shape school-level culture that supports GMSD's visions and missions. The majority of this budget encompasses the salaries of principals, assistant principals, and office staff at each school campus. There are some monies allocated for professional development training sessions and for travel expenses.

MANAGED BY:

Josh Cathey, Deputy Superintendent

OFFICE OF THE PRINCIPAL



\$4,910,941

OFFICE OF PRINCIPAL (72410)

		FY 2026	FY 2026	FY 2025	FY 2024
<u>Acct</u>	<u>Description</u>	<u>PERS</u>	<u>Budget</u>	<u>Budget</u>	<u>Actual</u>
104	Principals & Vice Principals	8.0	1,026,798	999,402	1,005,902
117	Career Ladder		11,000	11,000	2,750
139	Assistant Principals	17.0	1,781,453	1,586,661	1,435,088
161	School Secretaries	8.5	398,482	388,584	361,018
162	Clerical Personnel	16.0	601,591	590,528	532,543
189	Other Salaries- Lunch Room Monitors	4.0	38,446	37,662	15,427
201	Social Security		239,182	224,058	195,157
204/217	State Retirement		253,126	270,912	246,350
206	Life Insurance		12,375	12,000	4,753
207	Medical Insurance		317,050	308,200	263,390
212	Medicare		55,938	52,401	45,555
	Salary & Fringes Subtotal:	51.5	4,735,441	4,481,408	4,107,933

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

OFFICE OF PRINCIPAL (72410)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
399	Other Contracted Services		-	35,000
499	Other Supplies & Materials	147,000	147,000	1,924
524	In-Service/Staff Development	12,000	12,000	10,646
599	Other Charges	16,500	16,500	15,550
	Services Subtotal:	175,500	175,500	63,120
	OFFICE OF PRINCIPAL TOTAL:	4,910,941	4,656,908	4,171,053

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



SUPERINTENDENT

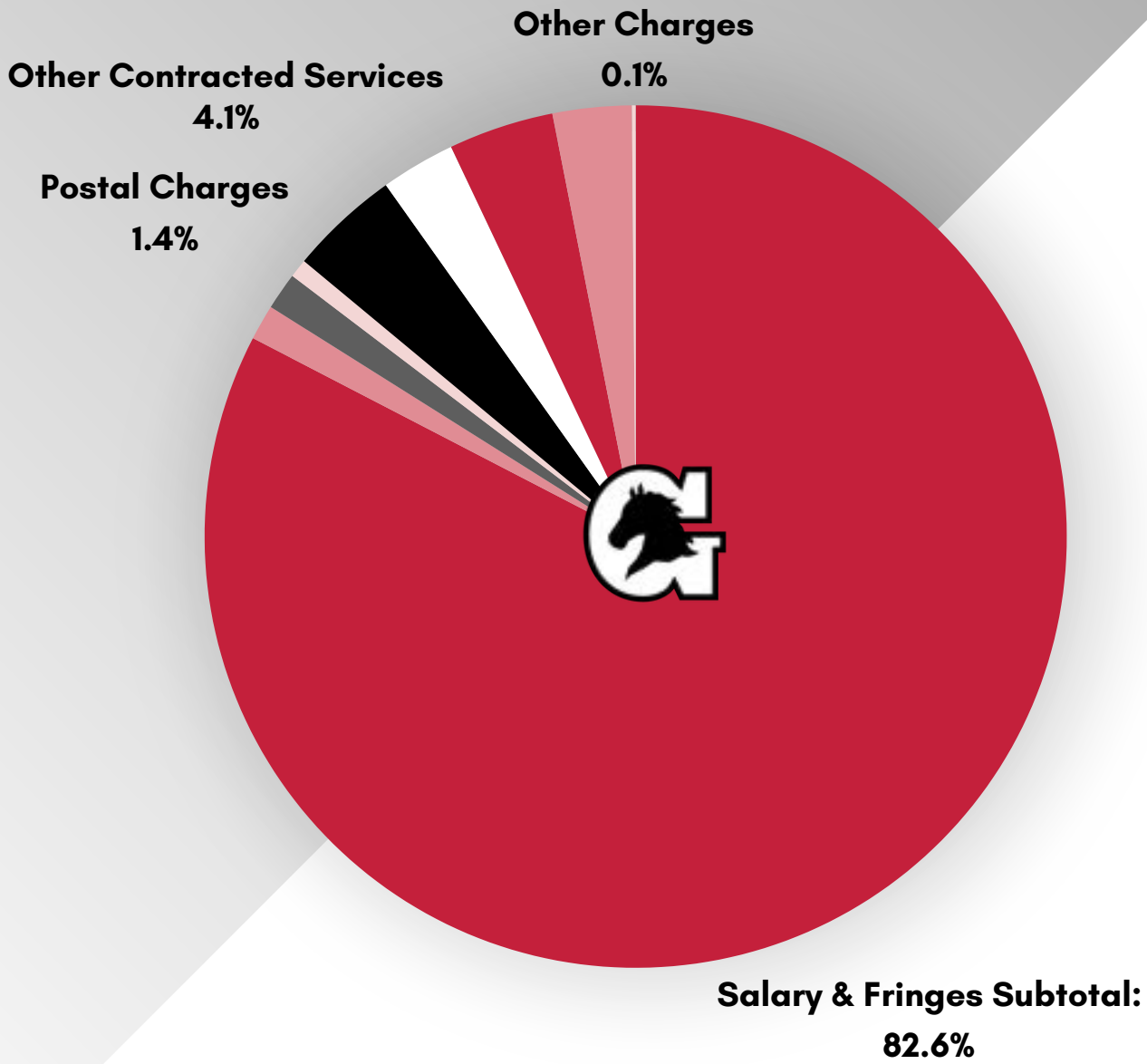
OVERVIEW:

This budget includes salaries for the Superintendent, communications supervisor and interns, executive secretary, and front desk receptionist.

MANAGED BY:

Jason Manuel, Superintendent

SUPERINTENDENT



\$716,158

OFFICE OF SUPERINTENDENT (72320)

Acct	Description	FY 2026 PERS	FY 2026 Budget	FY 2025 Budget	FY 2024 Actual
101	County Official/Administrative Officer	1.0	208,876	202,850	196,000
103	Deputy	0.2	15,062	14,624	14,011
117	Career Ladder		1,000	1,000	2,000
161	Secretaries	2.0	124,162	120,022	160,557
189	Other Salaries & Wages	1.2	127,462	126,388	105,121
201	Social Security		29,547	28,823	26,783
204/217	State Retirement		30,279	33,591	36,352
206	Life Insurance		1,760	1,760	730
207	Medical Insurance		33,500	33,500	34,792
212	Medicare		6,910	6,741	6,714
299	Other Fringe Benefits		13,050	13,050	13,050
	Salary & Fringes Subtotal:	4.4	591,608	582,349	596,110

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

OFFICE OF SUPERINTENDENT (72320)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
320	Dues & Memberships	9,500	9,500	4,352
348	Postal Charges	10,000	10,000	10,257
355	Travel - Local Mileage	5,000	5,000	3,121
399	Other Contracted Services	29,600	29,600	21,214
435	Office Supplies	20,000	20,000	14,859
499	Other Supplies & Materials	28,250	28,250	35,477
524	In-Service/Staff Development	21,200	21,200	14,639
599	Other Charges	1,000	1,000	1,000
	Services Subtotal:	124,550	124,550	104,919
	OFFICE OF SUPERINTENDENT TOTAL:	716,158	706,899	701,029

Includes costs associated with the Office of the Superintendent.



SCHOOL BOARD

OVERVIEW:

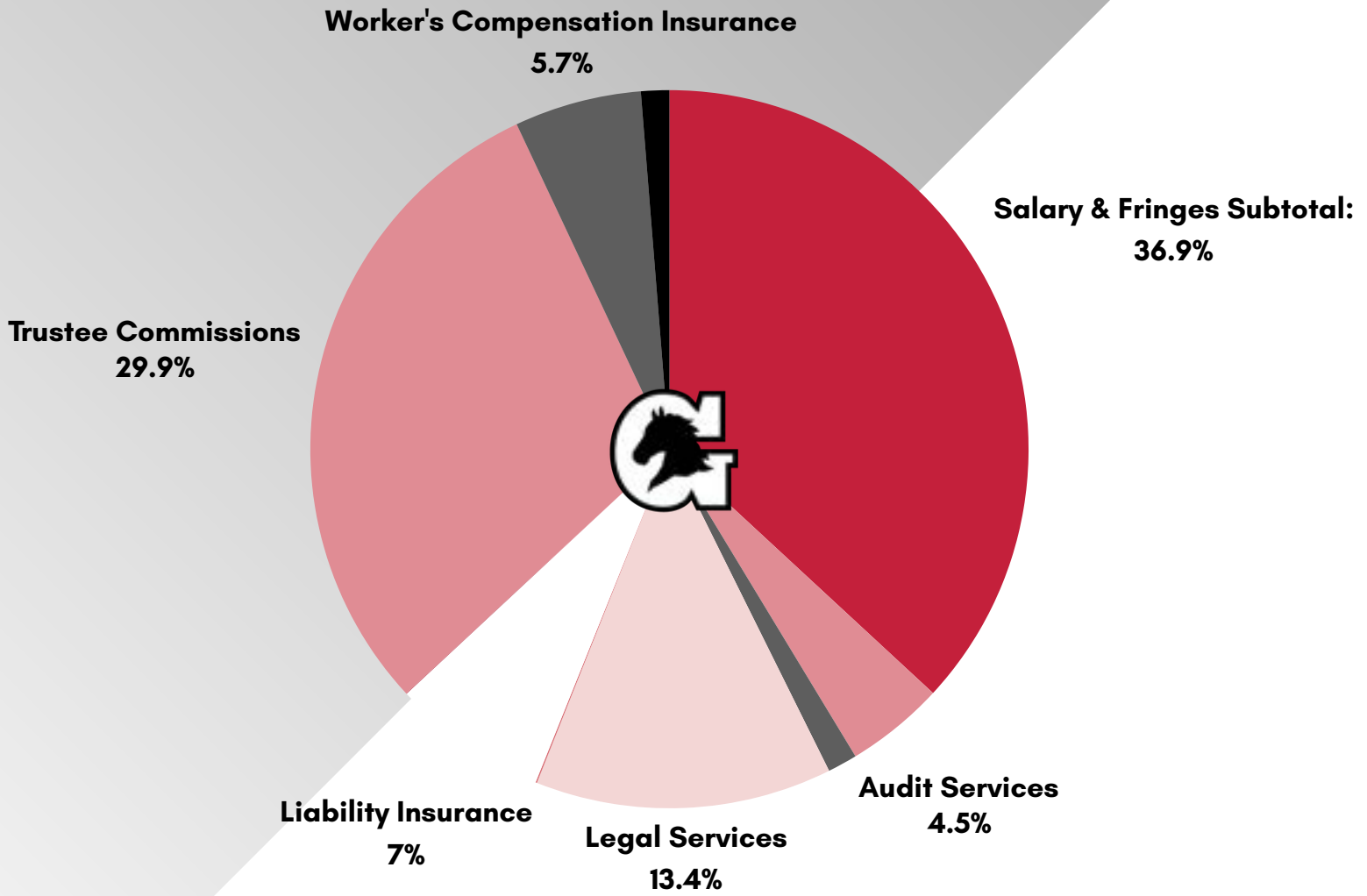
This budget includes salaries for school board members, travel, workers' compensation insurance, liability insurance, legal services, and audit services.

The School Board has made a commitment to fully fund retiree health benefits (OPEB) since FY15. The total amount of the district's OPEB trust account is \$5.3 million.

MANAGED BY:

Jason Manuel, Superintendent

SCHOOL BOARD



\$1,592,064

BOARD OF EDUCATION SERVICES (72310)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 PERS</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
189	Other Salaries & Wages	5.0	21,500	21,500	21,500
201	Social Security		1,333	1,333	2,666
206	Life Insurance - Retirees		47,000	47,000	19,057
207	Health Insurance - Retirees		500,000	708,000	2,203,886
210	Unemployment Compensation		10,000	10,000	1,832
212	Medicare		312	312	624
	Salary & Fringes Subtotal:	5.0	580,145	788,145	2,249,565

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

BOARD OF EDUCATION SERVICES (72310)

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
305	Audit Services	70,000	70,000	69,000
320	Dues & Memberships	21,000	21,000	17,960
331	Legal Services	210,000	210,000	132,878
399	Other Contracted Services	-	-	-
499	Other Supplies and Materials	1,000	1,000	446
505	Judgments	-	355,453	355,453
506	Liability Insurance	125,000	110,000	100,453
508	Premium on Corporate Surety Bonds	300	300	300
510	Trustee Commissions	474,619	472,565	427,483
513	Worker's Compensation Insurance	90,000	90,000	85,760
524	In-Service/Staff Development	20,000	20,000	20,000
	Services Subtotal:	1,011,919	1,350,318	1,209,733
	BOARD OF EDUCATION SERVICES TOTAL:	1,592,064	2,138,463	3,459,298

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



CUSTODIAL SERVICES AGREEMENT

THIS CUSTODIAL SERVICES AGREEMENT (“Agreement”), by and between **Germantown Board of Education, operating as Germantown Municipal School District**, a school district organized and existing under the laws of the State of Tennessee (hereinafter referred to as the “Owner”), having its principal place of business at 3350 S. Forest Hill Irene Rd., Germantown, TN 38138 and **SKB Facilities and Maintenance, Inc.** (hereinafter referred to as the “Contractor”), having its principal place of business at 3571 Winchester Rd. Memphis, TN 38118.

RECITALS:

1. Owner is desirous of contracting with a third party for providing custodial and cleaning services for the Germantown Municipal School District.
2. The Contractor represents that it can perform the work and is willing and able to perform the work required under this Agreement.

FOR AND IN CONSIDERATION of the mutual covenants contained in this Agreement, Owner and the Contractor (the “Parties”) agree as follows:

1. DEFINITIONS

As used in this Agreement, the following terms shall have the respective meanings set forth below:

“**Contract Documents**” means the documents listed in Section 3 of this Agreement and modifications issued after execution of the contract.

“**Contract Price**” means the amount to be paid for the Work, as set forth in Section 6 of this Agreement.

“**Contractor**” means the person or entity identified as such throughout the Contract Documents, as if singular in number, or its authorized representative.

“**Owner**” means Germantown Board of Education, including its Project Manager or other designees.

“**Equipment**” means the related materials involved in providing the services delineated herein.

“**Work**” means the services required by the Contract Documents, whether completed or partially completed, and includes all other labor, materials, equipment, and services provided or to be provided by the Contractor to fulfill the Contractor's obligation.

2. SCOPE OF WORK. The Contractor shall furnish all labor, materials and equipment, and perform all work (collectively, the “Work”) required for custodial and cleaning services for the Germantown Municipal School District, in strict accordance with the Contract Documents. The Contractor shall supervise and direct the Work, using the Contractor's best skill and attention. The Contractor hereby represents and warrants that it is certified and licensed to perform the Work. The Contractor shall provide the Owner copies of appropriate certifications upon request.

3. CONTRACT DOCUMENTS. The Contract Documents consist of the following documents which are either

attached to this Agreement or are incorporated herein by reference and made a part hereof:

- a. This Agreement, including the ARRA Addendum attached hereto, if any;
- b. RFP #FY210006 issued by Arlington Community Schools;
- c. SKB Proposal dated May 24, 2021;
- d. Certificate(s) of Insurance submitted by the Contractor in connection with this contract;

3.1 PRIORITY OF DOCUMENTS. In the event of inconsistency between the terms of this Agreement and any other agreements or documents, the terms of this Agreement shall prevail.

4. CONTRACT TERM. The contract shall be for an initial period beginning July 1, 2021 through June 30, 2022 upon receipt of a fully executed Agreement. The Germantown Board of Education reserves the right to extend this agreement annually for up to four (4) additional consecutive one (1) year periods at the same pricing if agreeable to both parties.

5. CONTRACT PRICE. The Owner shall pay the Contractor for the performance of the Work, in current funds, a monthly payment of Eighty Five Thousand One Hundred Sixty Two and 98/100 Dollars (\$85,162.98) for the Services. Should service not be needed at a particular facility as defined in the proposal from SKB, the amount quoted from SKB for that particular facility will be deducted and monthly billing will be pro-rated accordingly.

6. PAYMENT FOR WORK PERFORMED. The Owner will use best efforts to pay within fifteen (15) days of receipt of an invoice for the Work accepted by the Owner.

7. RESPONSIBILITY FOR THE WORK. The Contractor shall take all responsibility for the Work, and shall take all precautions for preventing injuries to persons and property in or about the Work. The Contractor shall effectively protect its Work and shall be liable for all damage and loss by delay or otherwise caused by his neglect or failure so to do.

8. GENERAL INDEMNIFICATION. The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work; and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Agreement. The Contractor shall assume the defense of, and indemnify and save harmless the Owner, and the Owner's officers and agents from all claims relating to labor performed or furnished and materials used or employed for the Work; to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner; to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the Work, or in consequence of any improper materials, implements or labor used or employed therein; and to any act, omission or neglect of the Contractor and any employees therein.

9. INSPECTION AND TESTS. All Equipment furnished and installed hereunder shall be subject to the inspection, tests and approval of the Owner. Notwithstanding, the Owner's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the contract obligations.

10. PATENT INDEMNIFICATION. The Contractor agrees to assume the defense of and shall indemnify and save harmless the Owner and all persons acting for or on behalf of it from all suits and claims against them, or any of them, arising from or occasioned by the use of any material, Equipment or apparatus, or any part thereof which infringes or is alleged to infringe on any patent rights. In case such material, equipment or apparatus, or any part thereof, in any such suit is held to constitute infringement, the Contractor, within a reasonable time, shall at its own expense, and as the Owner may elect, replace such material, Equipment or apparatus with non-infringing material, Equipment or apparatus, or remove the material, equipment, or apparatus and refund the sums paid therefor.

11. INSURANCE REQUIREMENTS. The Contractor shall provide insurance coverage as listed below. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this

Agreement.

- a. Worker's compensation coverage in accordance with the statutory requirements and limits of the State of Tennessee
- b. Comprehensive general liability insurance for bodily injury, including death, and property damage of \$1,000,000 per occurrence from a company licensed to write insurance policies in the state of Tennessee.
- c. Comprehensive automobile liability insurance covering owned, hired, and non-owned vehicles with a minimum of bodily and property damage of \$1,000,000 each accident, combined single limit from a company licensed to write insurance policies in the state of Tennessee.
- d. Excess or umbrella insurance of \$1,000,000 per occurrence from a company licensed to write insurance policies in the state of Tennessee.
- e. Fidelity/Employee Dishonesty insurance with a \$100,000 limit from a company licensed to write insurance policies in the state of Tennessee.
- f. Employment practices liability insurance (EPLI) with a \$100,000 limit from a company licensed to write insurance policies in the state of Tennessee.

The Contractor shall not commence the Work until proof of compliance with this Section 11 has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the state of Tennessee. This certificate shall indicate that the contractual liability coverage is in force. The Owner shall be named as additional insured on the Contractor's Liability Policies. Written notice of cancellation of any insurance required by this Agreement, whether by the insurer or the insured must be provided to Owner at least thirty days prior to the effective date thereof, which shall be expressed in said notice. Contractor will ensure that required coverage is re-established should such cancellation occur. Failure to re-establish coverage shall be considered a breach of this Agreement.

12. DEVOTION TO DUTY. Contractor shall devote adequate time and attention to its duties under this Agreement and agrees that it shall perform these duties to the best of its ability and according to the requirements of this Agreement.

13. TERMINATION FOR UNSATISFACTORY PERFORMANCE. Owner shall have the right to terminate this agreement for failure of performance by Contractor. If, in the sole reasonable opinion of the Owner, Contractor is not performing services in accordance with the requirements of this agreement, and Owner desires to terminate the agreement, Owner shall give contractor sixty (60) days written notice of its intention to cancel the agreement if such service deficiencies are not corrected within that time (the "Cure Period"), which notice shall specify the service areas in default. On or before the end of the sixty (60) days Cure Period, Owner shall reasonably determine that either (i) the service deficiencies have been corrected, in which case the agreement will continue in full force and effect subsequent to the Cure Period, or (ii) the service deficiencies have not been corrected, in which event Owner may, by further written notice, cancel the agreement thirty (30) days from the end of the Cure Period. In the event that Owner does not act pursuant to either (i) or (ii) above, the service deficiencies shall be deemed corrected and the agreement shall continue in full force and effect thereafter.

14. JOINT REVIEW COMMITTEE. A Joint Review Committee shall be formed and comprised of at least two (2) persons from Owner and two (2) persons from Contractor. The purpose of the Committee will be to review the performance by Contractor and facilitate regular communication between Owner and Contractor regarding the Services. This Committee shall hold its first meeting not later than thirty (30) days from the commencement of this Agreement and thereafter shall have regular meetings.

15. SAFETY REQUIREMENTS. The Contractor shall comply with all Federal, State, and local safety laws and regulations applicable to the Work performed under this Agreement. The Contractor shall also agree to abide by the following:

a) Contractor shall be responsible for safeguarding against loss, theft or damage of Owner's property, materials, equipment and accessories. Owner shall provide storage for the equipment and supplies or materials normally required for services provided under this Agreement. Contractor shall be responsible for the proper secure and safe storage of its equipment, supplies or materials necessary for providing services to Owner.

b) Contractor employees shall not carry or allow to be carried onto school property any guns, knives, dangerous weapons, alcohol or drugs. Contractor employees shall not use or allow to be used any tobacco products while on school property.

c) Contractor shall be fully responsible for the security and appropriate use of any keys issued to Contractor or its employees. Contractor shall immediately notify Owner that a key has been lost. Contractor will replace lost keys and reimburse Owner for costs resulting from keys issued to Contractor and lost. Keys shall be returned to the appropriate site administrator at the end of each work period.

d) Contractor personnel shall not allow unauthorized persons to enter school buildings.

e) Owner shall charge back to Contractor \$15.00 per hour should an employee of Owner be required to secure a building left unsecured by a Contractor employee.

f) All employees representing the Contractor shall abide by all policies set at the school level, including, but not limited to parking, checking in and out at the front office any time an employee of the Contractor is on campus, and working within the framework of the school and administration of the school to provide services that are least disruptive to the educational environment of the school.

16. BACKGROUND CHECKS. Contractor hereby agrees that it is aware of the provisions of Tennessee Code Annotated §49-5-413 requiring the background check of any employee or subcontractor that works on school grounds at any time when students are present, and prohibiting any person with a history of the criminal offenses cited in the statute from working on a school campus during such times. The Contractor hereby certifies that it has, and will, at all times during the performance of the Work, comply with the provisions of this statute and will provide to Owner, upon request, proof of its compliance with this provision. A default by the Contractor of the provisions of this Section 20 shall be automatic grounds for termination of this Agreement pursuant to Section 15.

17. NONDISCLOSURE. Contractor will not disclose or permit to be disclosed any proprietary information, data, systems, pricing or finances of Owner unless otherwise required by law. Contractor will not disclose or permit to be disclosed any information required by law to be maintained confidentially by Owner, including but not limited to individually identifiable information about students and confidential information concerning employees.

18. INDEPENDENT CONTRACTOR. It is understood and agreed that Contractor will perform the Work under this Agreement as an independent contractor. It is also agreed that Contractor will comply with all applicable federal, state, and local laws and regulations relating to the employment, insurance, and taxation of employees who perform Work under this Agreement. No agency or employment relationship with Owner is intended nor shall be construed to exist between Owner and Contractor or between Owner and any of Contractor's employees performing the Work under this Agreement, and neither Contractor nor its employees shall be entitled to participate in any of Owner's pension or employee welfare benefit plans, including its group life insurance plans. Owner will have no liability for payment of Contractor employee wages, fringe benefits, payroll taxes or other expenses of employment. Furthermore, if any charge, lawsuit or claim of any kind is filed against Owner alleging that Owner is also an employer of Contractor's employees, Contractor agrees to indemnify, hold harmless and reimburse Owner for all costs, including attorneys' fees in defending any such action. Contractor shall provide a fidelity bond to insure Owner against losses that Owner may incur as a result of acts by Contractor employees and/or agents and shall indemnify and hold Owner, its servants and employees harmless for negligent or intentional acts of Contractor employees.

19. ASSIGNMENT/SUB-CONTRACTING. The Contractor agrees that he will not sell, assign or transfer this Agreement or any part thereof or interest therein without the prior written consent of the Owner. It is understood that all terms and conditions of the Contract Documents apply to any subcontractors that may be utilized for this project.

20. GOVERNING LAW AND VENUE. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee without reference to its choice of law provisions. Jurisdiction of any legal proceeding or dispute related to this agreement shall be exclusively within the Courts of the State of Tennessee and venue shall be in Shelby County, Tennessee.

21. SEVERABILITY. The provisions of this Agreement are severable. If any section, paragraph, clause or provision of this Agreement shall be finally adjudicated by a court of competent jurisdiction to be invalid, the remainder of this Agreement shall be unaffected by such adjudication and all of the remaining provisions of this Agreement shall remain in full force and effect as though such section, paragraph, clause or provision, or any part thereof so adjudicated to be invalid, had not been included herein, unless such remaining provisions, standing alone, are incomplete and incapable of being executed in accordance with the intent of the parties to this Agreement.

22. AMENDMENTS TO THIS CONTRACT. This Agreement may not be amended except by mutual agreement in writing which specifically recites that the Parties intend such writing to amend this Agreement and which is signed by authorized representatives of each party

23. ENTIRE AGREEMENT. This Agreement, together with the Scope of Work and other documents that may be executed pursuant to this Agreement and incorporated herein, constitutes the entire agreement between the Parties and shall supersede any and all prior agreements, communications and understandings between the Parties with respect to the subject matter hereof. The terms of this Agreement shall apply notwithstanding any proposed variations or additions that may be contained in any purchase order, invoice or other communication submitted by Contractor. This Agreement may not be modified, amended or changed except by mutual agreement in writing.

