

GMSD Board Business Meeting
August 26, 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. Recognition and Awards
6. REPORTS
 - 6.A. TN Legislative Update
 - 6.B. Chairman's Report
 - 6.C. Financial Report
 - 6.D. Superintendent's Report
7. Citizens to be heard
8. CONSENT AGENDA
 - 8.A. Approval of the Minutes
 - 8.B. Revision of Policies - First Reading
 - 8.C. Revision of Policies - Second Reading
 - 8.D. Miscellaneous FY 25-26 Budget Amendments #02
9. BOARD ACTION ITEMS
 - 9.A. Strategic Plan 2030
 - 9.B. Purchase for Chromebooks
 - 9.C. Stop Loss Renewal 2025
 - 9.D. Miscellaneous FY 25-26 Budget Amendments #03
 - 9.E. School Fees 25-26
10. Announcements
11. Adjournment

Germantown Municipal School District

BALANCE SHEET

All Funds

As of Month Ending June 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	107,463.79	-	1,539,243.32	3,558,050.89	143,980.51	-	494,630.33	5,843,368.84
Investments - LGIP	23,141,627.68	-	-	-	-	-	-	23,141,627.68
Investments - Mutual Funds	-	-	-	-	5,919,232.99	-	-	5,919,232.99
Cash Clearing - School Activity	5,000.00	-	-	-	-	-	-	5,000.00
CDARS - First Horizon	-	-	-	-	-	-	-	-
Accrued Interest	-	-	-	-	3,152.00	-	-	3,152.00
Accounts Receivable	-	-	-	-	-	-	282,098.88	282,098.88
Due from Other Govts	3,505,706.52	522,686.90	34,707.19	157,752.71	-	-	-	4,220,853.32
Due from City	57,573.64	-	-	-	-	-	-	57,573.64
Due from Schools	10,892.76	-	-	-	-	-	-	10,892.76
Due from Other Funds	463,785.36	-	-	-	-	-	-	463,785.36
Restricted Investments - SRT	1,550,012.00	-	-	-	-	-	-	1,550,012.00
Prepaid Expenses	20,336.31	-	-	-	-	-	-	20,336.31
Fixed Assets:	-	-	-	-	-	-	-	-
Land	-	-	-	-	-	6,377,894.00	-	6,377,894.00
Land Improvements	-	-	-	-	-	1,970,270.25	-	1,970,270.25
Buildings	-	-	-	-	-	134,903,491.59	-	134,903,491.59
Improvements	-	-	-	-	-	8,568,005.29	-	8,568,005.29
Equipment	-	-	-	-	-	21,014,038.89	-	21,014,038.89
Construction-in-Progress	-	-	-	-	-	907,742.45	-	907,742.45
Accumulated Depreciation	-	-	-	-	-	(35,107,092.76)	-	(35,107,092.76)
ASSETS TOTAL	28,862,398.06	522,686.90	1,573,950.51	3,715,803.60	6,066,365.50	138,634,349.71	776,729.21	180,152,283.49
LIABILITIES								
Accounts Payable	791,228.93	30,783.76	23,194.76	797,050.00	-	-	46,941.13	1,689,198.58
Accrued Expenses	3,682,672.42	66,604.78	-	-	-	-	184,246.00	3,933,523.20
Due to the City of Germantown	-	-	-	-	-	-	-	-
Due to Schools	134.00	-	-	-	-	-	-	134.00
Due to Other Funds	-	425,298.36	-	-	-	-	-	425,298.36
Unearned Revenue	56,098.00	-	317,668.55	-	-	-	-	373,766.55
LIABILITIES TOTAL	4,530,133.35	522,686.90	340,863.31	797,050.00	-	-	231,187.13	6,421,920.69
FUND BALANCE								
Change in Fund Balance	(166,780.50)	-	186,013.69	(149,081.88)	796,496.04	2,959,764.65	(850,591.59)	2,775,820.41
Beginning Fund Balance	24,499,045.21	-	1,047,073.51	3,067,835.48	5,269,869.46	135,674,585.06	1,396,133.67	170,954,542.39
Ending Fund Balance	24,332,264.71	-	1,233,087.20	2,918,753.60	6,066,365.50	138,634,349.71	545,542.08	173,730,362.80
LIABILITIES AND FUND BALANCE TOTAL	28,862,398.06	522,686.90	1,573,950.51	3,715,803.60	6,066,365.50	138,634,349.71	776,729.21	180,152,283.49
VARIANCE	-	-	-	-	-	-	-	-