25. NOTICES. All notices required or permitted to be given by one party to the other under this Agreement shall be sufficient if sent by express delivery or confirmed facsimile, or certified mail, return receipt requested, to the Parties at the respective address set forth below, or to such other address as the party to receive the notice has designated by notice to the other party:

If to Contractor: SKB Facilities and Maintenance, Inc.
3571 Winchester Rd.
Memphis, TN 38118
Attn: Lashone Bynum

If to Owner: Germantown Municipal School District
3350 S. Forest Hill Irene Rd.
Germantown, TN 38138
Attn: Joshua Cathey

26. NO WAIVER. The failure by either party at any time to require performance by the other of any provision of this Agreement shall in no way affect that party's right to enforce such provision, nor shall the waiver by either party of any breach of any provision of this Agreement be taken or held to be a waiver of any further breach of the same provision or any other provision.

27. SURVIVAL. Any provisions of this Agreement, and any other provisions that create obligations extending beyond the term of this Agreement, shall survive the expiration or termination of this Agreement, regardless of the reason for such termination.

28. EQUAL OPPORTUNITY. During the performance of this contract, the Contractor agrees as follows:

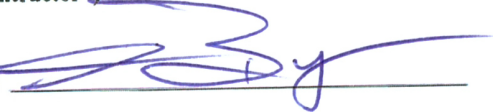
- a. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The Contractor will take affirmative action so that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

- b. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.
 - c. To the extent required by law, the Contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
 - d. The Contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to its books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
 - e. In the event of the Contractor's non-compliance with the nondiscrimination clauses of this Agreement or with any of such rules, regulations, or orders, this Agreement may be canceled or terminated.
- 29. SALES TAX EXEMPTION AND OTHER TAXES.** The Contractor shall be responsible for paying all taxes and tariffs of any sort, related to the Work. Owner is a tax-exempt organization and, to the fullest extent allowable by law, shall incur no charges for the payment of taxes.
- 30. PROHIBITION AGAINST LIENS.** The Contractor is prohibited from placing a lien on the Owner's property. This prohibition shall apply to all subcontractors at any tier and all materials suppliers.
- 31. ATTORNEYS FEE AND EXPENSE OF ENFORCEMENT.** If, by reason of the failure of the Contractor to carry out and perform any of the provisions of this Agreement or the obligations under this Agreement, it becomes necessary or desirable in the judgment of the Owner to employ an attorney or incur any other reasonable attorneys' fees, cost or expenses, then Contractor agrees to pay such reasonable attorneys' fees and expenses, and hold Owner harmless against any loss thereof.
- 32. CONFLICT OF INTEREST.** Contractor warrants that no part of the compensation payable hereunder shall be paid directly or indirectly to an employee or official of Owner as wages, compensation, or gifts in exchange in connection with the Services contemplated or performed relative to this Agreement. Contractor shall disclose in writing to Owner's Office of the General Counsel any financial or beneficial interests that it, or its principals or officers, has in services, products, or companies recommended to Owner in the performance of this Agreement. Failure to disclose any such interests shall be deemed a violation of this Agreement and will result in the forfeiture of all monies previously paid by Owner to Contractor pursuant to this Agreement.
- 33. COMPLIANCE WITH LAWS.** Contractor will observe and comply with all applicable local, state, and federal laws, ordinances and regulations, including, but not limited to, Equal Opportunity laws, the Fair Labor Standards Act, the Occupational Safety and Health Act (OSHA) the Civil Rights Act of 1964, and the Americans with Disability Act (ADA).
- 34. APPROPRIATIONS.** This Agreement is subject to the appropriation and availability of funds. In the event that the funds are not appropriated or are otherwise unavailable, Owner reserves the right to terminate this Agreement upon written notice to the Contractor. Said termination shall not be deemed a breach of this Agreement by Owner. Upon receipt of written notice, the Contractor shall cease all work associated with this Agreement. In the event of termination, the Contractor shall be entitled to compensation for all satisfactory and authorized Services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from Owner any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.
- 35. AUTHORIZATION FOR AGREEMENT.** The execution and performance of this Agreement by Contractor and Owner have been duly authorized by all necessary laws, resolutions and/or corporate action, and this Agreement constitutes the valid and enforceable obligations of Contractor and Owner in accordance with its terms.

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IN WITNESS WHEREOF, the parties have caused this instrument to be executed under seal the day and year first above written.

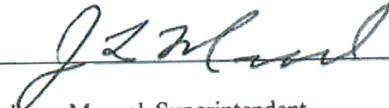
SKB FACILITIES AND MAINTENANCE, INC.
("Contractor")

By: 

Lashone Bynum, President/CEO

Date: 6-10-2021

GERMANTOWN BOARD OF EDUCATION
("Owner")

By: 

Jason Manuel, Superintendent

Date: 6-10-21



FIRST AMENDMENT TO CUSTODIAL SERVICES AGREEMENT

THIS FIRST AMENDMENT TO THE CUSTODIAL SERVICES AGREEMENT (the "First Amendment"), effective as of July 1, 2022, is made by and between **Germantown Board of Education**, operating as Germantown Municipal School District ("Customer") and **SKB Facilities and Maintenance, Inc.** ("Contractor"). Contractor and Customer are hereinafter referred to as the "Parties" to this First Amendment.

RECITALS:

- A. **WHEREAS**, the Parties have entered into a Custodial Services Agreement dated June 10, 2021 (collectively referred to as the "Agreement"), whereby customer retained Contractor to perform various services specified in the Agreement itself; and
- B. **WHEREAS**, the Parties desire to make certain modifications, revisions, and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

1. **Term.** Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of **July 1, 2022** and terminate **June 30, 2023** (the "Term"), unless sooner extended or terminated as provided in the Agreement.
 2. **Ratification.** Except as and to the extent amended, altered, and/or modified as provided in this First Amendment, all terms, covenants, conditions, and provisions of the Agreement are hereby ratified and reaffirmed, and shall remain in full force and effect.
 3. **No Default.** The Parties hereby acknowledge and agree that, as of the date of this First Amendment, neither party is in default or otherwise in breach of the Agreement, and to
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their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.

4. **Counterparts.** This First Amendment may be executed in one or more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION

SKB FACILITIES AND MAINTENANCE, INC.

Signature: 

Signature: 

Name: Jason L. Maxwell

Name: Shone Bynum

Title: Superintendent

Title: President / CEO

Date: 6-9-22

Date: 6/3/2022

SECOND AMENDMENT TO CUSTODIAL SERVICES AGREEMENT

THIS SECOND AMENDMENT TO THE CUSTODIAL SERVICES AGREEMENT (the "Second Amendment"), effective as of January 1, 2023, is made by and between **Germantown Board of Education**, operating as Germantown Municipal School District ("Customer") and **SKB Facilities and Maintenance, Inc.** ("Contractor"). Contractor and Customer are hereinafter referred to as the "Parties" to this Second Amendment.

RECITALS:

- A. **WHEREAS**, the Parties have entered into a Custodial Services Agreement dated June 10, 2021 (collectively referred to as the "Agreement"), whereby customer retained Contractor to perform various services specified in the Agreement itself; and
- B. **WHEREAS**, the Parties have entered into a First Amendment to Custodial Services Agreement dated June 9, 2022 (collectively referred to as the "First Amendment")
- C. **WHEREAS**, the Parties desire to make certain modifications, revisions, and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

1. **Contract Price.** In order to add the Houston Middle School addition to SKB's custodial Services as outlined in the Agreement and First Amendment, the Owner shall pay the Contractor for the performance of the work, in current funds, a monthly payment of Ninety One Thousand Three Hundred Sixty Nine and 98/100 Dollars (\$91,369.98). This is a monthly addition of Six Thousand Two Hundred Seven (\$6,207) Dollars to the Agreement.
2. **Ratification.** Except as and to the extent amended, altered, and/or modified as provided in this Second Amendment, all terms, covenants, conditions, and provisions of

the Agreement and the First Amendment are hereby ratified and reaffirmed, and shall remain in full force and effect.

3. **No Default.** The Parties hereby acknowledge and agree that, as of the date of this Second Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
4. **Counterparts.** This Second Amendment may be executed in one of more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION

Signature: 

Name: Jason Manuel

Title: Superintendent

Date: 3/1/23

SKB FACILITIES AND MAINTENANCE, INC.

Signature: 

Name: Shane Bynum

Title: President / CEO

Date: 3/1/2023



THIRD AMENDMENT TO CUSTODIAL SERVICES AGREEMENT

THIS THIRD AMENDMENT TO THE CUSTODIAL SERVICES AGREEMENT (the "Third Amendment"), effective as of July 1, 2023, is made by and between **Germantown Board of Education**, operating as Germantown Municipal School District ("Customer") and **SKB Facilities and Maintenance, Inc.** ("Contractor"). Contractor and Customer are hereinafter referred to as the "Parties" to this Third Amendment.

RECITALS:

- A. **WHEREAS**, the Parties have entered into a Custodial Services Agreement dated June 10, 2021 (collectively referred to as the "Agreement"), whereby customer retained Contractor to perform various services specified in the Agreement itself; and
- B. **WHEREAS**, the Parties have entered into a First Amendment to Custodial Services Agreement dated June 9, 2022 (collectively referred to as the "First Amendment")
- C. **WHEREAS**, the Parties have entered into a Second Amendment to Custodial Services Agreement dated March 1, 2023 (collectively referred to as the "Second Amendment")
- D. **WHEREAS**, the Parties desire to make certain modifications, revisions, and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

1. **Contract Price.** Section 5 of the Agreement is amended as follows: The Owner shall pay the Contractor for the performance of the work, in current funds, a monthly payment of One Hundred Sixteen Thousand Nine Hundred Nine and 96/100 Dollars (\$116,909.96), less non-performance penalties in the amount of \$500.00 per occurrence for:
 - a) Each month that SKB scores less than ninety (90%) percent on the monthly cleaning inspection score sheet; AND/OR
 - b) Each week that SKB fails to satisfy ninety-five (95%) percent of the staffing requirements as set forth on the "Staffing Requirements Chart" (attached as Exhibit "A").
2. **Term.** Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of July 1, 2023, and terminate June 30, 2024 (the "Term") unless sooner extended or terminated as provided in the Agreement.

3. **Additional Terms.** SKB agrees to be bound by the terms of the General Terms and Conditions set forth in Request for Proposal #FY210006, with the exception that numbered paragraphs 3(k) and 7 on page 12 of Proposal #FY21006 shall be deleted and replaced with the following language: "A minimum wage of \$15/hour shall be paid to all SKB employees assigned to perform work at any GMSD facility."
4. **Additional Terms.** SKB agrees that all required summer cleaning, including but not limited to floor waxing must be completed prior to July 15, 2023.
5. **Additional Terms.** SKB agrees to provide a 100% Performance bond by close of business on May 26, 2023.
6. **Ratification.** Except as and to the extent amended, altered, and/or modified as provided in this Third Amendment, all terms, covenants, conditions, and provisions of the Agreement, the First Amendment, and the Second Amendment are hereby ratified and reaffirmed, and shall remain in full force and effect.
7. **No Default.** The Parties hereby acknowledge and agree that, as of the date of this Second Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
8. **Counterparts.** This Third Amendment may be executed in one of more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION

SKB FACILITIES AND MAINTENANCE, INC.

Signature: 

Signature: 

Name: Shone Bynum

Name: Jason Manuel

Title: President / CEO

Title: Superintendent

Date: 5/28/2023

Date: 5/30/23



FOURTH AMENDMENT TO CUSTODIAL SERVICES AGREEMENT

THIS AMENDMENT TO THE CUSTODIAL SERVICES AGREEMENT (the "Fourth Amendment"), effective as of July 1, 2024, is made by and between **Germantown Board of Education**, operating as Germantown Municipal School District ("Customer") and **SKB Facilities and Maintenance, Inc.** ("Contractor"). Contractor and Customer are hereinafter referred to as the "Parties" to this Fourth Amendment.

RECITALS:

- A. **WHEREAS**, the Parties have entered into a Custodial Services Agreement dated June 10, 2021 (collectively referred to as the "Agreement"), whereby customer retained Contractor to perform various services specified in the Agreement itself; and
- B. **WHEREAS**, the Parties have entered into a First Amendment to Custodial Services Agreement dated June 9, 2022 (collectively referred to as the "First Amendment"); and
- C. **WHEREAS**, the Parties have entered into a Second Amendment to Custodial Services Agreement dated March 1, 2023 (collectively referred to as the "Second Amendment"); and
- D. **WHEREAS**, the Parties have entered into a Third Amendment to Custodial Services Agreement dated May 30, 2023 (collectively referred to as the "Third Amendment").
- E. **WHEREAS**, the Parties desire to make certain modifications, revisions, and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

1. **Contract Price.** Section 5 of the Agreement is amended as follows: The Owner shall pay the Contractor for the performance of the work, in current funds, a monthly payment of One Hundred Twenty Thousand Four Hundred Seventeen Dollars and Twenty Four Cents (\$120,417.24), less non-performance penalties in the amount of \$500.00 per occurrence for:
 - a) Each month that SKB scores less than ninety (90%) on the monthly cleaning inspection score sheet; AND/OR

- b) Each week that SKB fails to satisfy ninety-five (95%) percent of the staffing requirements as set forth on the "Staffing Requirements Chart" (attached as Exhibit "A").
2. **Term.** Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of July 1, 2024, and terminate June 30, 2025 (the "Term") unless sooner extended or terminated as provided in the Agreement.
 3. **Additional Terms.** SKB agrees that all required summer cleaning, including but not limited to floor waxing must be completed prior to July 15, 2024.
 4. **Additional Terms.** SKB agrees to provide a 100% Performance bond by close of business on May 26, 2024.
 5. **Ratification.** Except as and to the extent amended, altered, and/or modified as provided in this Fourth Amendment, all terms, covenants, conditions, and provisions of the Agreement, the First Amendment, the Second Amendment, and the Third Amendment are hereby ratified and reaffirmed, and shall remain in full force and effect.
 6. **No Default.** The Parties hereby acknowledge and agree that, as of the date of this Fourth Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
 7. **Counterparts.** This Fourth Amendment may be executed in one or more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION

SKB FACILITIES AND MAINTENANCE, INC.

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

Jason Manuel

Jason Manuel

Superintendent

5-7-24

Shone Bynum

Shone Bynum

President / CEO

5/7/2024



FIFTH AMENDMENT TO CUSTODIAL SERVICES AGREEMENT

THIS FIFTH AMENDMENT TO THE CUSTODIAL SERVICES AGREEMENT (the “Fifth Amendment”), effective as of July 1, 2025, is made by and between **Germantown Board of Education**, operating as Germantown Municipal School District (“Customer”) and **SKB Facilities and Maintenance, Inc.** (“Contractor”). Contractor and Customer are hereinafter referred to as the “Parties” to this Fifth Amendment.

RECITALS:

- A. **WHEREAS**, the Parties have entered into a Custodial Services Agreement dated June 10, 2021 (collectively referred to as the “Agreement”), whereby customer retained Contractor to perform various services specified in the Agreement itself; and
- B. **WHEREAS**, the Parties have entered into a First Amendment to Custodial Services Agreement dated June 9, 2022 (collectively referred to as the “First Amendment”)
- C. **WHEREAS**, the Parties have entered into a Second Amendment to Custodial Services Agreement dated March 1, 2023 (collectively referred to as the “Second Amendment”)
- D. **WHEREAS**, the Parties have entered into a Third Amendment to Custodial Services Agreement dated May 30, 2023 (collectively referred to as the “Third Amendment”)
- E. **WHEREAS**, the Parties have entered into a Fourth Amendment to Custodial Services Agreement dated May 7, 2024 (collectively referred to as the “Fourth Amendment”)
- F. **WHEREAS** the Parties desire to make certain modifications, revisions, and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

1. **Contract Price.** Section 5 of the Agreement is amended as follows: The Owner shall pay the Contractor for the performance of the work, in current funds, a monthly payment of One Hundred Eighteen Thousand Four Hundred Seventeen and 24/100 Dollars (\$118,417.24), less non-performance penalties in the amount of \$500.00 per occurrence for:
 - a) Each month that SKB scores less than ninety (90%) percent on the monthly cleaning inspection score sheet; AND/OR

b) Each week that SKB fails to satisfy ninety-five (95%) percent of the staffing requirements as set forth on the Staffing Requirements Chart.

2. **Term.** Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of July 1, 2025, and terminate June 30, 2026 (the "Term") unless sooner extended or terminated as provided in the Agreement.
3. **Additional Terms.** SKB agrees that all required summer cleaning, including but not limited to floor waxing must be completed prior to July 15, 2025.
4. **Additional Terms.** SKB agrees to provide a 100% Performance bond by close of business on May 26, 2025.
5. **Ratification.** Except as and to the extent amended, altered, and/or modified as provided in this Fifth Amendment, all terms, covenants, conditions, and provisions of the Agreement, the First Amendment, Second Amendment, Third Amendment, and Fourth Amendment are hereby ratified and reaffirmed, and shall remain in full force and effect.
6. **No Default.** The Parties hereby acknowledge and agree that, as of the date of this Second Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
7. **Counterparts.** This Fifth Amendment may be executed in one or more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the Parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION

SKB FACILITIES AND MAINTENANCE, INC.

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

Custodial RFP #FY2025-005 Pricing Breakdown

	Company	Price-Monthly	Hourly Rate	SKB- Current Provider
	HES	\$115,137.45	\$28.50	\$118,417.24
	ABM	\$116,211.33	\$20.86	
	Parcou	\$123,088.44	\$22.50	
	EJSCS	\$123,999.96	\$35.00	
	4M Building Solutions	\$157,182.57		
	Division I	\$166,013.84	\$25.50	
	Give Clean	\$168,689.15	\$23.08	



MAINTENANCE SERVICES AGREEMENT

THIS FACILITIES SERVICES AGREEMENT (“Agreement”), by and between **Germantown Board of Education, operating as Germantown Municipal School District**, a school district organized and existing under the laws of the State of Tennessee (hereinafter referred to as the “Owner”), and **GCA Education Services, Inc.**, a division of ABM Industry Groups, Inc., the successor-in-interest to GCA Education Services, Inc. (hereinafter referred to as the “Contractor”). Owner and Contractor are hereinafter referred to as the “Parties” to this Agreement.

RECITALS:

1. Owner is desirous of contracting with a third party for providing maintenance services for the Germantown Municipal School District.

2. The Contractor represents that it can perform the work and is willing and able to perform the work required under this Agreement.

FOR AND IN CONSIDERATION of the mutual covenants contained in this Agreement, Owner and the Contractor (the “Parties”) agree as follows:

1. DEFINITIONS

As used in this Agreement, the following terms shall have the respective meanings set forth below:

“Contract Documents” means the documents listed in Section 3 of this Agreement and modifications issued after execution of the contract.

“Contract Price” means the amount to be paid for the Work, as set forth in Section 6 of this Agreement.

“Contractor” means the person or entity identified as such throughout the Contract Documents, as if singular in number, or its authorized representative.

“Owner” means Germantown Board of Education, including its Project Manager or other designees.

“Equipment” means the related materials involved in providing the services delineated herein.

“Work” means the services required by the Contract Documents, whether completed or partially completed, and includes all other labor, materials, equipment, and services provided or to be provided by the Contractor to fulfill the Contractor's obligation.

2. **SCOPE OF WORK.** The Contractor shall furnish all labor, materials and equipment, and perform all work (collectively, the “Work”) required for maintenance services for the Germantown Municipal School District, in strict accordance with the Contract Documents. The Contractor shall supervise and direct the Work, using the Contractor's best skill and attention. The Contractor hereby represents and warrants that it is certified and licensed to perform the Work. The Contractor shall provide the Owner copies of appropriate certifications upon request.

3. **CONTRACT DOCUMENTS.** The Contract Documents consist of the following documents which are either

attached to this Agreement or are incorporated herein by reference and made a part hereof:

- a. This Agreement, including the ARRA Addendum attached hereto, if any;
- b. RFP #FY2021-22-07 issued by the GMSD Purchasing Department.
- c. The RFP Response of the Contractor submitted for this Project and accompanying documents and certifications;
- d. Certificate(s) of Insurance submitted by the Contractor in connection with this contract;

3.1 PRIORITY OF DOCUMENTS. In the event of inconsistency between the terms of this Agreement and any other agreements or documents, the terms of this Agreement shall prevail.

4. CONTRACT TERM. The contract shall be for an initial period beginning July 1, 2022 through June 30, 2023 upon receipt of a fully executed Agreement. The Germantown Board of Education reserves the right to extend this agreement annually for up to four (4) additional consecutive one (1) year periods at the same pricing if agreeable to both parties.

5. CONTRACT PRICE. The Owner shall pay the Contractor for the performance of the Work, in current funds, a monthly payment of Thirty Nine Thousand Two Hundred Twenty Five and 0/100 Dollars (\$39,225) for the Services.

6. PAYMENT FOR WORK PERFORMED. The Owner will use best efforts to pay within thirty (30) days of receipt of an invoice for the Work accepted by the Owner.

7. RESPONSIBILITY FOR THE WORK. The Contractor shall take all responsibility for the Work, and shall take all precautions for preventing injuries to persons and property in or about the Work. The Contractor shall effectively protect its Work and shall be liable for all damage and loss by delay or otherwise caused by his neglect or failure so to do.

8. GENERAL INDEMNIFICATION. The Contractor shall take all responsibility for the Work and take all precautions for preventing injuries to persons and property in or about the Work; and shall bear all losses resulting to or on account of the amount or character of the Work. The Contractor shall pay or cause payment to be made for all labor performed or furnished and for all materials used or employed in carrying out this Agreement. The Contractor shall assume the defense of, and indemnify and save harmless the Owner, and the Owner's officers and agents from all claims relating to labor performed or furnished and materials used or employed for the Work; to inventions, patents and patent rights used in and in doing the Work unless such patent infringement is due to a product or process specified by the Owner; to injuries to any person or corporation received or sustained by or from the Contractor and any employees, and subcontractors and employees, in doing the Work, or in consequence of any improper materials, implements or labor used or employed therein; and to any act, omission or neglect of the Contractor and any employees therein.

9. INSPECTION AND TESTS. All Equipment furnished and installed hereunder shall be subject to the inspection, tests and approval of the Owner. Notwithstanding, the Owner's inspection of the Work shall not relieve the Contractor of any of its responsibilities to fulfill the contract obligations.

10. PATENT INDEMNIFICATION. The Contractor agrees to assume the defense of and shall indemnify and save harmless the Owner and all persons acting for or on behalf of it from all suits and claims against them, or any of them, arising from or occasioned by the use of any material, Equipment or apparatus, or any part thereof which infringes or is alleged to infringe on any patent rights. In case such material, equipment or apparatus, or any part thereof, in any such suit is held to constitute infringement, the Contractor, within a reasonable time, shall at its own expense, and as the Owner may elect, replace such material, Equipment or apparatus with non-infringing material, Equipment or apparatus, or remove the material, equipment, or apparatus and refund the sums paid therefor.

11. INSURANCE REQUIREMENTS. The Contractor shall provide insurance coverage as listed below. This insurance shall be provided at the Contractor's expense and shall be in full force and effect during the full term of this

Agreement.

- a. Worker's compensation coverage in accordance with the statutory requirements and limits of the State of Tennessee
- b. Comprehensive general liability insurance for bodily injury, including death, and property damage of \$1,000,000 per occurrence from a company licensed to write insurance policies in the state of Tennessee.
- c. Comprehensive automobile liability insurance covering owned, hired, and non-owned vehicles with a minimum of bodily and property damage of \$1,000,000 each accident, combined single limit from a company licensed to write insurance policies in the state of Tennessee.
- d. Excess or umbrella insurance of \$1,000,000 per occurrence from a company licensed to write insurance policies in the state of Tennessee.
- e. Fidelity/Employee Dishonesty insurance with a \$100,000 limit from a company licensed to write insurance policies in the state of Tennessee.
- f. Employment practices liability insurance (EPLI) with a \$100,000 limit from a company licensed to write insurance policies in the state of Tennessee.

The Contractor shall not commence the Work until proof of compliance with this Section 11 has been furnished to the Owner by submitting one copy of a properly endorsed insurance certificate issued by a company authorized to write insurance in the state of Tennessee. This certificate shall indicate that the contractual liability coverage is in force. The Owner shall be named as additional insured on the Contractor's Liability Policies. Written notice of cancellation of any insurance required by this Agreement, whether by the insurer or the insured must be provided to Owner at least thirty days prior to the effective date thereof, which shall be expressed in said notice. Contractor will ensure that required coverage is re-established should such cancellation occur. Failure to re-establish coverage shall be considered a breach of this Agreement.

12. DEVOTION TO DUTY. Contractor shall devote adequate time and attention to its duties under this Agreement and agrees that it shall perform these duties to the best of its ability and according to the requirements of this Agreement.

13. DISPUTE RESOLUTION. Contractor and Owner shall attempt in good faith to resolve any dispute arising out of or relating to this Agreement in the following manner:

The dispute shall first be referred to the Joint Review Committee, which shall attempt to resolve the dispute within five (5) days of notice of dispute. If the Joint Review Committee is unable to resolve the matter, it shall be referred to mediation. If the parties are unable to mutually agree upon a mediator, then the process and procedures of Resolute Systems, Inc., in Memphis, Tennessee shall be used. However, any mediation shall take place in Shelby County. In the event that Contractor and Owner are unable to resolve the matter through mediation, then either party may file suit in the appropriate court in Shelby County, Tennessee. Contractor and Owner agree that no lawsuit will be filed except in Shelby County and agree that jurisdiction and that venue is proper in such a location. However, mediation shall be a mandatory prerequisite to the filing of litigation by either party arising out of any claim, dispute or other matter in controversy between them arising out of this Agreement, unless the filing deadlines under applicable statute of limitations would otherwise expire. If suit is filed before mediation is conducted in order to avoid expiration of limitations and/or repose, then the parties agree to submit the matter to mediation as soon as reasonably possible. This dispute resolution process is intended to be the sole remedy available to the parties.

14. TERMINATION FOR UNSATISFACTORY PERFORMANCE. Owner shall have the right to terminate this agreement for failure of performance by Contractor. If, in the sole reasonable opinion of the Owner, Contractor is not performing services in accordance with the requirements of this agreement, and Owner desires to terminate the agreement, Owner shall give contractor sixty (60) days written notice of its intention to cancel the agreement if such service deficiencies are not corrected within that time (the "Cure Period"), which notice shall specify the service areas in default. On or before the end of the sixty (60) days Cure Period, Owner shall reasonably determine that either (i) the

service deficiencies have been corrected, in which case the agreement will continue in full force and effect subsequent to the Cure Period, or (ii) the service deficiencies have not been corrected, in which event Owner may, by further written notice, cancel the agreement thirty (30) days from the end of the Cure Period. In the event that Owner does not act pursuant to either (i) or (ii) above, the service deficiencies shall be deemed corrected and the agreement shall continue in full force and effect thereafter.

15. JOINT REVIEW COMMITTEE. A Joint Review Committee shall be formed and comprised of at least two (2) persons from Owner and two (2) persons from Contractor. The purpose of the Committee will be to review the performance by Contractor and facilitate regular communication between Owner and Contractor regarding the Services. This Committee shall hold its first meeting not later than thirty (30) days from the commencement of this Agreement and thereafter shall have regular meetings.

16. SAFETY REQUIREMENTS. The Contractor shall comply with all Federal, State, and local safety laws and regulations applicable to the Work performed under this Agreement. The Contractor shall also agree to abide by the following:

a) Contractor shall be responsible for safeguarding against loss, theft or damage of Owner's property, materials, equipment and accessories. Owner shall provide storage for the equipment and supplies or materials normally required for services provided under this Agreement. Contractor shall be responsible for the proper secure and safe storage of its equipment, supplies or materials necessary for providing services to Owner.

b) Contractor employees shall not carry or allow to be carried onto school property any guns, knives, dangerous weapons, alcohol or drugs. Contractor employees shall not use or allow to be used any tobacco products while on school property.

c) Contractor shall be fully responsible for the security and appropriate use of any keys issued to Contractor or its employees. Contractor shall immediately notify Owner that a key has been lost. Contractor will replace lost keys and reimburse Owner for costs resulting from keys issued to Contractor and lost. Keys shall be returned to the appropriate site administrator at the end of each work period.

d) Contractor personnel shall not allow unauthorized persons to enter school buildings.

e) Owner shall charge back to Contractor \$15.00 per hour should an employee of Owner be required to secure a building left unsecured by a Contractor employee.

f) All employees representing the Contractor shall abide by all policies set at the school level, including, but not limited to parking, checking in and out at the front office any time an employee of the Contractor is on campus, and working within the framework of the school and administration of the school to provide services that are least disruptive to the educational environment of the school.

17. BACKGROUND CHECKS. Contractor hereby agrees that it is aware of the provisions of Tennessee Code Annotated §49-5-413 requiring the background check of any employee or subcontractor that works on school grounds at any time when students are present, and prohibiting any person with a history of the criminal offenses cited in the statute from working on a school campus during such times. The Contractor hereby certifies that it has, and will, at all times during the performance of the Work, comply with the provisions of this statute and will provide to Owner, upon request, proof of its compliance with this provision. A default by the Contractor of the provisions of this Section 20 shall be automatic grounds for termination of this Agreement pursuant to Section 15.

18. NONDISCLOSURE. Contractor will not disclose or permit to be disclosed any proprietary information, data, systems, pricing or finances of Owner unless otherwise required by law. Contractor will not disclose or permit to be disclosed any information required by law to be maintained confidentially by Owner, including but not limited to individually identifiable information about students and confidential information concerning employees.

19. INDEPENDENT CONTRACTOR. It is understood and agreed that Contractor will perform the Work under this Agreement as an independent contractor. It is also agreed that Contractor will comply with all applicable federal, state, and local laws and regulations relating to the employment, insurance, and taxation of employees who perform Work under this Agreement. No agency or employment relationship with Owner is intended nor shall

be construed to exist between Owner and Contractor or between Owner and any of Contractor's employees performing the Work under this Agreement, and neither Contractor nor its employees shall be entitled to participate in any of Owner's pension or employee welfare benefit plans, including its group life insurance plans. Owner will have no liability for payment of Contractor employee wages, fringe benefits, payroll taxes or other expenses of employment. Furthermore, if any charge, lawsuit or claim of any kind is filed against Owner alleging that Owner is also an employer of Contractor's employees, Contractor agrees to indemnify, hold harmless and reimburse Owner for all costs, including attorneys' fees in defending any such action. Contractor shall provide a fidelity bond to insure Owner against losses that Owner may incur as a result of acts by Contractor employees and/or agents and shall indemnify and hold Owner, its servants and employees harmless for negligent or intentional acts of Contractor employees.

20. ASSIGNMENT/SUB-CONTRACTING. The Contractor agrees that he will not sell, assign or transfer this Agreement or any part thereof or interest therein without the prior written consent of the Owner. It is understood that all terms and conditions of the Contract Documents apply to any subcontractors that may be utilized for this project.

21. GOVERNING LAW AND VENUE. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee without reference to its choice of law provisions. Jurisdiction of any legal proceeding or dispute related to this agreement shall be exclusively within the Courts of the State of Tennessee and venue shall be in Shelby County, Tennessee.

22. SEVERABILITY. The provisions of this Agreement are severable. If any section, paragraph, clause or provision of this Agreement shall be finally adjudicated by a court of competent jurisdiction to be invalid, the remainder of this Agreement shall be unaffected by such adjudication and all of the remaining provisions of this Agreement shall remain in full force and effect as though such section, paragraph, clause or provision, or any part thereof so adjudicated to be invalid, had not been included herein, unless such remaining provisions, standing alone, are incomplete and incapable of being executed in accordance with the intent of the parties to this Agreement.

23. AMENDMENTS TO THIS CONTRACT. This Agreement may not be amended except by mutual agreement in writing which specifically recites that the Parties intend such writing to amend this Agreement and which is signed by authorized representatives of each party

24. ENTIRE AGREEMENT. This Agreement, together with the Scope of Work and other documents that may be executed pursuant to this Agreement and incorporated herein, constitutes the entire agreement between the Parties and shall supersede any and all prior agreements, communications and understandings between the Parties with respect to the subject matter hereof. The terms of this Agreement shall apply notwithstanding any proposed variations or additions that may be contained in any purchase order, invoice or other communication submitted by Contractor. This Agreement may not be modified, amended or changed except by mutual agreement in writing.

25. NOTICES. All notices required or permitted to be given by one party to the other under this Agreement shall be sufficient if sent by express delivery or confirmed facsimile, or certified mail, return receipt requested, to the Parties at the respective address set forth below, or to such other address as the party to receive the notice has designated by notice to the other party:

If to Contractor: GCA Education Services, Inc.
830 Fesslers Pkwy Ste. 124
Nashville, TN 37210
Attn: Kris Thomas

If to Owner: Germantown Municipal School District
3350 S. Forest Hill Irene Rd.
Germantown, TN 38138
Attn: Joshua Cathey

26. NO WAIVER. The failure by either party at any time to require performance by the other of any provision of this Agreement shall in no way affect that party's right to enforce such provision, nor shall the waiver by either party of any breach of any provision of this Agreement be taken or held to be a waiver of any further breach of

the same provision or any other provision.

27. SURVIVAL. Any provisions of this Agreement, and any other provisions that create obligations extending beyond the term of this Agreement, shall survive the expiration or termination of this Agreement, regardless of the reason for such termination.

28. EQUAL OPPORTUNITY. During the performance of this contract, the Contractor agrees as follows:

- a. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The Contractor will take affirmative action so that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
- b. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.
- c. To the extent required by law, the Contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
- d. The Contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to its books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
- e. In the event of the Contractor's non-compliance with the nondiscrimination clauses of this Agreement or with any of such rules, regulations, or orders, this Agreement may be canceled or terminated.

29. SALES TAX EXEMPTION AND OTHER TAXES. The Contractor shall be responsible for paying all taxes and tariffs of any sort, related to the Work. Owner is a tax-exempt organization and, to the fullest extent allowable by law, shall incur no charges for the payment of taxes.

30. PROHIBITION AGAINST LIENS. The Contractor is prohibited from placing a lien on the Owner's property. This prohibition shall apply to all subcontractors at any tier and all materials suppliers.

31. ATTORNEYS FEE AND EXPENSE OF ENFORCEMENT. If, by reason of the failure of the Contractor to carry out and perform any of the provisions of this Agreement or the obligations under this Agreement, it becomes necessary or desirable in the judgment of the Owner to employ an attorney or incur any other reasonable attorneys' fees, cost or expenses, then Contractor agrees to pay such reasonable attorneys' fees and expenses, and hold Owner harmless against any loss thereof.

32. CONFLICT OF INTEREST. Contractor warrants that no part of the compensation payable hereunder shall be paid directly or indirectly to an employee or official of Owner as wages, compensation, or gifts in exchange in connection with the Services contemplated or performed relative to this Agreement. Contractor shall disclose in writing to Owner's Office of the General Counsel any financial or beneficial interests that it, or its principals or officers, has in services, products, or companies recommended to Owner in the performance of this Agreement. Failure to disclose any such interests shall be deemed a violation of this Agreement and will result in the forfeiture of all monies previously paid by Owner to Contractor pursuant to this Agreement.

33. COMPLIANCE WITH LAWS. Contractor will observe and comply with all applicable local, state, and federal laws, ordinances and regulations, including, but not limited to, Equal Opportunity laws, the Fair Labor Standards Act, the Occupational Safety and Health Act (OSHA) the Civil Rights Act of 1964, and the Americans with Disability Act (ADA).

34. APPROPRIATIONS. This Agreement is subject to the appropriation and availability of funds. In the event that the funds are not appropriated or are otherwise unavailable, Owner reserves the right to terminate this Agreement upon written notice to the Contractor. Said termination shall not be deemed a breach of this Agreement by Owner. Upon receipt of written notice, the Contractor shall cease all work associated with this Agreement. In the event of termination, the Contractor shall be entitled to compensation for all satisfactory and authorized Services completed as of the termination date. Upon such termination, the Contractor shall have no right to recover from Owner any actual, general, special, incidental, consequential, or any other damages whatsoever of any description or amount.

35. AUTHORIZATION FOR AGREEMENT. The execution and performance of this Agreement by Contractor and Owner have been duly authorized by all necessary laws, resolutions and/or corporate action, and this Agreement constitutes the valid and enforceable obligations of Contractor and Owner in accordance with its terms.

THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK

IN WITNESS WHEREOF, the parties have caused this instrument to be executed under seal the day and year first above written.

GCA EDUCATION SERVICES, INC.
("Contractor")

By: 

Kris Thomas

Title: Regional Vice President- Education

Date 5/26/2022

GERMANTOWN BOARD OF EDUCATION
("Owner")

By: 

Jason Manuel, Superintendent

Date 5-26-22



FIRST AMENDMENT TO MAINTENANCE SERVICES AGREEMENT

THIS FIRST AMENDMENT TO MAINTENANCE SERVICES AGREEMENT (the "First Amendment"), effective as of July 1, 2023, is made by and between **Germantown Board of Education, operating as Germantown Municipal School District** ("Owner") and **GCA Education Services, Inc.**, a division of ABM Industry Groups, LLC, the successor-in-interest to GCA Education Services, Inc. ("Contractor"). Contractor and Owner are hereinafter referred to as the "Parties" to this First Amendment.

RECITALS:


- A. **WHEREAS**, the Parties have entered into a Maintenance Services Agreement dated effective July 1, 2022 (referred to as the "Agreement"), whereby Owner retained Contractor to perform various services specified in the Agreement itself; and
- B. **WHEREAS**, the Parties desire to make certain modifications, revisions and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

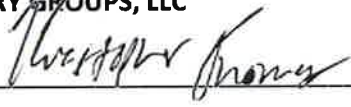
1. **Term.** Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of **July 1, 2023** and terminate **June 30, 2024** (the "Term"), unless sooner extended or terminated as provided in the Agreement.
2. **Specifications.** The Scope of Services to the Agreement shall be re-stated as set forth in **Attachment A**, attached to this First Amendment and made a part hereof.
3. **Pricing.** Section 5 to the Agreement shall be modified as set forth **Attachment B**.
4. **Ratification.** Except as and to the extent amended, altered, and/or modified as provided in this First Amendment, all terms, covenants, conditions and provisions of the Agreement are hereby ratified and reaffirmed, and shall remain in full force and effect.
5. **No Default.** The Parties hereby acknowledge and agree that, as of the date of this First Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
6. **Counterparts.** This First Amendment may be executed in one or more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION, OPERATING
AS GERMANTOWN MUNICIPAL SCHOOL DISTRICT

By: 
Name: Jason Manuel
Title: Superintendent
Date: 6-6-23

GCA EDUCATION SERVICES, INC., A DIVISION OF ABM
INDUSTRY GROUPS, LLC

By: 
Name: Kristopher Thomas
Title: Regional Vice President
Date: 5/26/2023

ATTACHMENT A
SERVICE LOCATIONS AND SCOPE OF SERVICES

SERVICE LOCATIONS:

Dogwood Elementary School (88,000 sq ft) - 8945 Dogwood Rd. Germantown, TN 38139
Farmington Elementary School (73,908 sq ft) - 2085 Cordes Rd. Germantown, TN 38139
Forest Hill Elementary School (105,780 sq ft) - 3368 S. Forest Hill Irene Rd. Germantown, TN 38138
Riverdale K-8 School (152,199 sq ft) - 1745 Miller Farms Rd. Germantown, TN 38138
Houston Middle School (92,750 sq ft) - 9400 Wolf River Blvd. Germantown, TN 38139
Houston High School (281,689 sq ft) - 9755 Wolf River Blvd. Germantown, TN 38139
Germantown Municipal School District Office (20,016 sq ft) - 3350 S. Forest Hill Irene Rd, Germantown, TN 38138

SCOPE OF SERVICES:

Contractor shall supply labor as indicated in this specification. Parts/equipment will be provided by the Germantown Municipal School district through district approved supply distributors. Contractors supplied labor will purchase parts, materials and equipment of the account(s) provided by Germantown Municipal School district.

The selected Contractor will provide administrative and technical direction for the management and operation building maintenance functions throughout the Germantown Municipal School District. Such direction will include, but not be limited to, assistance in planning, organizing, coordination, direction, and training to ensure the buildings are functional, safe and to ensure dependable and optimized performance of heating, air conditioning, refrigeration, mechanical, electrical and plumbing systems of the Germantown Municipal School District during normal hours of operation and emergency response during other times. Contractor will maintain the Facility Operation and Maintenance (FOM) function in the buildings. Contractor will control the cost of labor and the materials, support energy conservation measures and maintain continuous availability of trained and experienced managers and technical support. Contractor is expected to provide administration and technical direction in the management of the maintenance organization. When requested, the Contractor will also be capable of providing the technical and engineering expertise and support for various operations' projects as detailed in the attached specifications.

Services will be provided in accordance with the highest standards of professionalism, skill, workmanship, and applicable trade practices and shall conform to all applicable codes, licensure and regulations.

Contractor shall execute creative and cost-effective fiscal management of all related budgets and expenses.

SPECIFICATIONS OF SERVICES TO BE PROVIDED BY CONTRACTOR:

A. Professional Management and Staff

1. Provide management staff who will undertake all issues and duties pursuant to this RFP's specifications
2. Direct and train the employees in a manner providing for effective coordination of skills, time, facilities, purchased services, equipment, and supplies
3. Assist in development of specification and scopes as needed for all third-party service providers beyond core services provided by prime contractor.
4. At all times cooperate and coordinate with outside contractors whose products and services affect the services, repair or replacement of building systems. Provide them with assistance and instructions as to where the services need to be rendered
5. Communicate with district staff and key administration concerning work order requests and overall support service initiatives.

B. Safety and Compliance

1. Contractor's manager shall support the district for providing safe well-maintained facilities to include:
 - Maintenance of all facility doors, windows and means of fire egress
 - Routine review and documented inspections of normal and emergency power supplies

- Recommendations to administration concerning life safety procedures
- Maintenance of facility equipment and structures to affect a safe environment Code compliance for all required systems including but not limited to:
 - Interior Fire Alarms
 - Plumbing
 - Mechanical
 - Electrical
 - Vertical Transportation Boilers and Pressure Vessels
 - Hoods (kitchen & labs) and Ansuls Sprinkler / Standpipes

2. Provide assistance to the school district with respect to the school district's policies, procedures, designs, equipment and furnishings to facilitate compliance with applicable building codes, fire prevention codes, occupational safety and health codes and standards, and applicable Life Safety Codes.

3. Assist in the collection and filling in organized records, documents provided by the school district for certification of the physical plant's compliance with the requirements of applicable laws and regulations.

4. Prepare and submit a correction plan for deferred maintenance and safety deficiencies on an ongoing basis. (Facility Condition Index-FCI). Formal FCI costs to be borne by the school district.

5. Provide recommendations to allow safe facility practices.

6. Upon notification to Contractor of an incident, Contractor shall administer a safety incident reporting system to include investigation and evaluation of incidents.

7. Provide EPA and OSHA required training to all appropriate District employees.

8. Maintain liaison with major safety-oriented agencies.

9. Develop during the first six (6) months of the contract and then maintain a reference library of pertinent local, state and federal documents and publications which deal with facilities facets of safety to include all applicable building safety codes and standards.

10. Contractor will make routine safety and material inspections and report results to the administration.

C. Disaster Preparedness and First Response Plan

1. Assist the school district in the preparations of a facilities-related Emergency Disaster Plan as follows:

- Assisting in disaster rehearsal drills, as required
- Assist the school district in implementing its plan for fire, flood, and collapse etc. response preparation.
- Designation, notification, and assignment of responsibilities to facilities personnel
- Train and provide written procedures/instructions to the maintenance staff on their responsibilities in case of disaster, other threats and threats of explosion or structural failure.

D. Employee Development and Direction

1. Manage and direct Contractor's facilities employees

- Contractor will provide all direction and supervision for its employees.
- Provide personal leadership and clear, comprehensive written instructions defining tasks and functions.
- Provide and maintain a written organizational summary for intra- and interdepartmental responsibilities and relationships. Include organization diagrams showing lines of communication, direction, and reporting relationships.
- Provide and maintain job descriptions for each member of the facilities organization. Establish and conduct a program of individual performance review.
- Establish and maintain personnel records in accordance with existing policies and procedures.
- Maintain a written record of employee performance, qualifications, and specialized training.
- Maintain records and prepare reports as required by occupational and safety and health programs.
- Make staffing recommendations concerning the facilities personnel's organizational skills, number of hours and shifts.

E. Specialized Maintenance and Operations Tools

All specialized tooling and equipment to be provided by Contractor.

F. Facility Management Computer System

1. Contractor will access district provided computerized integrated facility management program (SchoolDude Solutions). The program will provide for the on-line tracking of work activities. The system will include the creation of both preventive maintenance and corrective work orders, for the addition to and removal of equipment, and for the scheduling of new equipment for inspection.
2. The system provided will include quality control capabilities and in-house software support. In addition, the system will include multiple data entry capability in a network environment and have Web access. The following capabilities are just an example of the reporting functions that the school districts desire. Contractor will supply the following reports and other as requested using the established computerized integrated facility management program:
 - Scheduled, open and completed work order reports.
 - Summary and detailed of equipment preventive maintenance history,
 - Equipment cost histories
 - Work Backlog
 - Individual employee activity summaries

G. Required Trade Capabilities

1. Contractor will undertake routine and preventative maintenance trades activities. These activities are those planned for the normal functioning of the department and are, of course, subject to modification by changed circumstances or direction by the client, manufacturer or contractor's management. Industry standard practices will be employed and manufacturers' recommendations followed as a minimum. The following are typical recommended trade's and descriptions:

Preventive Maintenance Tech

- Exercises competency in identifying and correcting equipment defects.
- Operates, maintains, and repairs all electro/mechanical systems on site. This would include HVAC equipment and controls, fans and blowers including troubleshooting of motors, heat exchangers, boilers, absorption, chillers, cooling towers, air-conditioning and refrigeration units (base diagnostics), pumps, etc., school district systems observation-adherence to manufacturers' directives essential.
- Advises supervision and inputs work order of identified defects in equipment and any potential problems observed during their tour.
- Carries out varieties of plumbing and general repair tasks-first responder duties.
- Maintains any equipment logs as dictated by management.
- Assists other trades as needed.
- Keeps mechanical equipment rooms safe and clean.
- Replacing Air Filter on HVAC Units and Air Handlers
- Replace water strainers and filter in or within the system of boilers, Chillers, Ice Machines and Drinking fountains.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at job site.
- Responds to emergency situations as district needs 24/7
- Assists other trades as needed and keeps electrical and mechanical closets clean and safe.

Plumber

- Repairs replace and maintain campus' water and steam conveyance infrastructure including all related fittings, devices and equipment.
- Installs and repairs plumbing fixtures such as sinks, commodes and urinals. Assembles and installs pipes, fittings and valves.
- Carries out PM on all steam traps and related control valves.
- Repairs or replaces fittings for grounds' irrigation system.
- Executes inspections and repairs when required to buildings fire protection piping and related components.

- Performs readings of all water utility meters.
- Works closely with contracted water treatment companies and ensures delivery of service.
- Keeps mechanical equipment rooms safe and clean.
- Ability to read and work from prints or schematics.
- Conducts annual testing of RPZ (backflow preventer) devices.
- Winterizes systems as required.
- Un-Stop sewer with sewer snake machine or Hydro Jetting.
- Repair water service to the buildings and water lines within the building along with damages occurred during obtaining access to the point of failure.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at job site.
- Responds to emergency situations as district needs 24/7
- Assists other trades as needed and keeps electrical closets clean and safe.

HVAC Tech/Plant OP-essential

- Inspects HVAC systems and engineering plants and answers wide repair calls.
- Operates, maintains, replaces, and installs all HVAC plant equipment, including but not limited to, boilers, chillers, heat pumps, FCU's, diesel generators, water heaters, and associated equipment.
- Tours and monitors equipment performance. Monitors pressure, temperatures, and other equipment parameters; performs preventive maintenance and repairs of HVAC systems and associated equipment.
- Observes pressure, temperature, and draft meters on panel to verify specified operation of automatic combustion control systems, feed water regulators, and burners.
- Turns valves and adjusts controls to set specific fuel feed, draft openings, water level, and steam pressure of the boiler.
- Observes boiler and auxiliary units to detect malfunctions and makes repairs, such as changing burners and tightening pipes and fittings.
- Tests and treats boiler feed water and maintains systems DE aerator.
- Calibrates all temperature control related sensors, receivers, and transmitters, etc.
- Answers general repair and temperature service calls for campus.
- Monitors, troubleshoots, and maintains control systems, including pneumatic, DDS/hybrid systems.
- Makes changes and monitors interior environments through use of building management computer systems or local controls. Repairs and maintains other mechanical and physical plant systems, including motors, pumps, valves, steam operated equipment, compressors, etc.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at job site.
- Responds to emergency situations as district needs 24/7
- Assists other trades as needed and keeps electrical and mechanical closets clean and safe.

General Mechanic

- Starts and operates equipment as directed and makes rounds of facilities noting and correcting problems as encountered.
- Makes assorted repairs to furniture, hardware, partitions, doors, soap dispensers, etc.
- Addresses simple plumbing repairs when requested.
- Maintains and makes necessary repairs to classroom and office fixtures e.g. desks, files, bookcases.
- Repairs/replaces resilient flooring and associated cove materials.
- Hangs white boards, notice boards, pictures, and displays.
- Assembles new classroom/office furniture.
- Carries out painting touch ups when class is not in session.
- Installs new ceiling tiles as needed for sagging, discolored and/or damaged ceiling tile.
- Changes light bulbs, ballasts, and broken lenses.
- Installs, when required, temporary HVAC.
- Performs basic electrical outlet and switch repairs including breaker resets.
- Playground equipment and surface repair and track surface repairs.
- Repair Bleacher (Motorized, Auditorium and Stadium style seating)
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of

- proper materials required at job site.
- Responds to emergency situations as district needs 24/7
- Assists other trades as needed and keeps electrical and mechanical closets clean and safe.

Electrician

- Inspects and tests main switch-gear for electrical integrity. Electrical systems consist of single phase and three phase with voltages up to 480 AC.
- Inspect, verify and label main switch-gear and all breaker locations.
- Monitors performance of electrical service providers and ensures conformance to code and contract scope.
- Files all maintenance and installation documents with the local governing body when necessary.
- Maintains ongoing log of all electrical work performed district wide and advises supervision of potential problems.
- Provides ongoing electric panel load reports for supervision.
- Performs in house changes to supervisory fire detection devices when required.
- Operates, maintains and repairs electrical equipment for lighting, power, heating and air-conditioning.
- Checks, labels, tests and repairs transformers, AC and DC pumps, VFD's, and AC and DC motors and motor controls
- Installs new distribution panels, breakers and circuits for light and power. Ability to work from prints, schematics and electrical control drawings.
- Maintains and expands when required all building control system networks and devices.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at job site.
- Responds to emergency situations as the district needs 24/7.
- Assists other trades as needed and keeps electrical and mechanical closets clean and safe.