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

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
GENERAL FUND REVENUES - FUND 141					
TISA REVENUE	37,545,387.00	3,585,388.10	37,765,930.02	220,543.02	100.59%
SHELBY COUNTY GOVERNMENT					
Property Taxes	17,022,053.00	430,047.42	16,735,076.03	(286,976.97)	98.31%
Sales Tax	10,404,656.00	2,785,182.79	10,440,335.46	35,679.46	100.34%
Wheel Tax	1,403,882.00	110,717.99	1,622,783.53	218,901.53	115.59%
CITY OF GERMANTOWN					
Maintenance of Effort	3,082,064.00	256,838.67	3,082,064.04	0.04	100.00%
PEG Funding	112,000.00	23,209.17	72,561.13	(39,438.87)	64.79%
Mixed Drink Tax	252,000.00	88,749.28	325,281.08	73,281.08	129.08%
OTHER LOCAL REVENUE					
TUITION	1,114,000.00	102,587.03	1,278,536.24	164,536.24	114.77%
OTHER STATE REVENUE	385,011.00	7,199.85	234,500.85	(150,510.15)	60.91%
TRANSFERS - INDIRECT COSTS	2,826,206.00	1,105,114.43	2,629,704.21	(196,501.79)	93.05%
RESERVES	35,000.00	143,733.03	168,961.53	133,961.53	482.75%
RESERVES	6,610,544.58	-	-	(6,610,544.58)	0.00%
TOTAL GENERAL FUND REVENUES	80,792,803.58	8,638,767.76	74,355,734.12	(6,437,069.46)	92.03%

GENERAL FUND EXPENDITURES - FUND 141

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
71100 REGULAR INSTRUCTION					
Salaries & Wages	25,586,901.00	4,357,998.34	25,029,815.72	(557,085.28)	97.82%
Benefits	5,687,745.00	744,450.14	5,728,732.16	40,987.16	100.72%
Contract w/Priv. Agencies	266,170.00	-	266,139.00	(31.00)	99.99%
Maint & Rep - Equipment	11,000.00	2,000.00	9,793.11	(1,206.89)	89.03%
Travel	2,500.00	-	2,317.19	(182.81)	92.69%
Other Contract Svcs	1,169,665.00	49,678.40	1,099,584.97	(70,080.03)	94.01%
Inst. Supplies	332,466.53	58,307.80	306,332.86	(26,133.67)	92.14%
Textbooks	1,324,434.75	428,902.92	549,563.91	(774,870.84)	41.49%
Software	264,802.25	65,953.65	263,568.14	(1,234.11)	99.53%
Other Supplies	173,600.00	-	161,919.88	(11,680.12)	93.27%
Inservice/Staff Dev.	205,000.00	204,714.38	204,714.38	(285.62)	99.86%
On-Behalf Payments	0.00	96,586.70	96,586.70	96,586.70	#DIV/0!
Other Charges	29,384.00	3,111.92	27,114.66	(2,269.34)	92.28%
Equipment	1,024,900.00	318,824.35	545,811.70	(479,088.30)	53.26%
TOTAL REGULAR INSTRUCTION	36,078,568.53	6,330,528.60	34,291,994.38	(1,786,574.15)	95.05%

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
71150 ALTERNATIVE EDUCATION					
Salaries & Wages	332,637.00	51,401.24	336,104.33	3,467.33	101.04%
Benefits	80,959.00	9,278.43	79,941.33	(1,017.67)	98.74%
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	60,679.67	416,420.56	824.56	100.20%