Carpenter

- Performs skilled work in maintaining and repairing interior and exterior structures, construction of various wooden articles, interior partitioning and sheetrock work (including metal framing).
- Repairs, installs, and services all door related hardware, locks and security devices.
- Repairs and maintains floors, roofs, doors, stairways, windows, signs, and wooden and metal components of buildings and equipment.
- Checks vendor construction for conformance to contract and district standards. Advises supervision of such.
- Carries out construction, installation, and repair of interior sheetrock partitions as well as composite bathroom privacy screens, ceilings, etc.
- Installs door frames (masonry and drywall types) when required.
- Installs, replaces door hardware.
- Sands, prepares, and finishes wood floors and staging.
- Inspects theater scene construction for safety and advises supervision of such.
- Repairs, assembles, and constructs furniture.
- Operates and maintains woodworking equipment and tools.
- Makes shop computations and takes inventory of shop materials and supplies.
- Responds to emergency situations as the district needs 24/7
- Assists other trades as needed and keeps electrical and mechanical closets clean and safe.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at the job site.
- Other duties as required.

Locksmith

- Fully Bonded - Strictly adheres to the district's key and security policies.
- Installs, maintains and repairs locking systems, (e.g. doors, door hardware, closures, panic hardware, changes lock combinations, security bolts, electric and magnetic strikes etc.) dedicated to maintaining facilities in a safe and secure operating condition.
- Cuts new or duplicate keys (e.g. building and vehicle keys, file cabinets, desks, cabinets, intrusion alarms, lost or stolen locks/keys, etc.).

- Repairs various items, systems and/or components (e.g. locks, worn tumblers, shortened tumblers, springs, changes combinations, existing hardware, etc.).
- Inspects facilities, systems and their components to identify security hardware issues and effects PM and necessary repairs to said components.
- Fabricates unique locks and locking devices for the purpose of meeting the specialized security problems within the site.
- Programs and diagnoses malfunctions of security systems and card access hardware/software.
- Performs minor repair or modifications to door and/or frames.
- Re-keys lock and change combinations in academic and residence facilities.
- Coordinates with administration and other trades for the purpose of completing projects/work orders efficiently.
- Informs personnel, clients regarding procedures and/or status of work orders.
- Prepares documentation in a variety of written and electronic formats (e.g. card codes, daily paperwork/log, time and materials, key and material records, key inventory, etc.).
- Maintains shop environment, tools and/or equipment for the purpose of ensuring the availability of equipment in safe operating condition.
- Requests and maintains equipment and supplies.
- Responds to emergency situations and resolves the district's security concerns 24/7.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at job site.

Roofer-Skilled

- Completes repairs on EPDM, built up, TPO, shingle, tin, etc.
- Maintains and repairs all types of roofs and roofing systems throughout the district.
- Responds to emergency roof leaks or roof related problems
- Performs preventive maintenance program for all roofs within the districts. Advises the districts regarding problems noted and/or replacement needs.
- Transports a variety of items (e.g. tools, equipment, supplies, etc.) thus ensuring the availability of proper materials required at job site.
- Responds to emergency situations as district needs 24/7
- Assists other trades as needed and keeps electrical and mechanical closets clean and safe.
- Performs inspections for new construction and roof replacement.
- Performs other duties as assigned

2. Safety Related Emergency Repairs:

- Contractor will make emergency repairs to protect the students, faculty, and staff, as directed by any responding Emergency Service and the school districts.
- Carries out and fully participates in all first response activities to contain dangerous situations.

H. Definitions of Maintenance Activities

– These definitions simply state general terminology relating to each category of work.

1. **Preventive Maintenance:** Preventive Maintenance is the understanding and delivery of your assets basic needs, while in routine service. It can also be described as the scheduling tool or action plan for managing the anticipated life expectancy of “any” asset and carrying out the required service tasks to ensure the fullest life cycle and performance of the plant.
2. **Corrective Maintenance:** The repairs or replacement to school real property or systems that has or have deteriorated, broken, or worn out and cannot be used for its intended purpose. Essentially, efforts to improve plant reliability, correct deficiencies or mitigate bad situations observed by operators and/or clients. This includes first line repairs and maintenance on components of air-conditioning systems, heating systems, and any structurally related items. Major repairs to such systems as failed chillers, boilers, and roofs normally do not fall within the day-to-day department responsibility and usually require board approval and appropriation of funds to support repairs. It is essential that initial maintenance problems be responded to quickly as they will become worse if left unattended.
3. **Reactive Maintenance:** Responses to unplanned outages or situations beyond the norm.

4. **Plant Operations:** Day-to-day plant operations and service response.
5. **Facility Improvement/Modernization:** The major/minor alteration of existing systems which changes its present configuration, install or construct an addition to the facility, mechanical, structural, or electrical system, to completely/partially revamp or replace components of a facility. These could be considered high cost items that should be planned for and funded in each fiscal year's budget. However, action sometimes must be taken to eliminate a safety or health hazard and the only funds available are the maintenance funds. Caution must be used when utilizing these funds so as not to jeopardize funds needed for the day-to-day operations and efforts should be made to allocate the costs to the building account pursuant to GAAP account standards.
6. **Capital Improvement:** These funds have been appropriated through the school district's budget or bond issues. Priorities should be established each school/department year for those large projects beyond normal school maintenance capabilities. Items such as replacing roofs, additions to facilities, buying new facilities, altering or any construction work would normally come from this fund. All decisions on the utilization of these funds rest with the school district.

I. Administrative Specifications

-- Contractor will undertake all issues and duties pursuant to the attached specifications.

Specific areas of responsibility are:

1. **Supervision** – Contractor's manager will assume line management duties controlling direct labor activities including: hiring, termination, task assignments, job description, scheduling, training, application of personnel policies and direct labor hour justification.
2. **Staff Interaction** – Contractor's manager will undertake to initiate, develop and maintain sound and professional working relationships with members of the faculty, administration and staff throughout the school district including: routine communication on facility related issues, open solicitation of ideas and involvement in facility issues as appropriate.
3. **Preventive Maintenance and Corrective Work Order System** - Contractor will utilize owner's preferred work order software.
4. **Policies and Procedures** – Contractor's manager will develop, publish and apply policies and procedures appropriate and necessary to the facility function including, but not limited to:
 - Emergency Call-In List
 - Assignment Accountability
 - Work Order Procedures
 - Inspection/QA Records
 - Preventive Maintenance Procedures
 - Personnel and Safety Policing
5. **Planning** – Contractor's manager will assist the school district in generating fiscal, capital, administrative and project plans for the facility function.
6. Contractor will review existing Facility Condition Index for the school district. Said information must be updated annually, closer budgeted or a new full-blown assessment carried out.
7. **Reporting** – Contractor's manager will issue such monthly reports as deemed necessary to fully apprise administration of current and planned activities (to include but not limited to) budget compliance, personnel issues, equipment, and facility status.
8. **Records** – At times Contractor's site administration will initiate, compile, and maintain records and files necessary for the smooth and optimal functioning of the facility department, such as: Work Orders, Equipment Preventive Maintenance, Security Code Compliance, Safety Energy Conservation, Life Safety Contractor QA
9. **Code Compliance** – Depending upon the work performed by Contractor, Contractor's site management will research, review, apply and make recommendations concerning compliance with local, state, and federal codes, statues and ordinances.

10. **Safety and Security** – Contractor’s manager will support the school district by providing a safely maintained and secure facility.
11. **Communication** – Within thirty (30) days of the start date of the contract Contractor will meet with administration to establish Common Goals and Objectives for Maintenance Program and a Facilities Services Review Committee.
12. **Services Not Performed by Contractor:**

The following are the services not performed by Contractor but contracted to outside vendors:

- Asbestos or other Hazmat Abatement
- Sandblasting exterior building surfaces
- Any major painting projects
- Formal Certification of Interior Fire Alarm Systems
- Filing of Construction Activities/Expediting Measures
- PE or AIA Design Services

Contractor Obligations

Contractor shall designate the contact person for daily operations; said person will be responsible for daily operation needs and communication. All Site based individual(s) must complete a criminal background check at the cost of the contractor. Evidence of this investigation must be provided to the client. Monthly, Quality Assurance Inspections will be conducted to ensure contract compliance. The District Representative will coordinate inspections. Contractor will have a manager present for said inspections.

ATTACHMENT B
PRICING

Pricing Effective July 1, 2023 – June 30, 2024

Cost reflects a 3% increase.

Annual Cost- \$484,821.00

Monthly Cost- \$40,401.75



SECOND AMENDMENT TO MAINTENANCE SERVICES AGREEMENT

THIS SECOND AMENDMENT TO MAINTENANCE SERVICES AGREEMENT (the "Second Amendment"), effective as of July 1, 2024, is made by and between Germantown Board of Education, operating as Germantown Municipal School District ("Owner") and GCA Education Services, Inc., a division of ABM Industry Groups, LLC, the successor-in-interest to GCA Education Services, Inc. ("Contractor"). Contractor and Owner are hereinafter referred to as the "Parties" to this Second Amendment.

RECITALS:

- A. WHEREAS, the Parties have entered into a Maintenance Services Agreement dated effective July 1, 2022, which was previously amended effective July 1, 2023 (referred to as the "Agreement"), whereby Owner retained Contractor to perform various services specified in the Agreement itself; and
B. WHEREAS, the Parties desire to make certain modifications, revisions and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

- 1. Term. Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of July 1, 2024 and terminate June 30, 2025 (the "Term"), unless sooner extended or terminated as provided in the Agreement.
2. Pricing. Section 5 to the Agreement shall be modified as set forth Attachment B.
3. Ratification. Except as and to the extent amended, altered, and/or modified as provided in this Second Amendment, all terms, covenants, conditions and provisions of the Agreement are hereby ratified and reaffirmed, and shall remain in full force and effect.
4. No Default. The Parties hereby acknowledge and agree that, as of the date of this Second Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
5. Counterparts. This Second Amendment may be executed in one or more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION, OPERATING AS GERMANTOWN MUNICIPAL SCHOOL DISTRICT

By: [Signature]
Name: Jason L. Manuel
Title: Superintendent
Date: 05/15/24

GCA EDUCATION SERVICES, INC., A DIVISION OF ABM INDUSTRY GROUPS LLC

By: [Signature]
Name: Kristopher Thomas
Title: Regional Vice President
Date: 3/28/2024

ATTACHMENT B
PRICING

Pricing Effective July 1, 2024 to June 30, 2025

Cost reflects a 3% increase.

Annual Cost- \$499,365.63

Monthly Cost- \$41,613.80



THIRD AMENDMENT TO MAINTENANCE SERVICES AGREEMENT

THIS THIRD AMENDMENT TO MAINTENANCE SERVICES AGREEMENT (the "Third Amendment"), effective as of July 1, 2025, is made by and between Germantown Board of Education, operating as Germantown Municipal School District ("Owner") and ABM Education Services, LLC, as a successor in interest to GCA Education Services, Inc., a division of ABM Industry Groups, LLC ("Contractor"). Contractor and Owner are hereinafter referred to as the "Parties" to this Third Amendment.

RECITALS:

- A. WHEREAS, the Parties have entered into a Maintenance Services Agreement dated effective July 1, 2022, which was previously amended effective July 1, 2023 and July 1, 2024 (referred to as the "Agreement"), whereby Owner retained Contractor to perform various services specified in the Agreement itself; and
B. WHEREAS, the Parties desire to make certain modifications, revisions and amendments to the Agreement itself.

NOW, THEREFORE, for and in consideration of the mutual promises and undertakings herein contained and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties state and agree as follows:

- 1. Assignment. GCA Education Services, Inc., a division of ABM Industry Groups, LLC, hereby assigns the Agreement, as amended, to its affiliate company, ABM Education Services, LLC, and the Customer, by executing this First Amendment, hereby consents to this assignment; and hereafter ABM Education Services, LLC shall be the successor in interest to GCA Education Services, Inc., a division of ABM Industry Groups, LLC in relation to the Agreement.
2. Term. Section 4 of the Agreement is hereby amended to extend the term, which extended term shall commence as of July 1, 2025 and terminate June 30, 2026 (the "Term"), unless sooner extended or terminated as provided in the Agreement.
3. Pricing. Section 5 to the Agreement shall be modified as set forth Attachment B.
4. Ratification. Except as and to the extent amended, altered, and/or modified as provided in this Third Amendment, all terms, covenants, conditions and provisions of the Agreement are hereby ratified and reaffirmed, and shall remain in full force and effect.
5. No Default. The Parties hereby acknowledge and agree that, as of the date of this Third Amendment, neither party is in default or otherwise in breach of the Agreement, and to their best knowledge no facts exist which, with the passage of time, the giving of notice, or both, could become a default or breach of the Agreement.
6. Counterparts. This Third Amendment may be executed in one or more counterparts, and exchanged via facsimile or other electronic transmission, each of which shall for all purposes be deemed to be an original and all of which shall constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have set their hands as of the day and year first above written.

GERMANTOWN BOARD OF EDUCATION, OPERATING AS GERMANTOWN MUNICIPAL SCHOOL DISTRICT

ABM EDUCATION SERVICES, LLC

By: _____

By: [Signature] _____

Name: _____

Name: Kristopher Thomas

Title: _____

Title: VP of Operations EDU

Date: _____

Date: 5/8/2025

ATTACHMENT B
PRICING

Pricing Effective July 1, 2025 – June 30, 2026

Cost reflects a 3% CPI increase.

Annual Cost- \$514,346.60

Monthly Cost- \$42,862.22



2025 - 2026

**Proposal for Business Insurance Consulting and
Brokerage Services**

*Germantown Board of Education
Germantown Municipal School District*



GERMANTOWN
MUNICIPAL SCHOOL DISTRICT
Excellence. Always.

Presented by:
David A. McDonnell
Insight Risk Management, LLC



Germantown Municipal School District
Germantown Board of Education
Executive Summary
2025/2026

Public Entity Partners

Public Entity Partners was formed in 1979 as a not-for-profit tax-exempt entity under The Tennessee Governmental Tort Liability Act. The Tennessee Governmental Tort Liability Act limits the liability for qualified entities in the State of Tennessee. Public Entity Partners has 480 members comprised of Tennessee municipalities, school districts and qualified social service agencies. Public Entity Partners had premium revenue of \$84,755,179 in 2024.

Property Coverage

Total Insured Values for the GMSD increased from \$221,241,603 in 2024 to \$236,855,907 in 2025 due to a 2.5% automatic inflation guard increase. Public Entity Partners increased the rates by 6% due to ongoing weather-related losses across the footprint of the various member locations. Public Entity Partners did not declare a dividend for the 2025 term due to incurred losses.

Workers Compensation

The total payroll for the GMSD increased from \$45,768,282 to \$47,790,452. Public Entity Partners decreased the base rates 10% and declared a \$4,000,000 dividend for the 2025 fiscal year – the GMSD’s portion of that dividend is \$6,739.

General Liability and Auto

The General Liability coverage is based on the number of students and the number of student athletes. The number of students was very similar to 2024 and the number of student athletes increased 10%. There was a 5% increase in auto liability rates and a 10% increase in auto physical damage rates. Public Entity Partners declared a \$1,000,000 dividend for the 2025 fiscal year – the GMSD portion of the dividend is \$542.

Student Accident Policy

The Student Accident Insurance is rated on number of students and the student count for 2024 and 2025 is very similar and there is a 10% increase in student athletes for 2025.

Germantown Board of Education

2025/2026 Premium Summary

Line of Coverage	2024/2025	2025/2026	\$\$\$ Change
Property	\$ 368,824	\$ 404,711	\$ 35,887
Equipment	Included	Included	Included
Computers	Included	Included	Included
Breakdown	Included	Included	Included
Automatic Coverages	Included	Included	Included
Earthquake	Included	Included	Included
Workers Compensation	\$ 77,493	\$ 80,685	\$ 3,192
Liability Total	\$ 79,206	\$ 93,763	\$ 14,557
General Liability	\$ 8,923	\$ 11,056	\$ 2,133
Errors & Omissions	\$ 65,121	\$ 75,514	\$ 10,393
Automobile	\$ 5,162	\$ 7,193	\$ 2,031
Student Accident	\$ 23,290	\$ 23,334	\$ 44
Total Premium	\$ 548,813	\$ 602,493	\$ 53,680
Member Dividends	2024/2025	2025/2026	
Property	\$ -	\$ -	\$ -
Liability	\$ 288	\$ 542	\$ 254
Workers Comp	\$ 4,248	\$ 6,739	\$ 2,491
Total	\$ 4,536	\$ 7,281	\$ 2,745

**Germantown Board of Education
Property Summary**

Coverage	
Total Premium	\$404,711
Total Insured Values	\$236,855,907
Boiler & Machinery Limit	\$230,415,907
Computer Equipment	\$6,440,000
Mobile Equipment	\$916,375
Crime-Employee Dishonesty	\$500,000
Forgery & Alteration	\$150,000
Computer Fraud	\$150,000
Catastrophe Auto	Included
Deductible	\$25,000 \$500 Transportation, EDP, Mobile Equipment \$1,000 Crime
Cause of Loss	Special
Adjustment	Replacement Cost
Flood Coverage	\$1,000,000 Per Occurrence and Annual Aggregate
Earthquake	\$15,000,000 Underground Excluded 1% Deductible subject to \$25,000 per location Per Occurrence and Annual Aggregate
Newly Acquired Property	\$1,500,000
Business Income	\$1,500,000
Extra Expense	\$1,500,000
Rental Income	\$500,000
Valuable Papers	\$250,000
Accounts Receivable	\$250,000
Consequential Loss	\$500,000
Builder's Risk	\$500,000
EDP Media & Software	\$100,000
Personal Effects	\$50,000
Pollutant Clean Up	\$50,000
Fine Arts	\$100,000
Debris Removal	\$500,000
Transit Coverage	\$250,000
Vandalism of Natural Grass Fields	\$100,000
Terrorism	\$500,000 Per Occurrence and Annual Aggregate

Liability Coverages

Germantown Board of Education

Limits of Coverage

Coverage A - General Liability and Coverage B - Personal Injury Liability

- \$ 300,000** Per Person for Bodily Injury or Personal Injury as limited by the Tort Liability Act
- \$ 700,000** Per Occurrence for Bodily Injury or Personal Injury as Limited by the Tort Liability Act
- \$ 100,000** Per Occurrence for Property Damage as Limited by the Tort Liability Act
- \$5,000,000** Per Occurrence for Each Other Loss
- \$ 1,000** Per Person and **\$10,000** Per Accident for Medical Payment
- \$ 500,000** Per Person/**\$1,000,000** Per Occurrence for Catastrophic Medical Expenses Excess of Bodily Injury
- \$ 500,000** Punitive/Exemplary Damage Sublimit
- \$ 100,000** Per Occurrence for Fire Damage
- Deductible \$5,000 Per Occurrence**

Coverage C - Errors or Omissions Liability \$5,000,000 Per Occurrence

- \$5,000,000** Per Occurrence/Policy Aggregate for Employment Practices Liability
- \$1,000,000** Per Occurrence/Policy Aggregate for Privacy/Network Liability
- \$1,000,000** Per Occurrence for Employee Benefits/Fiduciary Liability
- \$ 100,000** Per Occurrence for Non-Monetary Defense Costs
- Deductible \$5,000 Per Occurrence**

Coverage D - Automobile Liability (Owned, Hired and Non Owned Autos)

- \$ 300,000** Per Person for Bodily Injury or Personal Injury as limited by the Tort Liability Act
- \$ 700,000** Per Occurrence for Bodily Injury or Personal Injury as Limited by the Tort Liability Act
- \$ 100,000** Per Occurrence for Property Damage as Limited by the Tort Liability Act
- \$5,000,000** Per Occurrence for Each Other Loss
- \$ 1,000** Per Person and **\$10,000** Per Accident for Medical Payment
- \$ 500,000** Per Person/**\$1,000,000** Per Occurrence for Catastrophic Medical Expenses Excess of Bodily Injury
- \$ 300,000** Per Occurrence for Uninsured / Underinsured Motorist Coverage Bodily Injury
- \$ 100,000** Per Occurrence for Uninsured / Underinsured Motorist Coverage Property Damage
- No Deductible**

Coverage E - Automobile Physical Damage (Specifically Described Autos)

- 2019 Freightliner
- 2017 GMC Savannah
- 2023 Chevy Silverado
- 2023 Chevy Silverado
- 2024 GMC Sierra 1500
- 2024 GMC Sierra 1500
- 2020 Big Tex Utility Trailer
- 2024 Chevy Silverado

Physical Damage Deductibles

- \$ 500** Comprehensive
- \$ 500** Collision

**Germantown Board of Education 2025/2026 Policy
Germantown Municipal School District**

Coverage	Limit
Workers Compensation	Statutory
Employers Liability	\$ 1,000,000
	\$ 1,000,000
	\$ 1,000,000

	Payroll	Payroll	%
Classification	2024/2025	2025/2026	Difference
Schools Professional	\$ 45,052,451	\$ 47,045,988	0.04
Schools All Other	\$ 715,831	\$ 744,464	0.04
GMSD Board Member	Included	Included	
Total Payroll	\$ 44,681,080	\$ 45,768,282	0.02
	Base Rates	Base Rates	
	2024/2025	2025/2026	
Schools Professional	0.223	0.201	-0.11
Schools All Other	2.310	2.079	-0.11
Increased Limit Factors	1.028	1.028	
Experience Mod Factor	0.86	1.00	0.14
Schdeule Mod Factor	0.805	0.805	0.00
Deductible Factor (\$1,000)	0.90	0.90	
Three Year Policy Factor	0.98	0.98	
Estimated Premium	\$79,206	\$80,685	0.02

**Germantown Municipal
School District
Student Accident Policy**

Accidental Death and Dismemberment

Eligibility

Class 1 – All registered Students of GMSD

Principal Sum

Class 1 - \$10,000

Hazard/When Coverage Applies

Class 1 – Covered Activities

Additional Benefits

Accident Medical Expense

Maximum Benefit Amount: \$25,000

Deductible: \$500

Policy Exclusions

Disease or Illness

Suicide or Intentional Injury

Incarceration

War

Service in the Armed Forces

Owned Aircraft, Leased Aircraft or Operated Aircraft

Aircraft Pilot or Crew

Aggregate Limit of Insurance

A maximum limit of insurance of \$1,000,000 applies per Accident.

May 6, 2025

Germantown School Systems
3350 Forest Hill Irene Road
Germantown, TN 38138

Re: Proposal for new School Intercom System for Houston HS.

The following is a proposal for the furnishing & installation of a new school intercom system for Houston HS. The installation is based on design build and per the requirements that were outlined in meeting that took place with Germantown school system and A&B construction onsite.

This design is based on 2 phases of installation known as PHASE 1 & PHASE 2. Phase one is to renovate Second floor of the main School building and Annex building including 2 floors. Phase 2 renovation is for later date with the renovation to the remaining part of school building replacing intercom system cable, speakers, call switches and adding new IDF locations in C section of the building with additional cost to be provided at time of phase 2 installation.

Part of the phase 1 renovations is to supply new Intercom equipment for the 175 station throughout the campus, and during the phase 2 renovation some of the new equipment will be relocated from the current MDF to new C section IDF location for the Phase 2 zones.

Inclusion of items in cost:

The following is for Phase I equipment and installation and is based on the following items to be furnished.

- Basis of design is for 175 station port within the intercom system
- The proposed intercom system is a Telecor E-series Hybrid system.
- A quantity of four new Intercom Master phone Stations will be installed.
- A visual console interface with a new desktop computer will be provided.
- Sip interface to VOIP phone system.
- Raptor system interface.
- New Media Player
- Installation of new Station Cable and Speaker cabling for (Qty 72) room locations to include Classrooms, TWA, office space, for 2nd floor of A&B wing of main school building and 2 floors of Annex building as shown on ACCI design drawings and reviewed.
- Furnishing and installation of (Qty 150) 2x2 ceiling speakers for Classrooms, Hallways, Office within 2fl floor of main building and 2 floors of Annex building.
- Installation of new network switches for MDF and new IDF location on second floor.
- The furnishing and installation of (Qty 78) new call switches.

- The furnishing and installation of (Qty 5) Power amplifiers.
- The installation of the new J-hook cable support system for 2nd floor and Annex building.
- New MDF and IDF equipment racks with UPS battery backup systems (Qty3) for Phase One installation.
- The Demolition of old cabling for currently installed intercom system on second floor and Annex building.
- Coordination with GC and Electrical contractor.
- Low voltage permits and inspections.
- ACCI will require storage location onsite for intercom equipment.
- Training of Intercom system use with owner.

Exclusion of Items not included in Cost:

- The following cost for repair or replacement of exiting station cable, speakers, call switches, trouble shooting of non-working locations within Phase 2 locations.
- The furnishing or installation of new fiber optic cables for the MDF to new 2nd floor IDF or Annex building IDF. The owner is to furnish and install all new fiber for the intercom system needs in this renovation.
- The furnishing or installation AC power for MDF, IDF locations for Intercom System.
- Any custom color painting of any devices.
- All core drills between floors are to be supplied by others.
- The removal of ceiling speakers from ceiling tiles.
- Any trash, dumpsters or fees associated with debris removal.
- The furnishing of performance or payment bonds.

This proposal is valid for thirty days (30) days from this date.

PHASE 1
Intercom System Base Cost \$ 241,500.00

ADD Alternate # 1

Demo & Re-install the following wireless clocks

The following is the cost to remove existing wireless clocks and re-install them with new batteries

Qty-2	Single face 16" wall clocks
Qty-12	Double face 16" wall clocks
Qty- 2	Wireless clock extenders

Add cost to base bid \$ 4,206.00

If you should have any questions, please give me a call or email.

Sincerely

Walter Wilhelm

Walter Wilhelm



Capturing
Kids' Hearts®
Powered by Flippen Group



CAPTURING KIDS' HEARTS



SERVICE
AGREEMENT

CAPTURE *Hearts*. IMPACT *Culture*. SEE *Change*.

Created by:

Greg Wilborn
Capturing Kids' Hearts

Prepared for:

Jason Manuel
Germantown Municipal School District

Date: April 29, 2025

SERVICE AGREEMENT



Germantown Municipal School District ("Client" or "you")
3350 S Forest Hill Irene Road
Germantown, Tennessee 38138

Thank you for selecting The Flippen Group, LLC, dba Capturing Kids' Hearts ("**CKH**" or "**we**") to serve your organization. Our goal is to provide you with products and services that will both motivate and empower your organization to advance to a new level of success. Please take a moment to review the information below, and then sign and return this form to confirm this Master Services Agreement ("**Agreement**"). We look forward to serving you.

Section 1: Our Commitment

The Agreement itself is between CKH and you, the above-identified Client, although most of the benefits of this Agreement are available to many of your representatives/participants as well. Once accepted by you, this Agreement governs our relationship with regard to all of the "**Products and Services**" as defined in this Agreement, or that may later be mutually agreed upon between the parties with reference to this Agreement; many if not all of which involve training events to be conducted by CKH's representatives ("**Consultants**" or "**Strategists**"). In addition, this Agreement together with the Terms of Use associated with our "**Websites**" governs our relationship over the numerous resources and products that are and will be made available to you during the "**Term**" of this Agreement (collectively, "**Resources**"). Once your acceptance of this Agreement is confirmed, the pricing applicable to you for all such Products and Services and for your access to many of the Resources ("**Access**") become enforceable.

SERVICE AGREEMENT



Section 2: Products and Services

Leadership Solutions	Proposed Timeline	Quantity	Solutions Price	Discount	Travel	Solutions Subtotal
Capturing Kids' Hearts® District By Design Onboarding Call 1:1 onboarding call for the superintendent and their district strategist	Summer 2025	1	\$0.00	\$0.00	\$0.00	\$0.00
Capturing Kids' Hearts® 2 Training* One-day training session for up to 50 participants Each participant receives a: <ul style="list-style-type: none"> • CKH-2: 360 Report • One-on-one coaching call with a Flippen Profile® Certified Coach • My Traction Plan® Summary *Prerequisite: Capturing Kids' Hearts® 1 Training	Farmington July 28, 2025	1	\$23,500.00	\$0.00	\$1,300.00	\$24,800.00
Capturing Kids' Hearts® Coaching Greatness Training Two consecutive-day training sessions for up to 50 participants	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00

SERVICE AGREEMENT



<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00
<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00
<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00

SERVICE AGREEMENT



<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00
<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00
<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	\$0.00	\$2,000.00	\$25,500.00

SERVICE AGREEMENT



<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	-\$9,145.00	\$2,000.00	\$16,355.00
<p>Capturing Kids' Hearts® 1 Training Two consecutive-day training sessions for up to 50 participants Includes:</p> <ul style="list-style-type: none"> • Access to the course training manual • Limited collection of foundational videos and resources on CKH.org 	July 28-29, 2025	1	\$23,500.00	-\$23,500.00	\$2,000.00	\$2,000.00

SERVICE AGREEMENT



<p>Capturing Kids' Hearts® Process Champions Implementation Visit</p> <p>A two consecutive-day package Includes:</p> <ul style="list-style-type: none"> • One-day instructional session for up to 30 participants • One day customized to fit your needs (either an additional one-day instructional session for a separate group or a one-day Campus Traction Visit). <p>*Prerequisite: Capturing Kids' Hearts® 1 Training, with at least 80% Capturing Kids' Hearts® implementation on campus.</p>	<p>Fall 2025</p>	<p>1</p>	<p>\$16,000.00</p>	<p>-\$16,000.00</p>	<p>\$2,000.00</p>	<p>\$2,000.00</p>
<p>Campus Traction Visit</p> <p>Three-day campus visit involving group and one-on-one sessions with campus administrators and/or Process Champions Team.</p>	<p>Fall 2025 or Spring 2026</p>	<p>1</p>	<p>\$9,750.00</p>	<p>-\$9,750.00</p>	<p>\$2,350.00</p>	<p>\$2,350.00</p>

SERVICE AGREEMENT



CKH District Premium Equips a district leadership team with the support to implement the Capturing Kids' Hearts® Process with great fidelity across the district Includes access to a strategist, district-wide reporting, recurring leadership team huddles, and great resources to support implementation.	2025-2026 School Year	1	\$3,500.00	\$0.00	\$0.00	\$3,500.00
CKH Campus Premium A campus-specific subscription that provides comprehensive ongoing support to leaders and staff who have completed Capturing Kids' Hearts® 1 Training	2025-2026 School Year	6	\$4,500.00	\$0.00	\$0.00	\$27,000.00

SERVICE AGREEMENT



<p>Leadworthy® Course This yearlong leadership development and character education course is a campus-wide digital subscription designed to empower 5th-12th grade students to lead with heart. As part of this subscription, the campus is provided a digital license for any educator who is Leadworthy® Certified and has completed Capturing Kids' Hearts® 1 Training.</p> <p>*Prerequisite for each course leader: Capturing Kids' Hearts® 1 Training & Leadworthy® Certification Training</p>	<p>Farmington 2025-2026 School Year</p>	<p>1</p>	<p>\$495.00</p>	<p>\$0.00</p>	<p>\$0.00</p>	<p>\$495.00</p>
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Grand Total \$257,000.00



ADDITIONAL CHARGES (where applicable):

DISCOUNTS:

Discount made possible due to generous donors and the Capturing Kids' Hearts Foundation.

TRAVEL EXPENSES:

Travel fees for each training event or other service provided by CKH under this Agreement are included in the grand total. Unless otherwise agreed in advance, such travel fees inside the Continental United States will be included on the invoice and billed at the rate of \$1,300.00 for one-day events, \$2,000.00 for two-day events, and \$2,350.00 for three-day events (per Consultant). Each additional consecutive day for durations in excess of three days will be billed at \$350.00 per day (per Consultant).

FACILITY EXPENSES:

Client (at a minimum) will be responsible for securing facilities/meeting space with adequate square footage, comfortable seating, and light refreshments for all attendees for any training event. Facilities and all related costs will be at Client's expense.

ADDITIONAL PARTICIPANT FEES (to the extent applicable):

- A \$450.00 fee will be charged for each person over 50 not to exceed 60 total per Capturing Kids' Hearts® 1 Training.
- A \$450.00 fee will be charged for each person over 30 not to exceed 35 total per Capturing Kids' Hearts® Process Champions Implementation Visit.

Section 3: Investment

AGREEMENT:

By entering this Agreement, you agree to engage CKH as your provider for our Resources and all the Products and Services as outlined in the accompanying Products and Services section or that may later be mutually agreed between the parties with reference to this Agreement, each of which is incorporated into this Agreement in its entirety by this reference.

Until accepted by you this Agreement and its rates and other pricing terms are non-binding and will expire in 14 calendar days following April 29, 2025. To accept and receive the benefits of this Agreement, your signature and acceptance can only be confirmed by CKH upon our receipt of the signed return of this Agreement on or before, May 13, 2025.

PAYMENT TERMS:

The fees for each of the Products and Services and for your Access to Resources shall be determined based on the applicable Products and Services section as well as the other terms of this Agreement. In the case of Products and Services involving scheduled events, the fees (including travel, if applicable) will be billed when the corresponding Products and Services are provided or rendered.

Subscription(s) services shall commence upon the signing of this agreement or July 1, 2025 for the 2025-2026 school year(s) (whichever occurs later) through June 30, 2026. Should subscription costs increase by more than 20% over this agreement, the Client will be given 60 days' notice of the rate increase.

Purchase Orders for each scheduled item that is part of the Products and Services section, must be submitted to CKH at least 45 days prior to the scheduled event.

Invoices are due upon receipt. Please make all checks payable to Capturing Kids' Hearts.

SURCHARGES & TAXES:

SERVICE AGREEMENT



For Products or Services sold or accessed or Services performed in jurisdictions where taxes, including sales tax, apply to the corresponding transactions under this Agreement, Client shall be responsible for payment of such taxes or for reimbursement of the payment of such taxes when they are paid by or for CKH.

Section 4: Policies

SCHEDULING:

CKH will need someone designated in Client organization to work with on scheduling and event planning needs.

CKH will contact you upon confirmed signing of this Agreement to begin setting up dates for Products and Services to be rendered on the applicable Products and Services section.

Confirmation of all scheduled dates of service will be made via email and is subject to cancellation terms as listed in this Agreement.

CKH may need to communicate with the Client's members/Participant(s) via e-mail to communicate pertinent details about events or products they are attending/experiencing. These e-mail addresses are not shared with any third-party organizations and are only used for the events they are attending. These email addresses are NOT used for soliciting purposes.

FACILITIES/EVENT SET-UP:

You and CKH will mutually agree upon the location of any event as part of the Products and Services section, which should be resolved at least 30 days prior to a scheduled service. CKH will provide event-specific details for any scheduled service (including square footage requirements, AV needs, schedule, and other logistics to be coordinated). Should any of those details need to be altered, prior approval by CKH would be needed.

RECORDING/MEDIA:

Video and/or audio taping of events is strictly prohibited without prior written approval by CKH.

Media representatives are not allowed to attend events without prior written approval by CKH.

DEPOSITS and CANCELLATIONS:

- No deposit is required.
- CKH requires a cancellation notice of 90 days prior to any scheduled date of service. A cancellation notice received inside the 90-day window will result in the full contractual fee being assessed as of the date of cancellation. To the extent not offset by duplicate expenses incurred by CKH, the fee charged for such cancellation may be credited to the event once that event is rescheduled, although any amounts paid for Products or Services that are unused by your organization within the 12 months following the date of signature of this Agreement will be forfeited.
- Nonrefundable travel expenses that Capturing Kids' Hearts has incurred as a result of the Client rescheduling or cancelling a service will be passed through to your organization.
- In the event an assigned CKH Consultant/Strategist is subject to illness, travel delay, or unavoidable emergencies, the event can be rescheduled/restructured/reassigned.
- Force Majeure: Except with regard to payment obligations, neither party shall be liable to the other for any failure or delay in performing its obligations under this Agreement where such failure or delay is as a result of Acts of God (including fire, flood, earthquake, storm, hurricane or other natural disasters), pandemics, epidemics, war, invasion, act of foreign enemies, hostilities (whether war is declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity or telephone service, and no other Party will have a right to terminate this Agreement in such circumstances. Any Party asserting Force Majeure as an excuse shall have the burden of proving that reasonable steps were taken (under the circumstances) to minimize delay or damages caused by foreseeable events, that all non-excused obligations were substantially fulfilled, and that the other Party was timely notified of the likelihood or actual occurrence which would justify such an assertion so that other prudent precautions could be contemplated.

RESOURCES:



During the course of providing the Products and Services, participants will be provided with various Resources, some of which shall be distributed by hand or by email to participants during or in preparation or follow-up to particular events, and others of which shall be accessed through websites operated by CKH (“Websites”). For the purpose of accessing some or all of the Resources used during our provision of the Products and Services, you will be required to create an account through one or more of the Websites. In the process, you will be required to accept the Terms of Use for the Websites, which will govern your rights and obligations with respect to the content accessed through those Websites, to the extent such Terms of Use are consistent with this Agreement.

Section 5: Intellectual Property

COPYRIGHTS & TECHNOLOGY RIGHTS

CKH’s intellectual property is a crucial part of providing training materials and consulting services to its clients, and CKH could not continue its work if its clients did not honor and respect CKH’s intellectual property rights. All copyrights and other forms of intellectual property protection pertaining to the Resources, including without limitation all content and functionality on or of the Websites, as well as all text, graphics, images, logos, icons, audio, video, tables, algorithms, analytics, reports, and dynamic content associated with the Resources, whether prearranged or created or modified during the course of providing the Products and Services, as well as the selection, arrangement and “look and feel” of all the foregoing, (excluding personal data belonging to you or your authorized users) are the exclusive property of CKH or its licensors. **None of our work or work product is done on a “work for hire” basis, and all our material and work product is owned exclusively by CKH and is subject to one or more of the following: copyright, trademark, patent, license, or trade secret.** Intellectual property and learning/know-how that may be developed while working with any client shall remain the property of CKH. By entering into this Agreement, you are expressly acknowledging and agreeing to the matters set forth in this paragraph and you are agreeing that none of the training materials, notebooks, videos, presentations, processes or concepts may be used by you, for any purpose, without the express advance written consent of CKH. All textual, dramatic, audio, and/or visual Resources are protected by U.S. and international copyright laws. All rights not expressly granted are reserved.

TRADEMARKS:

The trademarks, service marks, designs, and logos displayed on or in conjunction with the Products, Services, Resources or Websites (collectively, the “Trademarks”) are the registered and unregistered trademarks of CKH and its licensors. You agree that you will obtain advance written consent from CKH before referring to or attributing any information to CKH or its licensors in any public medium (e.g., signage, press releases, websites, etc.) for advertising or promotion purposes, or for the purpose of informing or influencing any third party, understanding that such consent may be denied for any or no reason. You also agree that you will not use or reproduce any Trademark of, or imply any endorsement by or relationship with, CKH or its licensors.

USE OF RESOURCES:

Capturing Kids’ Hearts grants individual participants of training a limited, non-exclusive, revocable, and non-transferable license for the Term of this Agreement to view, access, download, display, and otherwise use specific Capturing Kids’ Hearts Resources for their personal and classroom use only. Resources are made available to participants based upon their completed training and provided during training or through site content of Websites.

Access to Resources for participants is based upon both their completion of specific training(s) with Capturing Kids’ Hearts and the contractual relationship between Capturing Kids’ Hearts and the Client, the organization of which the participant is a current member. The relationship with a Client is documented in the products listed in the Products and Services Section and determines the varying levels of access to Resources based upon the training, products or subscriptions purchased. If the participant is no longer part of the Client’s organization, the participant will no longer have access to the resources.

APPLICABLE RESTRICTIONS & REQUIREMENTS:

Any unauthorized use of Resources is prohibited and may violate copyright, trademark, patent, and other applicable laws or regulations and could result in criminal or civil penalties. All Resources are made available for use by you only to the extent



that such use complies with all Applicable Restrictions & Requirements. For these purposes, “**Applicable Restrictions & Requirements**” means any and all of the following: (i) the provisions of this Agreement; (ii) the Terms of Use associated with the Websites; (iii) any other CKH agreements or Products and Services that may be applicable to you; (iv) any written instructions or restrictions provided to you by CKH; and (v) any instructions or restrictions printed on or otherwise accompanying any copies of the Resources that are provided to you, or that appear on Websites that are associated with such Resources. To be clear, except to the extent expressly permitted in writing as part of the Applicable Restrictions & Requirements, your rights do not include rights to do any of the following (collectively, “**Prohibited Actions**”), all of which you are prohibited from doing without CKH’s express prior written consent: (i) reproduce, modify, translate, aggregate, distribute, sell, commercially exploit, transmit, post, make derivatives of, or publicly disclose any of the Resources, or any portion thereof, in any way not expressly permitted in writing by CKH; (ii) remove, redact, or omit any and all copyright and other proprietary notices displayed on the Resources or on any permitted copies thereof; (iii) use of any data mining, robots or similar data gathering or extraction methods in connection with the Resources or the Websites; (iv) download (other than page caching) of any portion of the Resources or the Websites except to the extent expressly authorized during provision of the Products and Services; (v) reverse engineer or access the Resources or the Websites in order to develop or use any competitive website, content, app, product or service; (vi) use any of the Websites, Products or Resources other than for their intended purposes; (vii) resell any Resources or other Products delivered or otherwise acquired by you during the course of the Services or otherwise through the Websites; (viii) store, transport or use any Products or Resources in an unsafe or reckless manner or in any manner prohibited by law or regulation; or (ix) use any of the Resources in any manner not permitted by law or regulation. CKH may also impose additional reasonable limits on the scope of your access to and use of the Resources, including limits on time or number of materials accessed or machines used to access such Resources, in part to prevent unauthorized third-party access to or use of such Resources.

CONFIDENTIALITY:

This Agreement and its various terms (including the pricing, combination of services and solutions, and other terms of all associated Products and Services section) as well as metrics, observations and personal information about Client’s participants that may be contained or reflected in Deliverables (collectively, “**Confidential Information**”) shall be treated as confidential by Client and shall not be disclosed to any third parties throughout the Term of this Agreement and for five (5) years thereafter. However, notwithstanding the foregoing, Client may disclose such Confidential Information in compliance with judicial or other governmental orders or open records requests, provided that (i) Client shall give CKH at least ten business days advance written notice before so disclosing in response to such orders or requests, and (ii) Client shall reasonably cooperate with CKH to accommodate any requests from CKH to secure protective orders or to limit the scope of responses to the extent legally permissible.

Section 6: Disclaimers

Client accepts and must accept all of the Resources, Access, Products and Services, including any work products, results or deliverables produced thereby (collectively, “**Deliverables**”), “AS IS” and with all faults and errors. CKH HEREBY DISCLAIMS ANY AND ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE, THAT MIGHT RELATE TO THE RESOURCES, ACCESS, SERVICES OR ANY DELIVERABLES, EXCEPT FOR ANY SPECIFIC WARRANTIES THAT MAY BE EXPRESSLY PROVIDED IN THE TERMS OF THIS AGREEMENT, IF ANY. The entire risk as to the functionality, operation, and results is with the Client, and neither CKH nor any of its Consultants or other representatives assumes any risk or obligation in connection therewith. CKH hereby disclaims any and all liability, risk, obligation, or responsibility for decisions made or actions taken by Client after use of the Products, Resources, Access, Services, or any Deliverables. CKH shall in no way be responsible or liable for CLIENT’S use of (1) the Resources, Access, Products, Services, or Deliverables, (2) the information and data provided by third parties in order to use the Resources, Access, Products, Services or Deliverables; or (3) the information or results obtained through the Resources, Access, Products, Services or Deliverables. CKH does not guarantee or warrant any particular result or success as a result of the use of the Resources, Access, Products, Services, or Deliverables. Instead, the Resources, Access, Products, Services, and Deliverables should be considered tools to assist the Client, but they should not be treated as a singular solution.



In no event shall CKH or any of its Consultants or other representatives be liable for or responsible for any indirect, incidental, or consequential damages or injuries related to Client's or its representative's use of: (1) the Resources, Access, Products, Services or Deliverables; (2) the information and data provided by third parties in order to use the Resources, Access, Products, Services or Deliverables; or (3) the information or results obtained through the Resources, Access, Products, Services or Deliverables.

No information shared by CKH verbally or in writing can be constituted to be professional advice, such as medical, legal, financial, psychological, business, or counseling advice. Diagnosing medical or psychological conditions cannot be done through a coaching process and should only be done by licensed professionals.

BOYCOTT OF ISRAEL:

Pursuant to T.C.A. § 12-4-119, CKH certifies it is not currently engaged in and will not, for the duration of this Agreement, engage in a boycott of Israel.

Section 7: Entirety & Interpretation

Once accepted, this Agreement together with the Terms of Use associated with our Websites represents the entire agreement, and supersedes any and all previous understandings, between you and CKH as pertains to our Products and Services and your Access to Resources. To be valid and enforceable, any amendment or modification to this Agreement, which may be in the form of a subsequent Products and Services Amendment that expressly invokes this Agreement, must be in a writing and signed by the respective authorized representatives to be bound thereby. This Agreement shall be construed, interpreted, and enforced exclusively under the laws and venue applicable in Shelby County, Tennessee. Section and paragraph headings have been included in this Agreement in hopes of facilitating ease of reference, but such headings shall not affect the interpretation of this Agreement. In the event of any inconsistency that cannot be reasonably resolved between this Agreement and an applicable Products and Services, the Products and Services section shall control for purposes of resolving the inconsistency, and a more recent Products and Services section shall control over inconsistent terms in Products and Services section(s). To the extent of any inconsistency that cannot be reasonably resolved between this Agreement and the Terms of Use associated with our Websites, this Agreement shall control throughout the Term, while the Terms of Use will control after the Term. You also agree that this Agreement will not be construed against CKH by virtue of having drafted it.

Section 8: Acceptance & Term

To indicate your acceptance of this Agreement without changes, the Client should have its authorized representative sign where indicated below and return the signed Agreement to Capturing Kids' Hearts via email to greg.wilborn@capturingkidshearts.org. Once returned, the date of your authorized representative's signature shall be treated as the effective start date of this Agreement. The enforceable term of this Agreement ("**Term**") shall extend until all services on the Products and Services section are from the Effective Date, unless sooner terminated.

Either party to this Agreement may terminate this Agreement at any point during the Term by providing ninety days' written notice to the other in the event that such other party materially breaches any provision of this Agreement, unless that other party cures such breach during those ninety days. All unpaid payment obligations and all rights and obligations under Intellectual Property of this Agreement shall survive any termination of this Agreement.

Section 9: Confirmation

On behalf of the Client, the undersigned individual hereby confirms that they have read and understand all the terms and conditions of this Agreement, and, as the contact person and authorized representative of the Client for all purposes of this

SERVICE AGREEMENT



Agreement, will endeavor to see that all policies and related details are understood and completed by all Client involved parties in the planning of the Products and Services. The undersigned individual applies their signature to this Agreement on behalf of their respective party for the purposes of entering into a legally binding contractual relationship between CKH and Client.

If you have any questions or need additional assistance, please do not hesitate to contact us.

Germantown Municipal School District

By:

Printed Name:
Client's Authorized Representative

Title: Assistant Superintendent

Date:

Contact Information:
Capturing Kids' Hearts
Attn: Greg Wilborn
greg.wilborn@capturingkidshearts.org
1199 Haywood Drive
College Station, TX 77845
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2026-2027

DRAFT - Germantown Municipal Schools District Instructional Calendar

Before School Begins

July 22 - 23

New Teacher Orientation

Monday July 27-
Tuesday August 4

Professional Development Days

First Semester

Date	Day	Event	Students	Teachers
August 5	Wednesday	Students Return 1 st Quarter Begins	In	In
September 4	Friday	Professional Development Day	Out	In
September 7	Monday	Labor Day	Out	Out
September TBD	3 hours beyond school day	Parent-Teacher Conferences <i>Scheduled by School</i>	In	In
October 9	Friday	End of 1 st Quarter	In (½ Day)	In (Full Day)
October 12-16	Monday-Friday	Fall Break	Out	Out
October 19	Monday	2 nd Quarter Begins	In	In
November 2	Monday	District Learning Day	Out	In
November 23-24	Monday-Tuesday	Flex Professional Development Days	Out	Flex
November 25-27	Wednesday-Friday	Thanksgiving Break	Out	Out
December 16-18	Wednesday-Friday	Semester Exams	In	In
December 18	Friday	End of 2 nd Quarter	In (½ Day)	In (Full Day)
December 21-22	Monday-Tuesday	Flex Professional Development Days	Out	Flex
December 23- January 1	Wednesday-Friday	Winter Break	Out	Out

Second Semester

Date	Day	Event	Students	Teachers
January 4	Monday	Administrative Day	Out	In
January 5	Tuesday	3 rd Quarter Begins	In	In
January 18	Monday	Martin Luther King, Jr. Day	Out	Out
February TBD	3 hours beyond school day	Parent-Teacher Conferences <i>Scheduled by School</i>	In	In
February 15	Monday	Presidents' Day/District Learning Day	Out	In
March 12	Friday	3 rd Quarter Ends	In (½ Day)	In (Full Day)
March 15-19	Monday-Friday	Spring Break	Out	Out
March 22	Monday	4 th Quarter Begins	In	In
March 26	Friday	Good Friday	Out	Out
March 29	Monday	Easter Break	Out	Out
May 19-21	Wednesday-Friday	Semester Exams	In	In
May 21	Friday	4 th Quarter Ends	In (½ Day)	In (Full Day)

Instructional Days (175)

1st Semester: 85 days

1st Quarter: 46 days

2nd Quarter: 39 days

2nd Semester: 90 days

3rd Quarter: 47 days

4th Quarter: 43 days

In-service Days (5)

July 28

July 29

July 30

July 31

August 4

Administrative Days (4)

July 27

August 3

January 4

Meet-the-Teacher (0.5 day)

Curriculum Night (0.5 day)

Stockpile PD Days (5)

September 4

November 2

November 23 – Flex PD

November 24 – Flex PD

February 15

Parent-Teacher Conferences (1)

September TBD (0.5 day)

February TBD (0.5 day)



Germantown Municipal School District Budget Amendment

Fiscal Year: 2024 - 2025

Amendment # 27

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71100-116 - REGED	Teachers	-	-	409,000	409,000
141-71100-163	Educational Assistants	-	-	23,400	23,400
141-71100-201	Social Security	-	-	21,414	21,414
141-71100-204	TCRS	-	-	14,204	14,204
141-71100-212	Medicare	-	-	5,011	5,011
141-71100-217	TCRS	-	-	20,146	20,146
141-71100-399	Other Contracted Services	-	-	4,000	4,000
141-71200-429	Instructional Supplies and Materials	-	-	78,448	78,448
141-72120-131 - HEALTH	Medical Personnel	-	-	14,630	14,630
141-72120-201	Social Security	-	-	908	908
141-72120-217	TCRS	-	-	1,317	1,317
141-72120-212	Medicare	-	-	213	213
141-72120-499	Other Supplies & Materials	-	-	500	500
141-72130-123 - OTH STUDENT SUPPT	Guidance Personnel	-	-	14,630	14,630
141-72130-201	Social Security	-	-	910	910
141-72130-204	TCRS	-	-	500	500
141-72130-212	Medicare	-	-	214	214
141-72130-217	TCRS	-	-	300	300
141-72410-104 - OFC OF PRINCIPAL	Principal Salaries	-	-	22,035	22,035
141-72410-162	Clerical Personnel	-	-	5,850	5,850
141-72410-201	Social Security	-	-	1,692	1,692
141-72410-204	TCRS	-	-	1,500	1,500
141-72410-212	Medicare	-	-	397	397
141-72410-217	TCRS	-	-	270	270
141-72410-435	Office Supplies	-	-	2,000	2,000
141-73100-165 - FOOD SERVICE	Cafeteria Personnel	-	-	10,400	10,400
141-73100-422	Food Supplies	-	-	17,000	17,000
141-46590	Revenues - Summer Learning Camps	-	-	670,889	670,889

REASON FOR AMENDMENT:

To appropriate Summer Learning Camps funding - Cost Center 1010

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____

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

GMSD Board Chair

Date

GMSD Superintendent

Date

JOYFUL SERVICE

TSBA Volunteer Recognition



JOY WILLIAMS

8200 Pine Crk E,
Germantown, TN
38138

coryjoyw@hotmail.com

901-628-1673

School Information:
Houston High School
& GMSD District
Council

Submitted By:
Jason Manuel,
Superintendent
jason.manuel@gmsdk12.org



GERMANTOWN
MUNICIPAL SCHOOL DISTRICT
Inspiring Personal Excellence

TWO DECADES OF SERVICE



In every thriving school district, there's a force behind the scenes who lifts others, shows up early, stays late, and makes it all look effortless. In Germantown Municipal School District, that person is Joy Williams.