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
71200 SPECIAL EDUCATION INSTRUCTION					
Salaries & Wages	5,147,741.00	750,555.25	4,827,280.66	(320,460.34)	93.77%
Benefits	1,270,878.00	144,609.50	1,247,735.09	(23,142.91)	98.18%
Contract w/Priv. Agencies	32,900.00	2,995.00	13,295.11	(19,604.89)	40.41%
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	52,637.00	3,446.64	52,499.03	(137.97)	99.74%
On-Behalf Payments	0.00	133,367.11	133,367.11	133,367.11	#DIV/0!
Equipment	13,000.00	-	13,000.00	0.00	100.00%
TOTAL SPECIAL EDUCATION INSTRUCTION	6,527,156.00	1,034,973.50	6,292,335.09	(234,820.91)	96.40%

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
71300 CAREER & TECHNICAL EDUCATION					
Salaries & Wages	1,193,472.00	183,279.78	1,135,211.50	(58,260.50)	95.12%
Benefits	311,550.00	32,472.27	254,239.26	(57,310.74)	81.60%
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	-	4,125.00	(5,875.00)	41.25%
Other Charges	271,070.00	-	-	(271,070.00)	0.00%
Equipment	775,000.00	98,995.22	180,444.77	(594,555.23)	23.28%
TOTAL CAREER & TECHNICAL EDUCATION	2,594,092.00	314,747.27	1,587,970.53	(1,006,121.47)	61.21%

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

72110 ATTENDANCE & PLANNING	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	679,376.00	73,240.65	673,904.79	(5,471.21)	99.19%
Benefits	163,085.00	11,337.27	123,729.02	(39,355.98)	75.87%
Travel	1,000.00	-	747.77	(252.23)	74.78%
Other Contract Svcs.	40,000.00	-	40,000.00	0.00	0.00%
Other Supplies	5,000.00	5.98	1,842.51	(3,157.49)	36.85%
Inservice/Staff Dev.	24,500.00	1,404.17	19,451.42	(5,048.58)	79.39%
Other Charges	20,000.00	4,549.83	19,685.59	(314.41)	98.43%
TOTAL ATTENDANCE & PLANNING	932,961.00	90,537.90	879,361.10	(53,599.90)	94.25%
72120 HEALTH SERVICES	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	596,214.00	101,461.00	588,162.24	(8,051.76)	98.65%
Benefits	174,405.00	17,863.27	152,394.75	(22,010.25)	87.38%
Other Contract Svcs.	1,000.00	-	974.86	(25.14)	97.49%
Other Supplies	12,940.00	438.58	2,071.73	(10,868.27)	16.01%
Inservice/Staff Dev.	7,500.00	782.21	7,038.79	(461.21)	93.85%
Other Charges	7,500.00	1,518.95	6,871.48	(628.52)	91.62%
Equipment	8,250.00	2,017.85	8,229.51	(20.49)	99.75%
TOTAL HEALTH SERVICES	807,809.00	124,081.86	765,743.36	(42,065.64)	94.79%
72130 OTHER STUDENT SUPPORT/GUIDANCE	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	1,482,524.00	220,110.33	1,377,451.58	(105,072.42)	92.91%
Benefits	343,748.00	36,986.60	307,147.60	(36,600.40)	89.35%
Travel	500.00	-	455.46	(44.54)	91.09%
Other Contract Svcs.	30,000.00	2,379.00	6,954.00	(23,046.00)	23.18%
Other Supplies	15,000.00	-	-	(15,000.00)	0.00%
Inservice/Staff Dev.	98,369.00	499.28	24,370.88	(73,998.12)	24.77%
Other Charges	19,000.00	-	10,120.87	(8,879.13)	53.27%
Other Equipment	1,831.00	-	1,831.00	0.00	100.00%
TOTAL OTHER STUDENT SUPPORT/GUIDANCE	1,990,972.00	259,975.21	1,728,331.39	(262,640.61)	86.81%
72210 REGULAR INSTRUCTION SUPPORT	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	2,556,217.00	300,922.77	2,478,839.38	(77,377.62)	96.97%
Benefits	543,793.00	54,005.07	562,164.87	18,371.87	103.38%
Consultants	23,800.00	-	23,736.00	(64.00)	99.73%
Travel	2,800.00	-	2,606.13	(193.87)	93.08%
Library Books/Media	43,400.00	-	43,400.00	0.00	100.00%
Other Supplies	9,570.00	652.35	8,937.87	(632.13)	93.39%
Inservice/Staff Dev.	62,000.00	7,190.13	60,286.14	(1,713.86)	97.24%
Other Charges	5,000.00	280.06	4,480.30	(519.70)	89.61%
Other Equipment	5,400.00	-	3,510.09	(1,889.91)	65.00%
TOTAL REGULAR EDUCATION SUPPORT	3,251,980.00	363,050.38	3,187,960.78	(64,019.22)	98.03%
72220 SPECIAL EDUCATION SUPPORT	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	1,819,245.00	228,192.56	1,825,153.25	5,908.25	100.32%
Benefits	444,059.00	41,214.37	408,885.00	(35,174.00)	92.08%
Contract w/Priv. Agencies	9,000.00	371.48	6,305.50	(2,694.50)	70.06%
Evaluation & Testing	5,000.00	-	5,000.00	0.00	100.00%
Travel	7,500.00	-	2,620.58	(4,879.42)	34.94%
Other Supplies	7,000.00	-	6,996.94	(3.06)	99.96%
Inservice/Staff Dev.	20,965.00	1,500.00	20,964.86	(0.14)	100.00%
Other Charges	1,535.00	623.09	1,502.07	(32.93)	97.85%
TOTAL SPECIAL EDUCATION SUPPORT	2,314,304.00	271,901.50	2,277,428.20	(36,875.80)	98.41%
72230 CAREER & TECHNICAL SUPPORT	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Director/ Supervisor	21,878.00	2,684.67	22,546.07	668.07	103.05%
Benefits	5,863.00	556.44	5,942.63	79.63	101.36%
Other Supplies	1,953.00	-	260.99	(1,692.01)	13.36%
Inservice/Staff Dev.	4,000.00	-	392.83	(3,607.17)	9.82%
TOTAL CAREER & TECHNICAL SUPPORT	33,694.00	3,241.11	29,142.52	(4,551.48)	86.49%

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

72250 TECHNOLOGY	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	874,053.00	69,655.76	858,479.67	(15,573.33)	98.22%
Benefits	263,677.00	14,666.58	202,943.82	(60,733.18)	76.97%
Communications	99,376.36	11,619.83	73,533.52	(25,842.84)	73.99%
Consultants	33,930.00	500.00	32,250.00	(1,680.00)	95.05%
Maintenance & Repairs	61,069.00	27,943.98	53,378.07	(7,690.93)	87.41%
Internet Connectivity	212,401.20	31,302.40	193,424.03	(18,977.17)	91.07%
Travel	2,000.00	246.33	1,358.39	(641.61)	67.92%
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	-	15,704.94	0.00	100.00%
Software	598,960.00	43,813.00	558,954.78	(40,005.22)	93.32%
Other Supplies	37,400.00	(3,115.10)	15,577.68	(21,822.32)	41.65%
Inservice/Staff Dev.	8,000.00	202.79	5,802.54	(2,197.46)	72.53%
Other Charges	50,000.00	37.65	49,956.02	(43.98)	99.91%
Adm Equipment	192,138.78	5,850.74	169,183.60	(22,955.18)	88.05%
Other Equipment	15,025.10	644.47	14,689.62	(335.48)	97.77%
TOTAL TECHNOLOGY	2,544,235.38	203,368.43	2,245,421.76	(298,813.62)	88.26%
72310 BOARD OF EDUCATION SERVICES	2024-25 FYTD Revised Bdgt	June 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	627.03	28,326.06	(30,318.94)	48.30%
OPEB	2,118,000.00	410,000.00	1,934,202.00	(183,798.00)	91.32%
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	30,168.69	137,276.26	(72,723.74)	65.37%
Other Supplies	1,000.00	-	712.45	(287.55)	71.25%
Judgments	710,906.00	-	710,906.00	0.00	100.00%
Liability Insurance	110,000.00	-	92,256.00	(17,744.00)	83.87%
Surety Bond Premium	300.00	-	300.00	0.00	100.00%
Trustee Commissions	472,565.00	35,850.41	437,153.63	(35,411.37)	92.51%
Workers' Compensation	90,000.00	1,329.51	80,737.69	(9,262.31)	89.71%
Inservice/Staff Dev.	20,000.00	1,009.25	19,017.10	(982.90)	95.09%
TOTAL BOARD OF EDUCATION SERVICES	3,903,916.00	478,984.89	3,545,036.73	(358,879.27)	90.81%
72320 OFFICE OF SUPERINTENDENT	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	464,884.00	36,654.66	444,949.68	(19,934.32)	95.71%
Benefits	117,465.00	8,172.96	109,685.53	(7,779.47)	93.38%
Dues & Memberships	9,500.00	43.90	6,102.39	(3,397.61)	64.24%
Postal Charges	10,000.00	306.00	9,269.44	(730.56)	92.69%
Travel	5,000.00	1,246.22	4,310.27	(689.73)	86.21%
Other Contracted Svcs.	29,600.00	1,720.32	18,197.55	(11,402.45)	61.48%
Office Supplies	20,000.00	7,347.87	16,906.33	(3,093.67)	84.53%
Other Supplies	28,250.00	-	28,222.04	(27.96)	99.90%
Inservice/Staff Dev.	21,200.00	8,864.93	16,077.14	(5,122.86)	75.84%
Other Charges	1,000.00	326.32	889.32	(110.68)	88.93%
TOTAL OFFICE OF SUPERINTENDENT	706,899.00	64,683.18	654,609.69	(52,289.31)	92.60%
72410 OFFICE OF PRINCIPAL	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	3,646,687.00	438,747.62	3,526,267.84	(120,419.16)	96.70%
Benefits	872,171.00	77,730.77	783,749.31	(88,421.69)	89.86%
Office Supplies	1,500.00	1,495.49	1,495.49	(4.51)	99.70%
Other Supplies	147,001.00	-	147,001.00	0.00	100.00%
Inservice/Staff Dev.	11,999.00	3,725.85	9,351.50	(2,647.50)	77.94%
Other Charges	16,500.00	-	15,850.00	(650.00)	96.06%
TOTAL OFFICE OF PRINCIPAL	4,695,858.00	521,699.73	4,483,715.14	(212,142.86)	95.48%