For more than two decades, Joy has been the kind of volunteer who doesn't just fill a gap—she builds the bridge. From decorating bulletin boards to building robots for mother-son science nights, from photographing ribbon cuttings to mentoring first-time PTO parents, Joy has quietly shaped the heart and culture of GMSD's parent community.

Joy Williams began her volunteer journey the way many do—with a desire to simply be present and helpful in her child's school. As a former educator herself, being inside the school building felt like home. Not originally from Germantown, she saw volunteering as the best way to build relationships and plug into the community. Starting as a room parent and hospitality volunteer at Farmington Elementary, Joy's service quickly increased. She served as Vice President of Programs, President-Elect, and then PTO President at Farmington—ultimately helping lead the school through its transition from PTA to PTO. As her children moved on, so did she, taking on roles at Houston Middle and Houston High School, including positions as Parliamentarian, VP, and President at each level.



“NO DETAIL MISSED, NO JOB HALFWAY DONE”

At the district level, she served multiple terms on the GMSD PTO Council, including three years as Council President. Throughout, she became known as the volunteer who could be counted on to organize, energize, and unify—someone who saw every new role not as a title, but as an opportunity to serve and include others.

“She’s one of the first Germantown parents I ever met,” recalls Zac Percoski, former principal of Farmington Elementary, where Joy’s volunteer career began. “I knew instantly I was dealing with a different level of parent support. Once I pointed Joy in the right direction, I could trust her to take it from there—no detail missed, no job halfway done.”

What began as room mom duties and food for hospitality blossomed into a leadership legacy: PTO president, president-elect, VP of programs, and council leader—not just once, but at every stage of her children’s school careers, from elementary through high school. She’s been the guiding hand behind districtwide transitions, like GMSD’s historic move from PTA to PTO, and a consistent voice at the table during major changes like the formation of the municipal district.

BUILDING THE BRIDGE

From school to the home



“
She thinks about every school, every family.”

But Joy’s magic isn’t just in how many titles she’s held—it’s in how she makes others feel.

“Joy doesn’t just think about her own kids’ schools. She thinks about every school, every family,” said Angela Griffith, GMSD Board Chairman. “She casts a wide net, and she brings others along with her. If you don’t know her, she’s going to find you anyway. That’s just who she is.”

Board meetings, booster clubs, teacher luncheons, spirit nights—Joy’s been there. She’s volunteered at schools her kids never attended, just to support friends or help lighten the load. Her famous “feet up at Field Day” photo has become a running joke and a symbol of her ‘joy’ful presence.



Ask around and you'll hear how Joy never let PTO service or leadership feel exclusive. New parents who felt out of place found a hand extended and a warm "join us" spirit. Behind her volunteerism is a simple goal: to make schools feel like home—for families, for staff, and especially for kids.

"She's not just a volunteer—she's a leader who brings people with her," Griffith added. "She makes you want to say yes. And she makes you better."

Even GMSD Superintendent Jason Manuel has been known to say, "Every district needs a Joy. She's the kind of volunteer who not only inspires others, She's woven service into the fabric of who we are—it's hard to imagine GMSD without her influence".

Joy has served on everything from the Germantown Education Commission to district-wide committees on calendars, site selection, and strategic planning. She's advocated at the state level, led roundtables, and even helped write bylaws.

And when she's not doing that? She's making people feel seen—whether it's dropping a kind note, organizing a staff treat cart, or sending holiday cards with a photo she took herself.

"At the high school level—where parent involvement tends to taper off—her willingness to step up, lead, and give her time makes her especially remarkable and deeply appreciated," shared Houston High School Principal Hallie Ross.

"Whether she's organizing events to celebrate our staff, finding creative ways to involve other parents, or simply showing up to support our students, Joy's commitment is a true gift to our school. She was the very first parent I talked to after I got the job, and she immediately welcomed me with open arms", wrote Ross.

“

*It's hard to
imagine GMSD
without her
influence.*

As her youngest graduates this year, Joy's official chapter as a GMSD parent volunteer may be closing—but her legacy is everywhere: in council bylaws, in PTO handbooks, in friendships, and in the countless students and teachers who benefited from her time, her creativity, and her big heart.

Over the years, Joy Williams has been quietly celebrated for her extraordinary service—though she’s never sought the spotlight. While at Farmington Elementary, she received the PTA Lifetime Achievement Award, honoring her years of consistent, hands-on leadership. Later, the Germantown Municipal Council PTO recognized her with the Kristen Melton Legacy of Excellence Award, a STAR Award given to individuals who demonstrate sustained, districtwide impact. Beyond the school system, Joy’s commitment to children and community extended into her faith and civic life—she taught second grade Bible class on Wednesday nights for over a decade and spent five years volunteering with the “Arise2Read” literacy program in Shelby County Schools. Each recognition reflects not just the hours she’s given, but the heart and purpose she brings to every role.

In her own words, Joy would say, “It doesn’t have to be big.” For her, volunteering was never about grand gestures—it was about showing up, paying attention, and filling in wherever there was a need. Whether it was placing placemats at a luncheon, building a robot for a science event, or simply making a new parent feel seen and included, Joy believed that every small act mattered. But to those who have served alongside her, it’s clear: her impact is anything but small. She built a culture of inclusion, joy, and generosity that shaped how GMSD welcomes and values parent involvement. What Joy humbly considers “just helping out” has, over time, become a model of service that others now emulate. What she started with kindness, she sustained with purpose—and that legacy will carry on in every corner of our schools.




“IT DOESN’T
HAVE TO BE BIG.”

LINDSEY BAKER

TSBA Student Recognition Award

Nominee: Lindsey Baker
Board Vote Not Required
Recognition Date: June 17, 6:00 PM, BOE Meeting

Lindsey Baker is a Houston High School junior and academic standout with a 4.5 GPA and numerous honors—including acceptance to the Tennessee Governor’s School for International Studies and recognition as an Outstanding Statesperson at the TriStar Youth in Government Conference. Lindsey is a leader on campus and in the community, having helped organize a student survey for the district calendar committee and tutoring young learners through Project Omega. She exemplifies excellence in academics, leadership, and service, and her contributions are already making a statewide impact. Lindsey was selected by Houston High School for this nomination!

 **Full Nomination Narrative: Lindsey Baker: TSBA Student Achievement Award**
(Please feel free to reach out with any personal remarks you'd like to include in her profile.)



TSBA Student Recognition Award Nomination: Lindsey Baker

Germantown Municipal School District is proud to nominate Lindsey Baker, an exceptional rising senior at Houston High School, for the 2025 TSBA Student Recognition Award. With a weighted GPA of 4.583, a 36 ACT composite, and a PSAT score of 1500, Lindsey exemplifies academic excellence at the highest level.

Lindsey's leadership on campus is just as impressive. She is the President of National Beta Club, Co-Founder and President of Houston's Youth in Government (YIG) Club, Deputy Secretary General for Model UN, and Vice President of the Community Service Club. This spring, she earned the Outstanding Statesperson Award at the TriStar Youth in Government Conference and the Best Delegate Award at the Mid-South Model UN. She also serves on the 2026–27 GMSD Instructional Calendar Committee and represents the district as a GMSD Ambassador, speaking at community events and supporting district outreach.

Her service extends far beyond school walls. Lindsey volunteers with 901 POP (Petals of Purpose), tutors weekly through the 30+ ACT Service Club, and has participated in Project Omega literacy tutoring. She's currently working to bring greater student involvement to local nonprofits through her leadership in school-based clubs.

A standout athlete as well, Lindsey is a three-year varsity volleyball player and starting libero, named to the All Sectional Team and listed among the Top 100 in Tennessee for defensive stats. She also earned formal recognition from the Shelby County Board of Commissioners for her team's outstanding achievements.

This summer, Lindsey has been accepted into some of the most prestigious academic programs in the nation, including the University of Notre Dame's Leadership Seminars and Economics for Leaders at Vanderbilt University—each with national-level selection standards and full funding.

Lindsey Baker represents the very best of what GMSD and Tennessee public schools have to offer: brilliance, service, humility, and heart.

[Lindsey Baker's Resume](#)



GMSD BUDGET

**OTHER FUNDS
FIRST READING
MAY 19, 2025**

FY 26



GMSD

VISION

Inspiring Personal Excellence

MISSION

Cultivate the knowledge and skills that empower our students to achieve their full potential as lifelong learners and contributing global citizens.

ABOUT GMSD

Germantown Municipal School District (GMSD) serves more than 5,900 students across seven schools in Germantown, Tennessee. Known for academic excellence, strong parent involvement, and a focus on the whole child, GMSD includes three elementary schools (K-5), one K-8 school, one middle school (6-8), one high school (9-12), and an online learning academy. Since launching in 2014, the district has consistently ranked among the top public school systems in the state.

INVESTED IN WHAT MATTERS

This year's budget represents more than operational needs—it's a commitment to the bold goals in our Strategic Plan, from narrowing achievement gaps to recruiting and retaining top talent.

Over 75% of our budget is invested in people—because research tells us an effective teacher is the most impactful factor in student success. This plan reflects that priority.

BUDGET REPORT

Angela Griffith, Chairman
Ryan Strain, Vice Chairman
Scotty Hendricks Jr., Member
Brian Curry, Member
Andy Ellis, Member

Jason Manuel, Superintendent
Josh Cathey, Deputy Superintendent
Missy Abel, Assistant Superintendent
Teaching Learning, and Assessment
Chauncey Bland, Assistant
Superintendent Student Services
Sarah Huffman, Assistant
Superintendent Exception Student
Education
Kevin Jones, Chief Financial Officer
Elissa Stratton, Assistant
Superintendent Human Resources
Kate Crowder, Communications
Supervisor



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Consolidated Administration, Title I, Title II, Title III, Title IV, Carl Perkins Basic, IDEA Part B, IDEA Preschool

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FEDERAL PROJECTS EXPENDITURES

Consolidated Administration, Title I, Title II, Title III, Title IV, Carl Perkins Basic, IDEA Part B, IDEA Preschool

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SCHOOL NUTRITION

37

CAPITAL IMPROVEMENTS

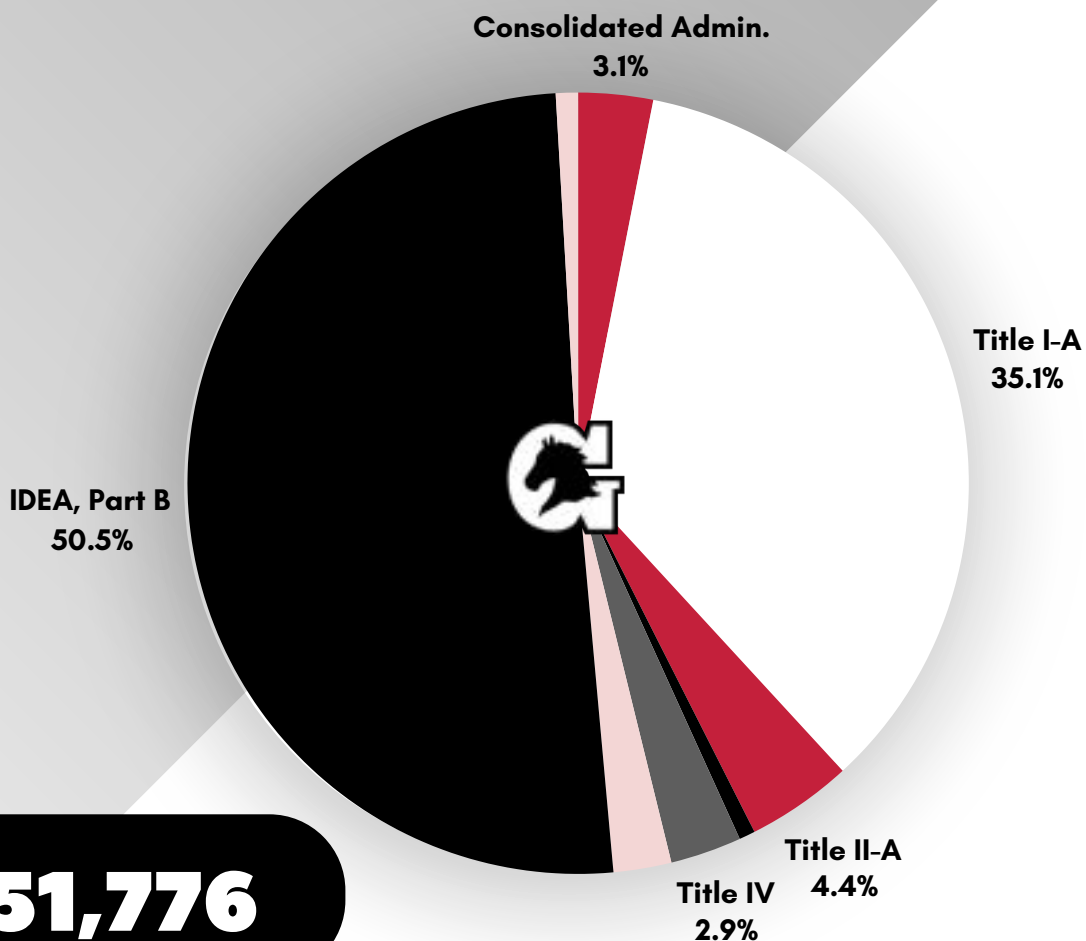
45

HEALTH INSURANCE

60

OPEB TRUST

FEDERAL PROJECTS REVENUES



\$ 2,551,776

SUBCATEGORIES

- Consolidated Admin
- Title I-A
- City Taxes
- Title II-A
- Title III
- Title IV
- Carl Perkins Basic
- "IDEA, Part B"
- IDEA Preschool

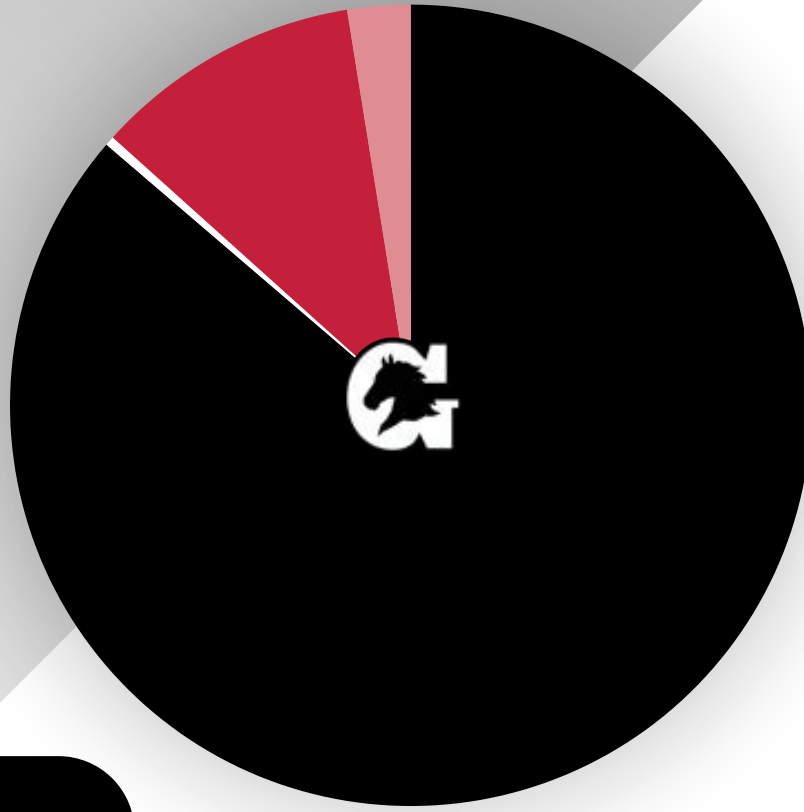
FEDERAL PROJECTS REVENUES

<u>Program</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
010	Consolidated Admin.	78,700	76,100	76,296
100	Title I-A	895,174	845,174	264,981
200	Title II-A	111,826	112,225	115,913
300	Title III	16,970	16,667	12,197
400	Title IV	75,266	113,630	60,528
800	Carl Perkins Basic	61,175	62,193	53,780
900	IDEA, Part B	1,289,182	1,264,023	970,665
910	IDEA, Preschool	23,483	23,113	20,665
FEDERAL PROJECTS REVENUES TOTAL:		2,551,776	2,513,125	1,575,025

Title I-A provides funding for children from low-income families. This funding is allocated based on census poverty estimates. Annual IDEA funding also supports special education programs to meet the needs of children with disabilities.

CONSOLIDATED ADMINISTRATION

Inservice/Staff Development
10.8%



\$ 78,700

Salaries & Fringes Subtotal for 72210 :
86.3%

OVERVIEW

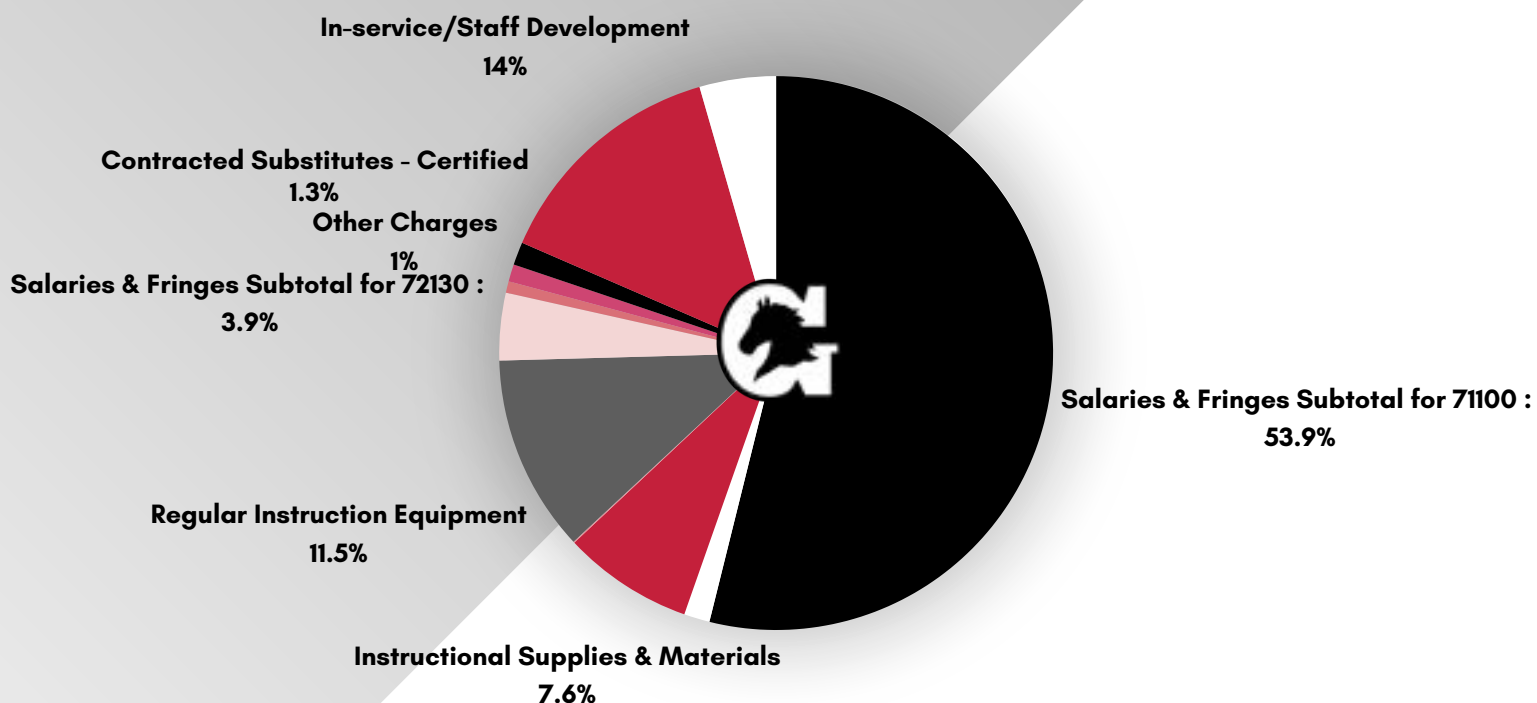
Consolidated Administration funds are utilized to administer Elementary and Secondary Education Act (ESEA) programs which provide services for children, teachers, principals, other instructional staff, and parents. These resources are also used to ensure compliance with all applicable statutes, regulations, and procedures. Programs included are Title I, Part A; Title II, Part A; and Title III, Part A.



CONSOLIDATED ADMIN

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Support: Regular Instruction (72210)				
189	Other Salaries & Wages (0.5 FTE)	55,235	53,622	52,060
201	Social Security	3,606	3,500	3,060
204	State Retirement	4,000	4,000	3,545
206	Life Insurance	76	76	79
207	Medical Insurance	4,130	4,130	4,127
212	Medicare	850	800	716
	Salaries & Fringes Subtotal for 72210 :	67,897	66,128	63,587
499	Other Supplies and Materials	300	500	-
524	Inservice/Staff Development	8,503	6,472	6,371
790	Other Equipment			-
Transfers Out (99100)				
504	Indirect Costs	2,000	3,000	6,338
	CONSOLIDATED ADMIN TOTAL:	78,700	76,100	76,296

TITLE I-A



\$ 895,174

OVERVIEW

Title I, Improving Academic Achievement, provides resources to help ensure that all children have a fair, equal, and significant opportunity to obtain a high-quality education, and reach, at a minimum, proficiency on challenging state academic standards and state academic assessments. The major focus of this funding are school improvement, assessment, and accountability.

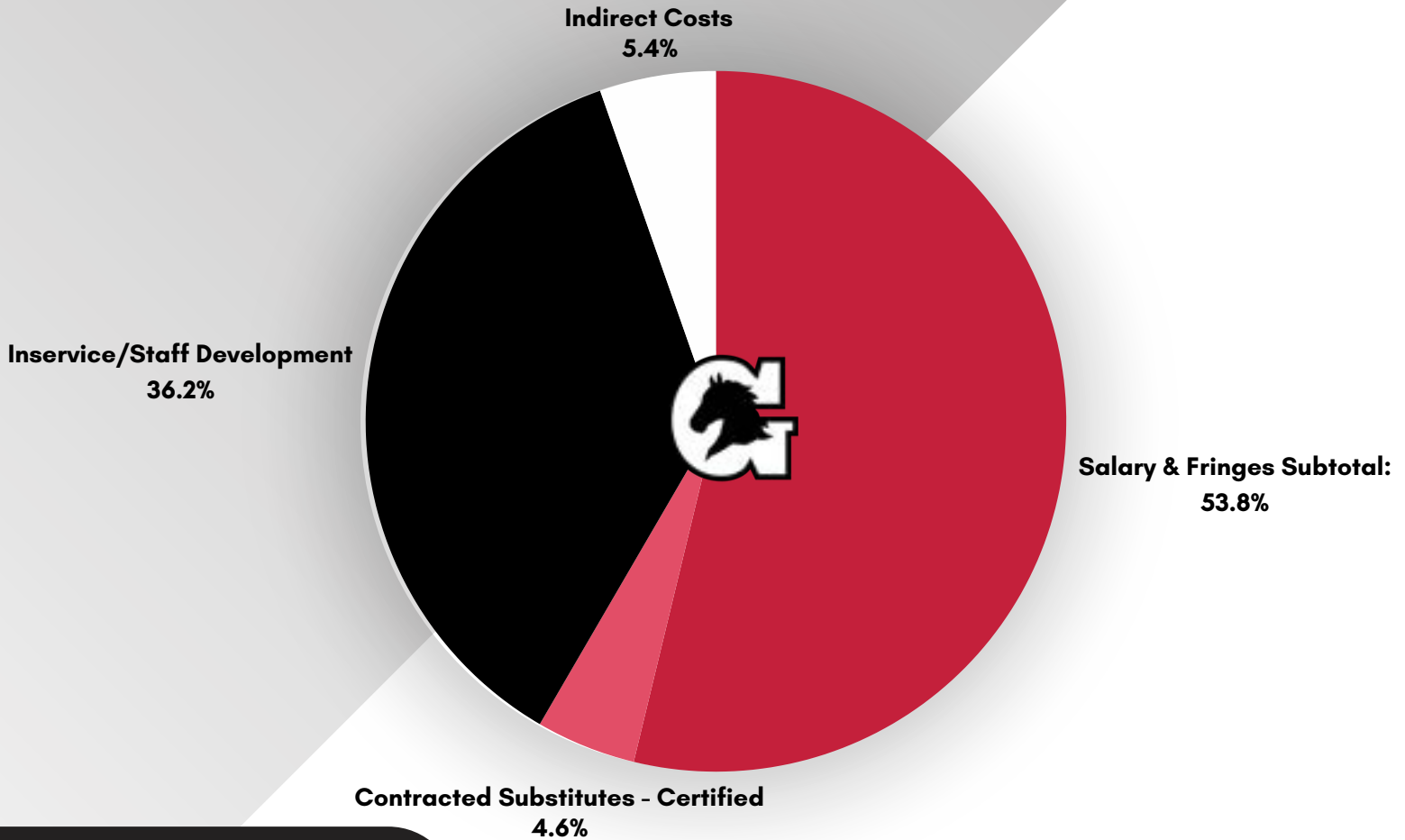
TITLE I-A

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Regular Instruction (71100)				
116	Teachers	246,600	195,500	125,725
189	Other Salaries & Wages	148,797	214,920	8,420
201	Social Security	24,775	26,810	7,670
204	State Retirement	27,560	37,060	10,606
206	Life Insurance	400	400	186
207	Medical Insurance	28,430	16,000	15,719
212	Medicare	6,293	6,370	1,794
	Salaries & Fringes Subtotal for 71100 :	482,855	497,060	170,120
311	Contracts with Other School Systems			-
399	Other Contracted Services (71100)	-	13,500	-
429	Instructional Supplies & Materials	68,250	28,135	46,650
499	Other Supplies & Materials (71100)	600	600	-
722	Regular Instruction Equipment	103,091	51,200	9,275

TITLE I-A

Fund	Description	FY 2026 Budget	FY 2025 Budget	FY 2024 Actual
Other Student Support (72130)				
189	Other Salaries & Wages	28,000	35,000	-
201	Social Security	2,865	3000	-
204	Retirement	3,813	3,800	-
212	Medicare	590	600	-
	Salaries & Fringes Subtotal for 72130 :	35,268	42,400	-
471	Software	6,000	-	-
599	Other Charges	9,041	8,982	465
Support: Regular Instruction (72210)				
189	Other Salaries & Wages	10,500	-	-
201	Social Security	660	-	-
204	Retirement	1,116	-	-
212	Medicare	152	-	-
369	Contracted Substitutes - Certified	12,000	36,195	839
399	Other Contracted Services			-
499	Other Supplies & Materials (72210)	-	-	-
524	In-service/Staff Development	125,641	167,002	16,390
790	Other Equipment			-
Transfers Out (99100)				
504	Indirect Costs	40,000	100	21,242
	TITLE I-A TOTAL:	895,174	845,174	264,981

TITLE II-A



\$ 111,826

OVERVIEW

Title II, Training & Recruiting, is to increase the academic achievement of all students by helping schools and districts improve teacher and principal quality and ensure that all teachers are highly qualified. These funds are utilized to provide professional development activities.

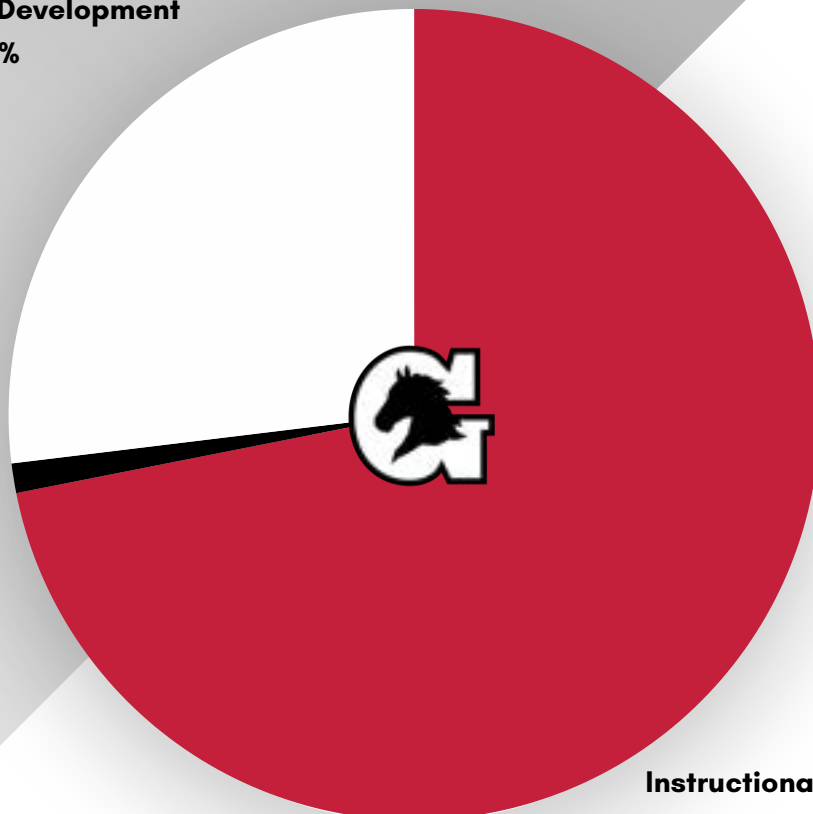
TITLE II-A

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Support: Regular Instruction (72210)				
189	Other Salaries & Wages	49,556	46,556	44,531
201	Social Security	3,100	2,900	2,595
204	State Retirement	3,380	3,200	3,050
206	Life Insurance	60	60	60
207	Medical Insurance	3,310	3,310	3,302
212	Medicare	725	700	607
	Salary & Fringes Subtotal:	60,131	56,726	54,145
369	Contracted Substitutes - Certified	5,160	5,160	387
524	Inservice/Staff Development	40,535	44,339	51,752
Transfers Out (99100)				
504	Indirect Costs	6,000	6,000	9,629
	TITLE II-A TOTAL:	111,826	112,225	115,913

TITLE III

Inservice/Staff Development
26.9%

Other Supplies & Materials
1.2%

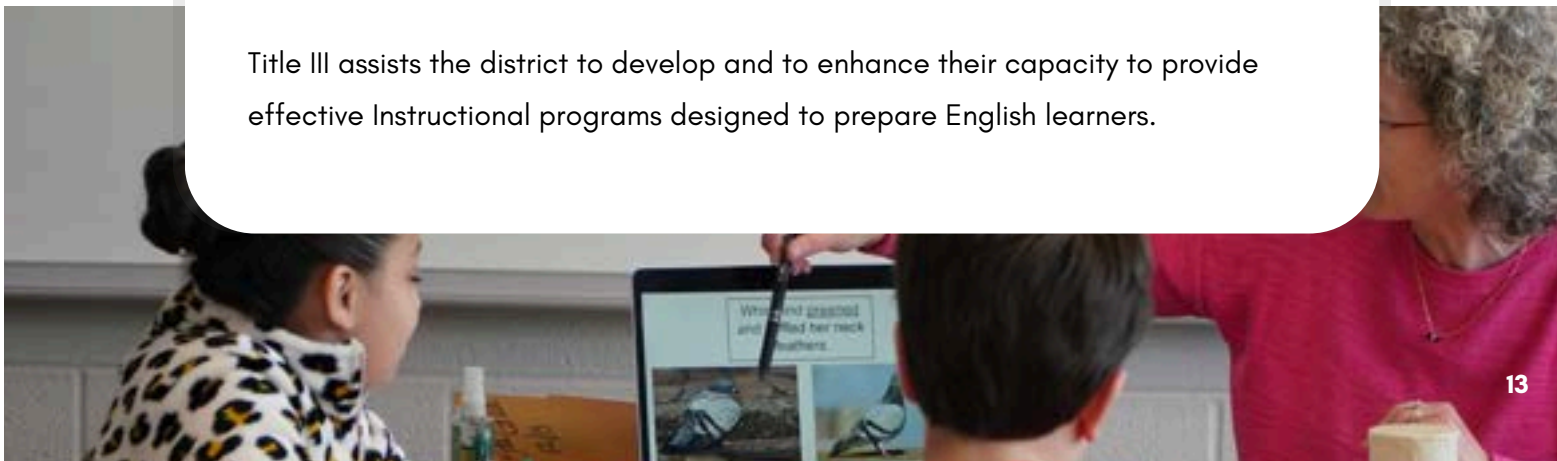


Instructional Supplies & Materials
71.9%

\$ 16,970

OVERVIEW

Title III assists the district to develop and to enhance their capacity to provide effective Instructional programs designed to prepare English learners.



TITLE III

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Regular Instruction (71100)				
429	Instructional Supplies & Materials	12,201	11,898	11,887
Other Student Support (72130)				
499	Other Supplies & Materials	200	200	160
Support: Regular Instruction (72210)				
524	Inservice/Staff Development	4,569	4,569	150
TITLE III TOTAL:		16,970	16,667	12,197

Students in GMSD bring global flavor to the classroom, speaking more than 40 different languages across the district.



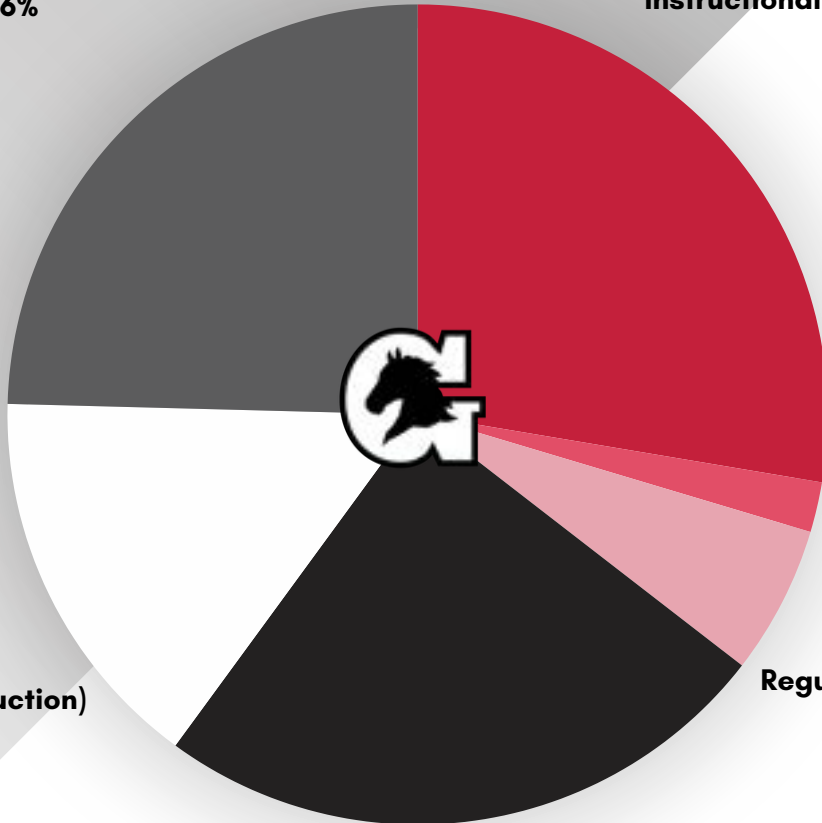
TITLE IV

Inservice/Staff Development (Ed Tech)

24.6%

Instructional Supplies & Materials

27.6%



Other Supplies & Materials

2%

Inservice/Staff Development (Instruction)

15.4%

Regular Instruction Equipment

5.9%

Other Supplies & Materials

24.6%

\$75,266

OVERVIEW

Title IV, Student Support and Academic Enrichment (SSAE), is intended to improve students' academic achievement by increasing the capacity of state educational agencies, local educational agencies, and local communities to provide all students with access to a well-rounded education, improve school conditions for student learning, and improve the use of technology to improve the digital literacy of all students.

TITLE IV

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Regular Instruction (71100)				
169	Part-Time Personnel	-	30,000	-
201	Social Security	-	1,900	-
204	State Retirement	-	3,200	-
212	Medicare	-	500	-
	Salary & Fringes Subtotal:	-	35,600	-
429	Instructional Supplies & Materials	18,000	11,200	11,867
499	Other Supplies & Materials	1,286	5,871	9,763
722	Regular Instruction Equipment	3,813	8,589	6,355



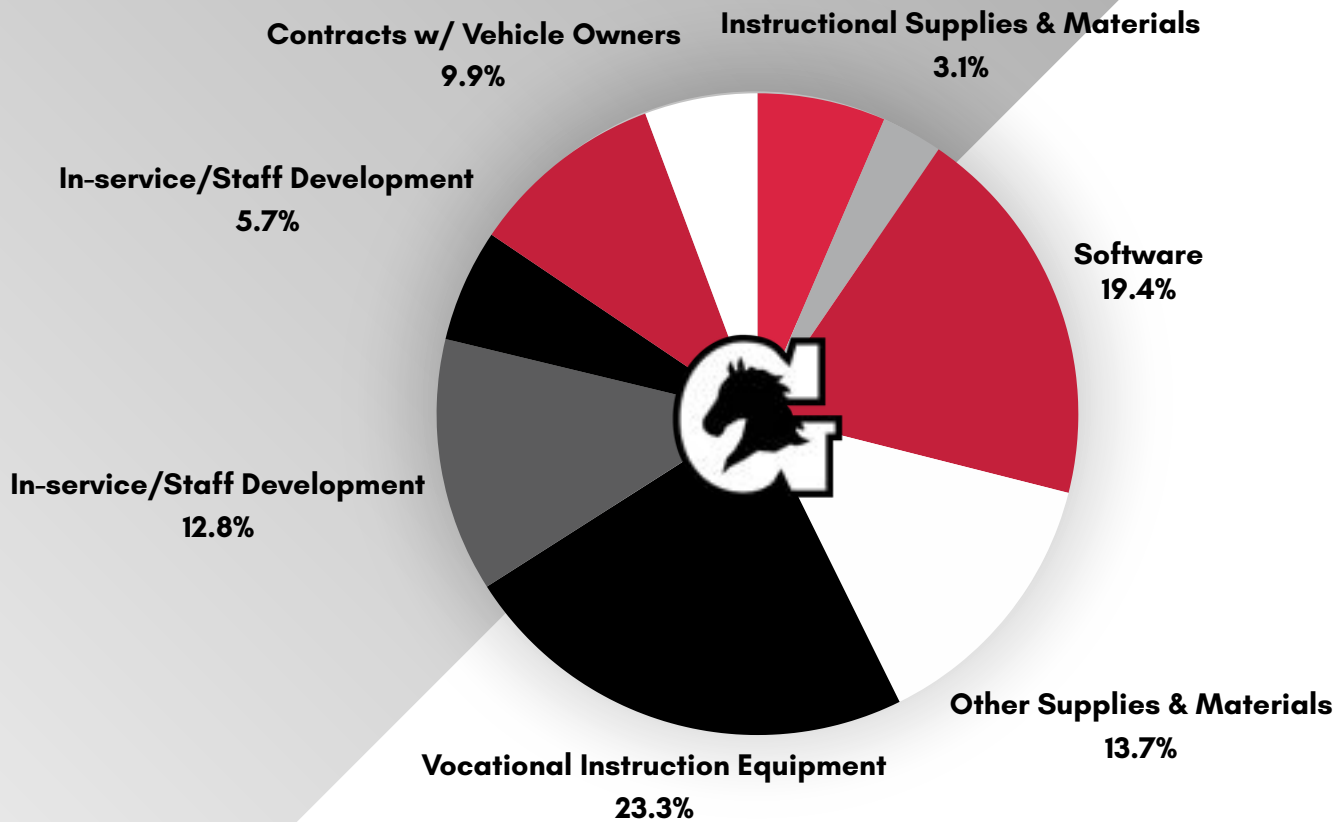
Title IV funds a variety of programs including art instruction, digital theatre, and musical instruments.

TITLE IV

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Health Services (72120)				
399	Other Contracted Services	5,000	-	-
499	Other Supplies & Materials	16,000	18,950	-
Support: Regular Instruction (72210)				
369	Contracted Substitutes - Certified	5,160	-	-
524	Inservice/Staff Development	10,000	11,850	29,567
790	Other Equipment	-	-	476
Education Technology (72250)				
524	Inservice/Staff Development	16,007	21,000	-
Transfers Out (99100)				
504	Indirect Costs	-	570	2,500
TITLE IV TOTAL:		75,266	113,630	60,528

Title IV also funds school health initiatives such as suicide prevention, nursing supplies, and professional development for the lead nurse, lead PE teacher, social workers, and school counselors.

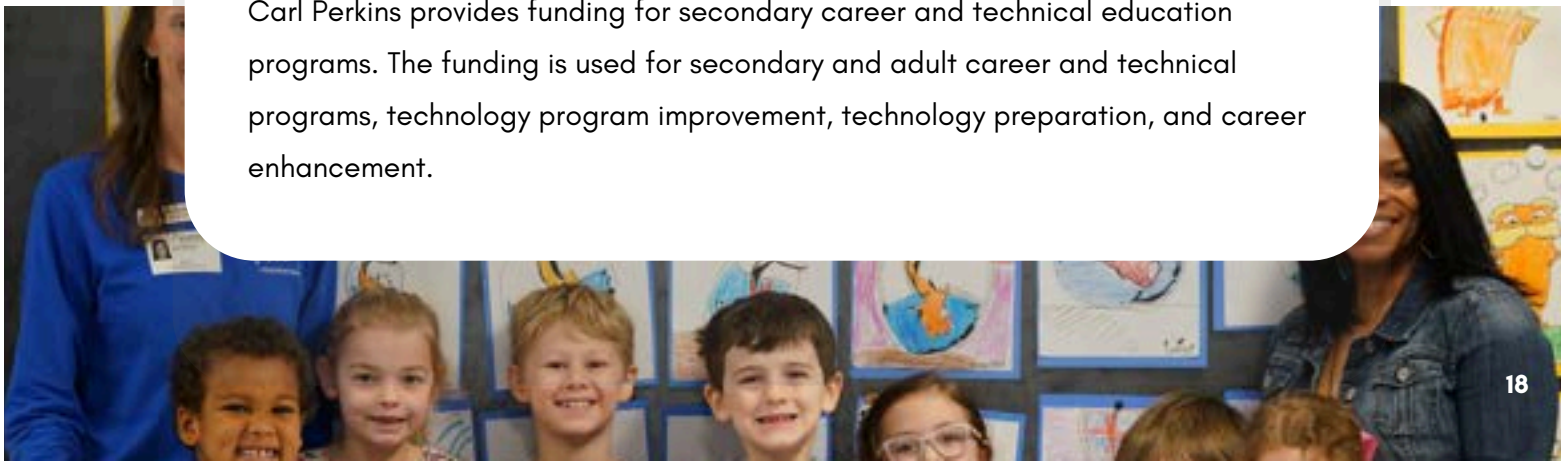
CARL PERKINS BASIC



\$ 61,175

OVERVIEW

Carl Perkins provides funding for secondary career and technical education programs. The funding is used for secondary and adult career and technical programs, technology program improvement, technology preparation, and career enhancement.

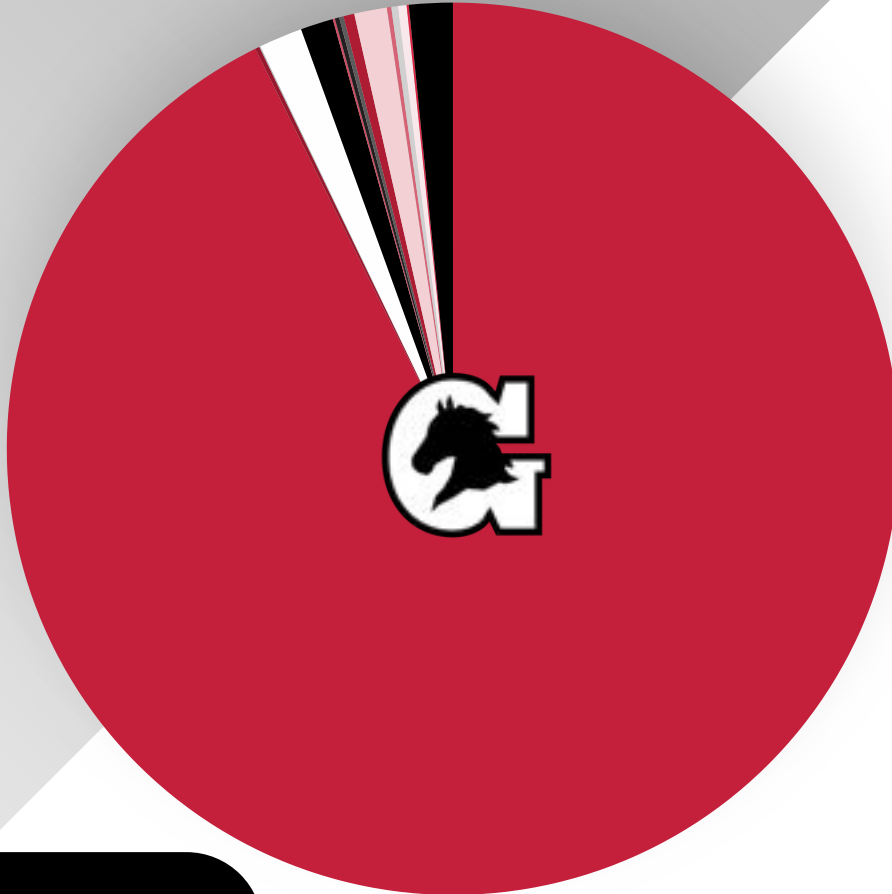


CARL PERKINS BASIC

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Vocational Instruction (71300)				
369	Contracted Substitutes - Certified	4,193	5,000	-
429	Instructional Supplies & Materials	2,000	2,000	19,255
471	Software	12,582	16,754	
499	Other Supplies & Materials	8,918	10,000	9,280
730	Vocational Instruction Equipment	15,095	-	-
Other Student Support (72130)				
355	Travel	-	-	4,800
399	Other Contracted Services	-	-	-
524	In-service/Staff Development	8,300	10,000	18,000
Support: Vocational Education (72230)				
524	In-service/Staff Development	3,687	6,000	-
790	Other Equipment	-	-	2,445
Transportation (72710)				
315	Contracts w/ Vehicle Owners	6,400	12,439	
Transfers Out (99100)				
504	Indirect Costs	-	-	-
CARL PERKINS BASIC TOTAL:		61,175	62,193	53,780

IDEA PART B

Other Contracted Services
1.6%



\$1,289,182

Salaries & Fringes Subtotal for 71200 :
92.7%

OVERVIEW

IDEA, Part B, is for students ranging in ages of three through twenty-one who are eligible for special education services. The Individuals with Disabilities in Education Act (IDEA, Part B) provides services such as specialized instruction and programs, interpretation services, and behavior interventions.