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

72510 FISCAL SERVICES	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	469,263.00	37,225.84	441,039.64	(28,223.36)	93.99%
Benefits	129,960.00	7,551.70	100,180.06	(29,779.94)	77.09%
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	268.82	5,000.00	0.00	100.00%
Software	88,000.00	-	74,638.32	(13,361.68)	84.82%
Inservice/Staff Dev.	11,000.00	345.00	9,452.48	(1,547.52)	85.93%
Other Charges	17,250.00	170.22	3,462.63	(13,787.37)	20.07%
Other Equipment	1,500.00	-	1,500.00	0.00	100.00%
TOTAL FISCAL SERVICES	728,273.00	45,561.58	636,044.21	(92,228.79)	87.34%
72520 HUMAN RESOURCES	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	418,364.00	35,777.87	404,284.54	(14,079.46)	96.63%
Benefits	100,046.00	6,106.48	77,501.54	(22,544.46)	77.47%
Dues & Memberships	864.00	-	814.00	(50.00)	94.21%
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.	64,021.63	4,410.98	61,657.63	(2,364.00)	96.31%
Other Charges	11,040.00	1,400.00	6,988.41	(4,051.59)	63.30%
TOTAL HUMAN RESOURCES	625,892.00	47,695.33	581,343.37	(44,548.63)	92.88%
72610 OPERATION OF PLANT	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	616,931.00	55,944.13	598,995.57	(17,935.43)	97.09%
Benefits	193,242.00	12,350.58	161,222.98	(32,019.02)	83.43%
Janitorial Services	1,455,000.00	240,834.48	1,448,438.98	(6,561.02)	99.55%
Other Contract Svcs.	200,000.00	14,319.73	127,282.88	(72,717.12)	63.64%
Utilities	1,325,000.00	186,382.49	1,242,050.19	(82,949.81)	93.74%
Property Insurance	380,000.00	-	368,824.00	(11,176.00)	97.06%
Other Charges	58,150.00	14,458.55	57,605.00	(545.00)	99.06%
Equipment	5,000.00	-	-	(5,000.00)	0.00%
TOTAL OPERATION OF PLANT	4,233,323.00	524,289.96	4,004,419.60	(228,903.40)	94.59%
72620 MAINTENANCE OF PLANT	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages	610,201.00	43,281.08	573,352.10	(36,848.90)	93.96%
Benefits	160,189.00	8,703.09	133,781.74	(26,407.26)	83.51%
Maintenance & Repairs	1,000,000.00	158,362.86	979,586.85	(20,413.15)	97.96%
Travel	25,000.00	8,652.77	18,981.48	(6,018.52)	75.93%
Other Contract Svcs.	10,000.00	-	7,629.08	(2,370.92)	76.29%
Office Supplies	1,000.00	277.02	546.15	(453.85)	54.62%
Inservice/Staff Dev.	10,000.00	-	859.38	(9,140.62)	8.59%
TOTAL MAINTENANCE OF PLANT	1,816,390.00	219,276.82	1,714,736.78	(101,653.22)	94.40%
72710 TRANSPORTATION	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Contracts w/Other Schools	80,302.00	6,690.00	80,302.00	0.00	100.00%
Contracts w/Private Agencies	2,100,000.00	164,971.46	1,627,752.17	(472,247.83)	77.51%
Diesel	225,000.00	13,591.20	138,757.88	(86,242.12)	61.67%
TOTAL TRANSPORTATION	2,405,302.00	185,252.66	1,846,812.05	(558,489.95)	76.78%
72830 SCHOOL SAFETY	2024-25 FYTD Revised Bdgt	June 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	117.98	2,649.03	(7,350.97)	26.49%
Other Charges	30,000.00	21,705.00	29,313.79	(866.21)	97.71%
Other Equipment	55,000.00	-	45,121.36	(9,878.64)	82.04%
TOTAL SCHOOL SAFETY	98,750.00	21,822.98	79,594.45	(19,155.55)	80.60%

Germantown Municipal School District
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SCHOOL OPERATING FUND
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School Nutrition - Summer School	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Café Personnel	10,400.00	9,066.67	9,066.67	(1,333.33)	87.18%
Benefits			-	0.00	#DIV/0!
Transfer to City of Gtown			-	0.00	#DIV/0!
Food Supplies	17,000.00	4,917.72	4,917.72	(12,082.28)	28.93%
Total School Nutrition - Summer School	27,400.00	13,984.39	13,984.39	(13,415.61)	51.04%
76100 REGULAR CAPITAL OUTLAY	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Architects	170,250.00	110,124.19	168,775.62	(1,474.38)	99.13%
Oth Contracted Services	80,000.00	20,781.00	20,781.00	(59,219.00)	25.98%
Transfer to Other Funds	527,130.00	148,091.67	527,130.42	0.42	100.00%
Other Charges	50,000.00	-	50,000.00	0.00	100.00%
Building Construction	269,600.00	140,866.00	217,702.00	(51,898.00)	80.75%
Building Improvements	2,186,161.02	966,327.51	1,719,469.30	(466,691.72)	78.65%
Other Capital Outlay	776,291.65	110,822.85	556,250.20	(220,041.45)	71.65%
TOTAL REGULAR CAPITAL OUTLAY	4,059,432.67	1,497,013.22	3,260,108.54	(799,324.13)	80.31%
TRANSFERS TO CAFETERIA FUND	0.00	-	-	0.00	0.00%
TOTAL GENERAL FUND EXPENDITURES	80,792,803.58	12,677,350.17	74,522,514.62	(6,270,288.96)	92.24%
TOTAL GENERAL FUND BALANCE	0.00	(4,038,582.41)	(166,780.50)		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
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	2024-25 FYTD Revised Bdg	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
FEDERAL FUND REVENUES - FUND 142					
Consolidated Admin	76,100.00	8,294.57	74,502.17	(1,597.83)	97.90%
Title I, Part A	2,326,992.00	241,911.03	1,889,685.03	(437,306.97)	81.21%
Title II, Part A	175,427.00	14,532.48	142,273.33	(33,153.67)	81.10%
Title III	18,872.00	-	15,919.47	(2,952.53)	84.35%
Title IV	251,094.00	13,623.04	182,317.73	(68,776.27)	72.61%
CTE Perkins Basic	62,970.00	9,269.11	51,929.83	(11,040.17)	82.47%
CTE Perkins Reserve	50,000.00	18,724.50	18,724.50	(31,275.50)	37.45%
IDEA, Part B	2,373,615.00	213,596.22	1,129,515.28	(1,244,099.72)	47.59%
IDEA Preschool	36,619.00	2,735.95	33,596.90	(3,022.10)	91.75%
ESSER 3.0	2,072,985.00	-	2,072,564.39	(420.61)	99.98%
TOTAL FEDERAL FUND REVENUES	7,444,674.00	522,686.90	5,611,028.63	(1,833,645.37)	75.37%