IDEA-B

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Special Education (71200)				
116	Teachers (2 FTEs)	151,000	130,229	142,119
163	Educational Assistants (20 FTEs)	604,719	673,805	480,057
188	Instructional Responsibility	75,000	500	2,233
201	Social Security	57,294	57,294	35,432
204	State Retirement	87,435	87,435	48,978
206	Life Insurance	8,769	8,769	925
207	Medical Insurance	176,000	141,800	74,091
212	Medicare	13,306	13,306	8,286
	Salaries & Fringes Subtotal for 71200 :	1,173,523	1,113,138	792,121
312	Contracts with Private Agencies	20,159	5,000	60,069
369	Contracts for Substitute Teachers - Certified	2,000	2,000	3,160
370	Contracts for Substitute Teachers - Non- certified	500	2,000	-
399	Other Contracted Services	20,000	55,000	841
429	Instructional Supplies & Materials	15,000	15,000	30,019
499	Other Supplies & Materials	1,000	9,678	6,475
725	SPED Equipment	2,000	10,000	6,455

The Exceptional Student Education (ESE) Department facilitates opportunities for students ages 3 through 22 with an educational disability,

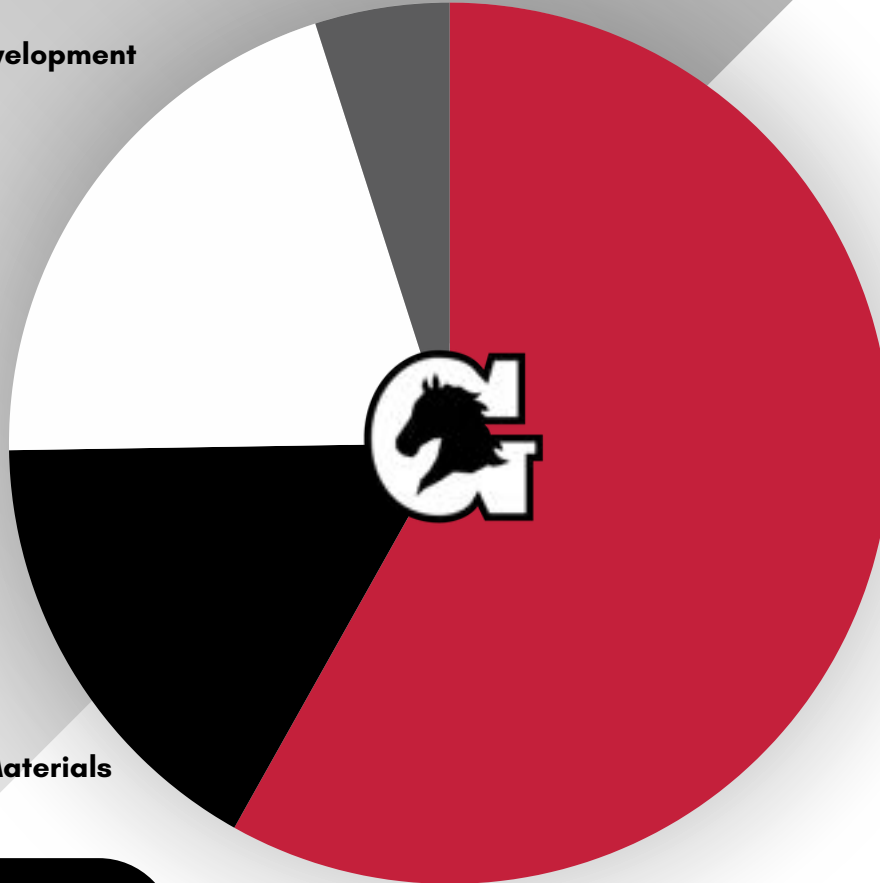
IDEA-B

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
312	Contracts with Private Agencies	2,000	8,600	-
322	Evaluation & Testing	5,000	3,000	14,369
355	Travel	-	-	-
499	Other Supplies & Materials	3,000	-	-
524	Inservice/Staff Development	15,000	2,107	20,711
599	Other Charges	2,000	500	4,857
Transportation (72710)				
338	Maintenance and Repairs - Vehicles	3,000	3,000	-
425	Gasoline	4,000	4,000	1,362
511	Vehicle Insurance	1,000	1,000	226
729	Transportation Equipment	-	-	-
Transfers Out (99100)				
504	Indirect Costs	20,000	30,000	30,000
IDEA-B TOTAL:		1,289,182	1,264,023	970,665

IDEA PRESCHOOL

Indirect Costs
4.9%

Inservice/Staff Development
20.3%



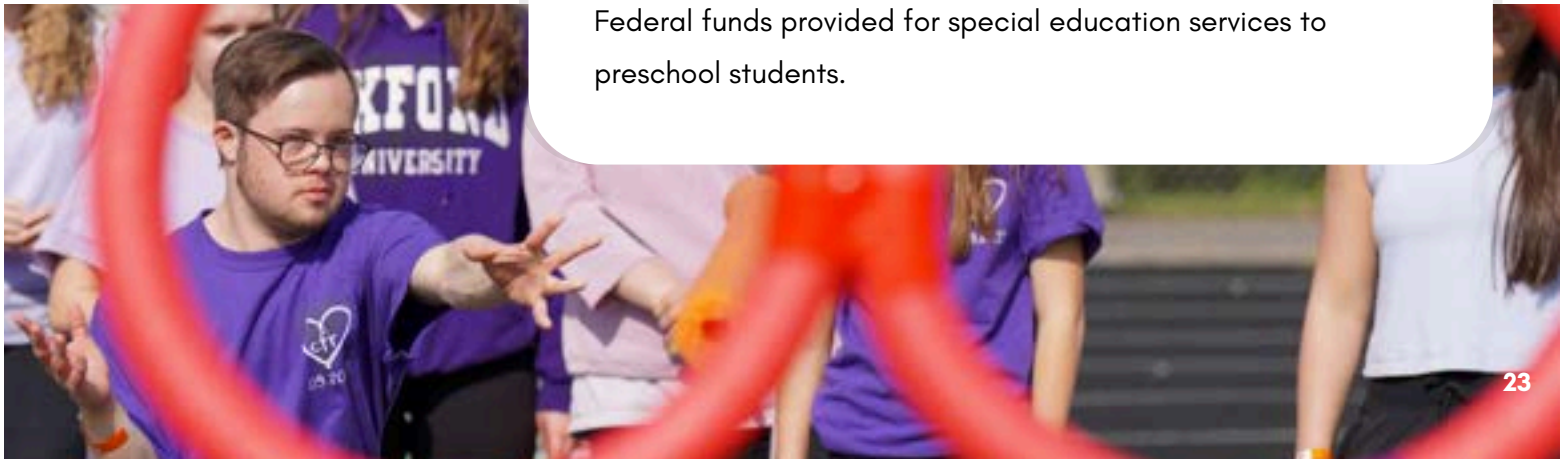
Contracts with Private Agencies
58.1%

Instructional Supplies & Materials
16.6%

\$23,483

OVERVIEW

Federal funds provided for special education services to preschool students.



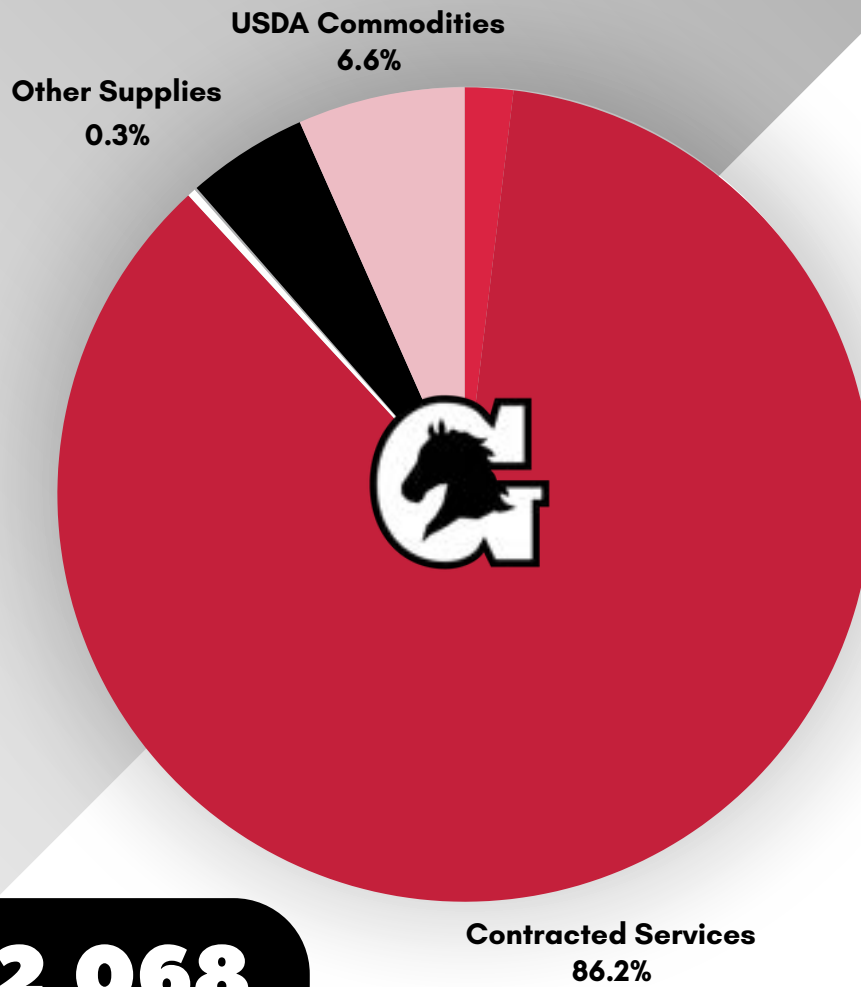
IDEA- PRESCHOOL

<u>Fund</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
Special Education (71200)				
399	Other Contracted Services	13,650	514	285
429	Instructional Supplies & Materials	3,903	17,039	15,000
725	Special Education Equipment	-	-	-
Support: Special Education (72220)				
524	Inservice/Staff Development	4,772	4,772	4,592
Transfers Out (99100)				
504	Indirect Costs	1,158	788	788
IDEA- PRESCHOOL TOTAL:		23,483	23,113	20,665



GMSD currently has eight early childhood preschool programs located in four elementary schools that serve students identified with disabilities, ages 3 - 5.

SCHOOL NUTRITION



\$ 2,082,068

OVERVIEW

SFE, an independent contractor, is responsible for all District cafeteria operations. All sales and USDA breakfast and lunch reimbursements are received directly by the District.



SCHOOL NUTRITION

REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
43521	Lunch Income- Children	815,560	832,642	798,478
43522	Lunch Income- Adults	16,879	23,969	9,789
43523	Breakfast Income	48,846	48,531	49,161
43525	Ala Carte Sales	679,974	774,762	585,185
47111	USDA Lunch	396,530	389,263	403,797
47113	USDA Breakfast	45,650	44,600	46,699
47112	USDA Commodities	138,074	122,889	153,258
47121	Miscellaneous - Other Revenue - Catering	7,296	6,500	8,091
47590	Other Federal Through State	60,729	26,162	95,295
	Transfers In			-
	Reserves	-	-	-
	TOTAL NUTRITION REVENUES:	2,209,536	2,269,318	2,149,753

Includes federal reimbursements from the Federal Government for meals served, payments made by students, teachers, and parents eating at schools, and other miscellaneous revenues.

SCHOOL NUTRITION

EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
336	Maintenance & Repairs - Equipment	40,000	40,000	45,606
399	Contracted Services	1,794,994	1,984,919	1,605,069
499	Other Supplies	7,000	7,000	2,161
524	In-service/Staff development	2,000	2,000	628
707	Building Improvements	-	-	125,467
710	Equipment	100,000	100,000	188,434
469	USDA Commodities	138,074	122,889	153,258
	TOTAL NUTRITION EXPENDITURES:	2,082,068	2,256,808	2,120,623
	CHANGE IN CAFETERIA FUND BALANCE:	127,468	12,510	29,130

Includes expected contracted service to food service management company.

CAPITAL IMPROVEMENTS

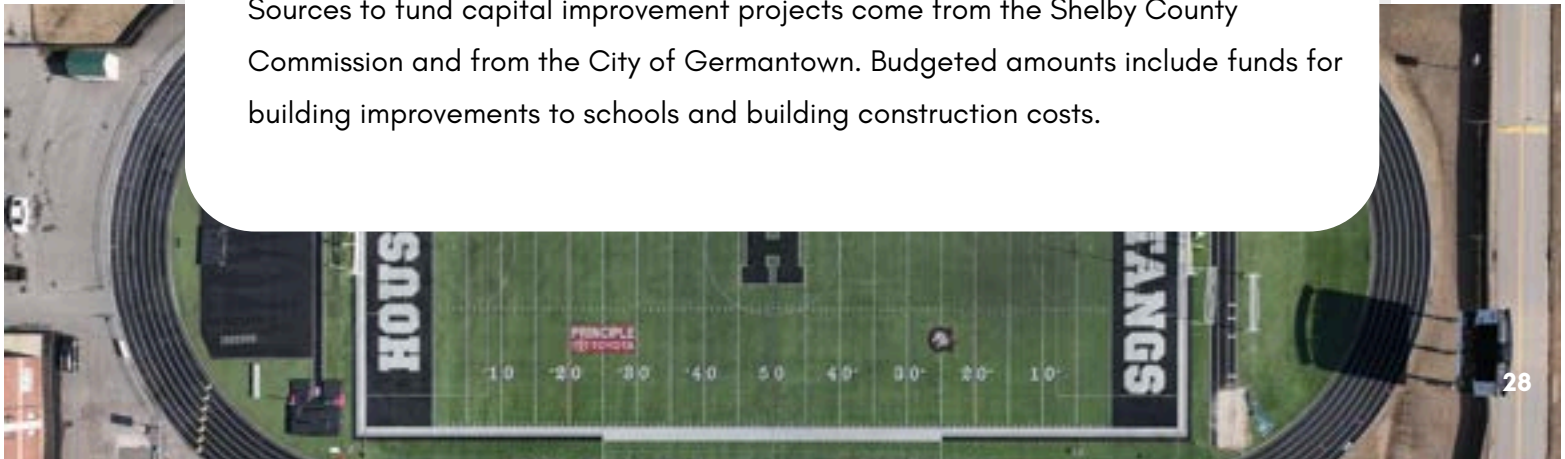


\$3,000,000

Building Improvements
100%

OVERVIEW

Sources to fund capital improvement projects come from the Shelby County Commission and from the City of Germantown. Budgeted amounts include funds for building improvements to schools and building construction costs.



CAPITAL IMPROVEMENT

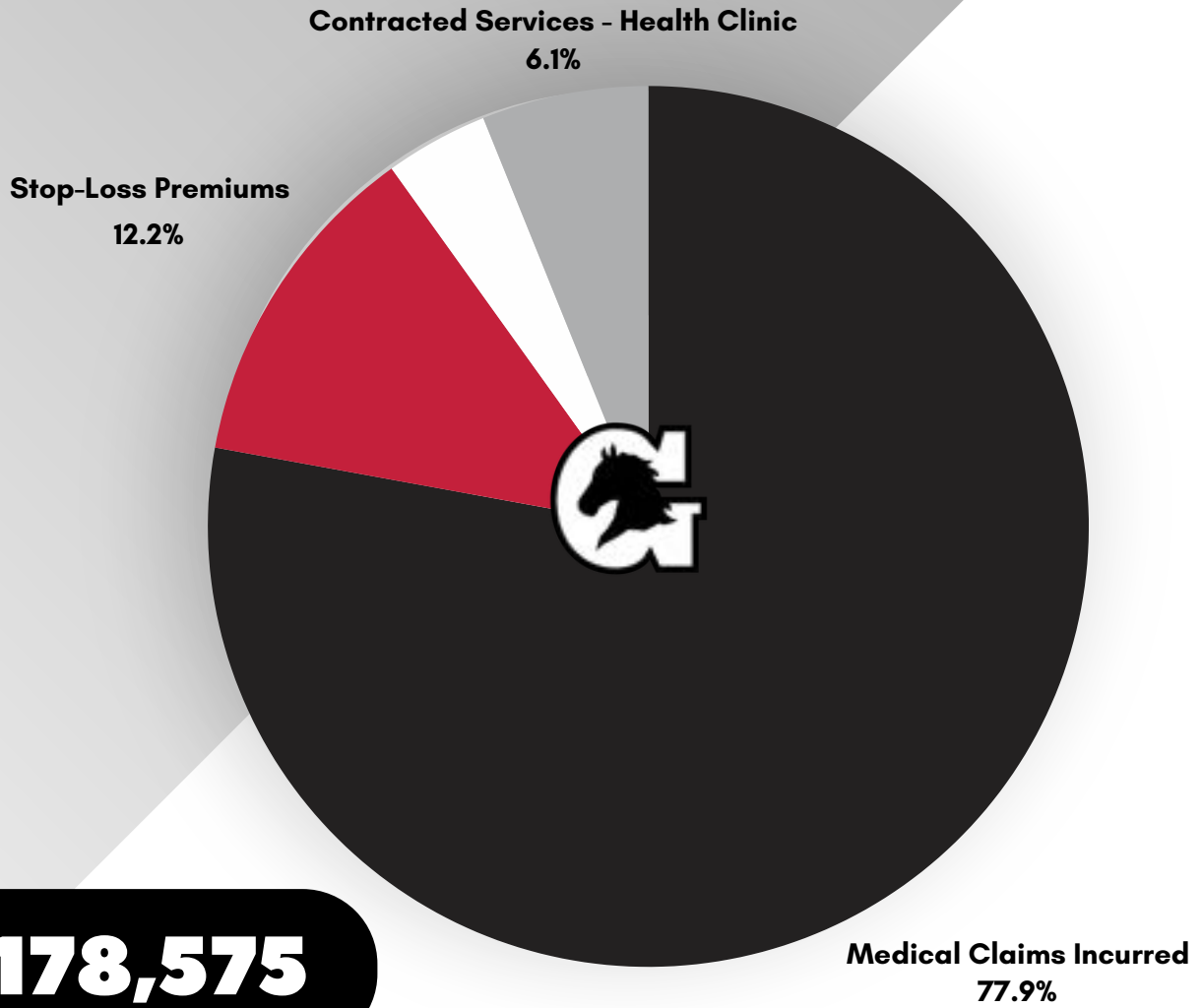
REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
44190	County Commission	2,500,000	2,500,000	2,800,861
39000	Reserves	500,000	2,065,657	
	TOTAL CAPITAL IMPROV. REVENUE:	3,000,000	4,565,657	2,800,861

EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Budget</u>	<u>FY 2023 Actual</u>
304	Architects	-	-	-
706	Building Construction	-	-	139,627
707	Building Improvements	3,000,000	4,565,657	252,514
790	Other Equipment	-	-	-
	TOTAL CAPITAL IMPROV. EXPENDITURES:	3,000,000	4,565,657	392,141
	CHANGE IN CAPITAL IMPROVEMENT FUND BALANCE:	-	-	2,408,720

HEALTH INSURANCE



\$8,178,575

OVERVIEW

During 20 pay periods of the year, employees, through payroll deduction, and the District make contributions to the health insurance fund to pay actual medical and pharmacy claims incurred during the year. Stop-loss insurance covers any claims above \$125,000. Contributions also cover any administrative expenses paid to third-party administrators and consultants.

HEALTH INSURANCE

REVENUES

<u>Acct</u>	<u>Description</u>	FY 2026 <u>Budget</u>	FY 2025 <u>Budget</u>	FY 2024 <u>Actual</u>
42000	Employee Contributions	2,203,215	2,028,640	2,006,933
42100	Employer Contributions	4,675,360	3,731,200	5,362,832
42500	COBRA payments	0	0	0
42900	Other Income	100,000	160,000	160,912
44110	Interest income	0	0	32,375
	Reserves	1,200,000	1,280,160	0
TOTAL HEALTH INSURANCE FUND REVENUES:		8,178,575	7,200,000	7,563,052

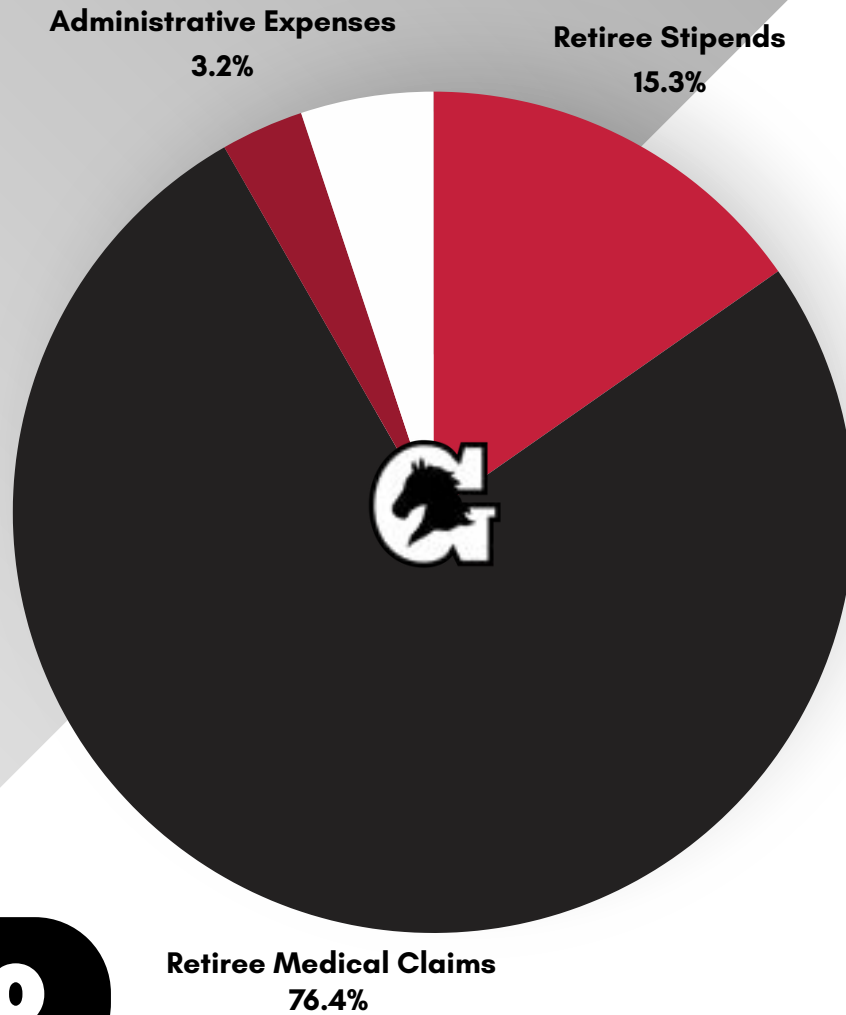
EXPENDITURES

<u>Acct</u>	<u>Description</u>	FY 2026 <u>Budget</u>	FY 2025 <u>Budget</u>	FY 2024 <u>Actual</u>
280	Medical Claims Incurred	6,226,575	5,500,000	6,455,923
281	Stop-Loss Premiums	1,100,000	900,000	844,150
282	Administrative Expenses	312,000	300,000	302,003
399	Contracted Services - Health Clinic	540,000	500,000	449,617
TOTAL HEALTH INSURANCE FUND EXPENDITURES:		8,178,575	7,200,000	8,051,693

CHANGE IN HEALTH INSURANCE FUND BALANCE:	0	0	-488,641
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Includes employees' and the District's contributions for health insurance. Other income includes pharmacy rebates. Includes claims expense for medical and pharmacy, stop loss premiums, and third-party administrative expenses.

OPEB TRUST



\$785,000

OVERVIEW

The District and retirees participating in the health insurance plan make contributions to the Other Post-Employment Benefits (OPEB) trust during the year. Contributions cover actual retiree medical and pharmacy claims, retiree stipends to help cover premiums, certain health and life insurance premiums, custodial and investment management fees, and actuarial costs.

OPEB TRUST

REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
42100	Employer Contributions	547,000	755,000	555,908
42200	Retiree Contributions	96,000	80,000	96,000
44110	Investment Income	75,000	75,000	127,973
44111	Unrealized and Realized Gain/Loss on Investment	318,000	318,000	424,016
	TOTAL OPEB TRUST FUND REVENUES:	1,036,000	1,228,000	1,203,897

EXPENDITURES

<u>Acct</u>	<u>Description</u>	<u>FY 2026 Budget</u>	<u>FY 2025 Budget</u>	<u>FY 2024 Actual</u>
280	Retiree Stipends	120,000	110,000	106,500
281	Retiree Medical Claims	600,000	600,000	515,510
282	Administrative Expenses	25,000	25,000	20,850
283	Health and Life Insurance Premiums	40,000	50,000	28,476
	TOTAL OPEB TRUST FUND EXPENDITURES:	785,000	785,000	671,336
	CHANGE IN OPEB TRUST FUND BALANCE:	251,000	443,000	532,561

Includes district-paid health and life insurance benefits for retirees, retiree contributions from TCRS, a 6% assumed investment return, medical and pharmacy claims, retiree health stipends, insurance premiums, and third-party admin costs.



Miracle of KY & TN

931 Commerce Drive
 Leitchfield, KY 42754
 Phone: (800) 251-5578
 Email: Brooke@miraclekytn.com
 Prepared By: Brooke Wesson



Customer

Farmington Elementary School
 2085 Cordes Road
 Germantown, TN 38139

Quote

Date:	4/9/25
Quote #	25-0409-91
Project:	Farmington Elementary
Contact:	Ashley Brasfield

Sourcewell 010521-LTS

QTY	Part Number	Description	Total
1	CUSTOM	Playground Unit	\$ 85,527.00
1	6088	Inclusive See Saw	\$ 13,599.00
1	4636CHAMR	Physics Phaze/Cresent	\$ 35,360.00
1	4535	Momentum Corridor	\$ 9,174.00
1	MR0932	6 Bay Arch Swing W/ 10 Belt Seats and 2 Inclusive Seats	\$ 15,785.00
1	SG300D	Bench W/ Back 6' Portable	\$ 747.00
1	SG106D	Table Rectangle 6' Portable	\$ 1,158.00
7000sf		Turf W/ Rock Base and Pad	\$ 126,355.00
1	CUSTOM	Custom Sculpt - Falcon	\$ 10,029.00
		Customer is responsible for removal of Trash and Soils	

Quote valid for 30 Days

Freight:	\$ 3,850.00
Install:	\$ 40,000.00
Discount:	\$ (45,000.00)
Total Due:	\$ 296,584.00

Terms and Conditions

Installation prices will assume normal soil conditions and does not include rock excavation \$75 per foot for rock break minimum plus equipment rental fees. Installation charges are not included in quote unless stated. Unless otherwise noted quote does not include prevailing wages, taxes, freight, permits, state or local approvals, performance bond, engineering seals, testing, site preparation, borders, safety surfacing, unloading, storage, security, fencing, landscaping, trash removal or soils. (We are not responsible for the seed and straw of disturbed areas.) Must be given clear path 10' to playground area. Not responsible for damage to existing concrete or asphalt. Not responsible for underground utilities or drain pipes. Any product that is coming from a vendor, other than Miracle, needs to be inspected when shipment is received. Please note any damage on the freight bill before signing for the shipment. This quotation, after acceptance by the buyer and when thereafter approved by an authorized official of the seller, in writing, will become a contract. Until so approved, is not a contract and is not binding on the seller in any way. If buyer does not give acceptance within 30 days, this quotation is subject to possible price revision. Replacment Parts are non-returnable.

Name of Buyer: _____ Authorized Signature: _____ Date: _____

Seller: Miracle of KY & TN **Authorized Signature:** _____ **Date:** _____

PROJECT

Name: Riverdale Middle School Classroom Renovation
A2H #: 24398
A2H PM: Stewart A. Smith, AIA

DETAILS

Date: Tuesday, May 6, 2025
Time: 2:00 PM
Location: GMSD District Office

COMPANY	LUMP SUM BID
Artizan Constructors	\$284,789.91
Barnes & Brower, Inc.	\$197,952.00
Grinder, Taber & Grinder, Inc.	\$194,026.00
Zellner Construction Services, LLC	\$240,000.00

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



Stewart A. Smith, AIA
Architect | Design Principal



ENGINEERS · ARCHITECTS · PLANNERS

May 7, 2025

Zachary Percoski
Germantown Municipal School District
3350 S. Forest Hill Irene Road
Germantown, TN 38138

RE: Riverdale Middle School Classroom Renovation
Letter of Recommendation

A2H # 24398

Dear Mr. Percoski,

This is to inform you that the bids have been reviewed for completeness for the Riverdale Middle School Classroom Renovation. We are recommending that **Grinder, Taber & Grinder, Inc. of Germantown, TN** be awarded the contract in the Base Bid Amount of **\$ 194,026.00**. I am attaching a Bid Tabulation for your convenience.

Sincerely,

A2H, Inc.

A handwritten signature in blue ink, appearing to read 'SA Smith', written over a horizontal line.

Stewart A. Smith, AIA
Architect | Design Principal