FEDERAL FUND EXPENDITURES - FUND 142					
	2024-25 FYTD Revised Bdg	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
CONSOLIDATED ADM - 010					
Salaries & Wages	53,622.00	4,468.50	54,122.00	500.00	100.93%
Benefits	12,506.00	826.07	11,583.29	(922.71)	92.62%
Other Supplies & Materials	500.00	-	-	(500.00)	0.00%
Indirect Costs	3,000.00	3,000.00	3,000.00	0.00	100.00%
Inservice/Staff Dev.	6,472.00	-	5,796.88	(675.12)	89.57%
TOTAL CONSOLIDATED ADM	76,100.00	8,294.57	74,502.17	(1,597.83)	97.90%

	2024-25 FYTD Revised Bdg	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
TITLE I, PART A - 100					
Salaries & Wages	489,821.00	57,948.60	423,774.74	(66,046.26)	86.52%
Benefits	113,656.00	10,000.44	85,005.65	(28,650.35)	74.79%
Travel/Mileage	8,000.00	-	-	(8,000.00)	0.00%
Contracts for Sub Teachers	100,119.00	258.00	39,288.83	(60,830.17)	39.24%
Other Contract Svcs.	15,730.00	-	6,540.00	(9,190.00)	41.58%
Inst. Supplies	261,820.10	25,738.97	226,424.95	(35,395.15)	86.48%
Software	5,000.00	-	4,956.00	(44.00)	99.12%
Other Supplies & Materials	7,600.00	-	6,297.48	(1,302.52)	82.86%
Indirect costs	75,000.00	73,182.88	73,182.88	(1,817.12)	97.58%
Inservice/Staff Dev.	667,309.50	47,765.12	463,226.78	(204,082.72)	69.42%
Other Charges	7,719.00	-	6,259.30	(1,459.70)	81.09%
Regular Instruction Equipment	573,920.40	26,964.08	553,811.48	(20,108.92)	96.50%
Other Equipment	1,297.00	52.94	916.94	(380.06)	70.70%
TOTAL TITLE I, PART A	2,326,992.00	241,911.03	1,889,685.03	(437,306.97)	81.21%

	2024-25 FYTD Revised Bdg	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
TITLE II, PART A - 200					
Salaries & Wages	49,556.00	3,504.65	46,956.35	(2,599.65)	94.75%
Benefits	10,575.00	650.01	9,730.47	(844.53)	92.01%
Contracts for Sub Teachers	5,160.00	64.50	1,225.50	(3,934.50)	23.75%
Indirect Costs	6,000.00	6,000.00	6,000.00	0.00	100.00%
Inservice/Staff Dev.	104,136.00	4,313.32	78,361.01	(25,774.99)	75.25%
TOTAL TITLE II, PART A	175,427.00	14,532.48	142,273.33	(33,153.67)	81.10%

	2024-25 FYTD Revised Bdg	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
TITLE III - 300					
Instructional Supplies & Materials	12,201.00	-	12,023.42	(177.58)	98.54%
Other Supplies & Materials	200.00	-	186.65	(13.35)	93.33%
Inservice/Staff Dev.	6,471.00	-	3,709.40	(2,761.60)	57.32%
TOTAL TITLE III	18,872.00	-	15,919.47	(2,952.53)	84.35%

	2024-25 FYTD Revised Bdg	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
TITLE IV - 440					
Salaries & Wages	26,000.00	4,328.92	25,506.92	(493.08)	98.10%
Benefits	8,590.00	874.23	7,900.22	(689.78)	91.97%
Contracts for Sub Teachers	5,160.00	-	3,805.50	(1,354.50)	73.75%
Other Contract Svcs.	32,000.00	-	24,720.95	(7,279.05)	77.25%
Instructional Supplies & Materials	18,000.00	-	15,435.46	(2,564.54)	85.75%
Other Supplies	25,584.00	1,900.00	15,407.95	(10,176.05)	60.22%
Indirect Costs	1,000.00	1,000.00	1,000.00	0.00	100.00%
Inservice/Staff Dev.	80,329.00	3,539.89	41,802.07	(38,526.93)	52.04%
Reg Instructional Equipment	45,281.00	1,980.00	44,029.44	(1,251.56)	97.24%
Other Equipment	9,150.00	-	2,709.22	(6,440.78)	29.61%
TOTAL TITLE IV	251,094.00	13,623.04	182,317.73	(68,776.27)	72.61%

Germantown Municipal School District
REVENUE and EXPENSE REPORT
FEDERAL PROJECTS FUND
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CTE PERKINS BASIC - 800		2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Contracts w/ Vehicle Owners		6,400.00	-	6,400.00	0.00	100.00%
Contracts for Sub Teachers		4,193.00	-	2,773.50	(1,419.50)	66.15%
Instructional Supplies & Materials		2,000.00	1,934.07	1,934.07	(65.93)	96.70%
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	-	11,987.22	(0.78)	99.99%
Vocational Equipment		16,889.00	7,335.04	7,335.04	(9,553.96)	43.43%
TOTAL CTE PERKINS BASIC		62,970.00	9,269.11	51,929.83	(11,040.17)	82.47%
CTE PERKINS RESERVE - 801						
CTE PERKINS RESERVE - 801		2024-25 FYTD Revised Bdgt	June 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	1,425.00	1,425.00	(4,875.00)	22.62%
Vocational Equipment		37,100.00	17,299.50	17,299.50	(19,800.50)	46.63%
TOTAL CTE PERKINS RESERVE		50,000.00	18,724.50	18,724.50	(31,275.50)	37.45%
IDEA, PART B - 900						
IDEA, PART B - 900		2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
Salaries & Wages		934,000.00	86,425.49	701,361.30	(232,638.70)	75.09%
Benefits		342,804.00	17,087.16	181,617.69	(161,186.31)	52.98%
Contracts W/Private Agencies		230,159.00	-	1,248.10	(228,910.90)	0.54%
Evaluation & Testing		30,000.00	11,744.10	14,530.08	(15,469.92)	48.43%
Maintenance & Repairs-Vehicles		3,000.00	-	-	(3,000.00)	0.00%
Contracts for Sub Teachers		42,000.00	-	9,490.65	(32,509.35)	22.60%
Noncertified Subs		42,000.00	-	5,569.81	(36,430.19)	13.26%
Other Contract Svcs.		85,000.00	-	23,117.50	(61,882.50)	27.20%
Fuel		4,000.00	24.91	1,210.49	(2,789.51)	30.26%
Instr. Supplies		119,652.00	6,592.58	7,175.52	(112,476.48)	6.00%
Other Supplies		65,000.00	-	26,660.47	(38,339.53)	41.02%
Indirect costs		70,000.00	59,564.15	59,564.15	(10,435.85)	85.09%
Vehicle Insurance		1,000.00	-	251.41	(748.59)	25.14%
Inservice/Staff Dev.		200,000.00	3,011.82	53,331.63	(146,668.37)	26.67%
Other Charges		25,000.00	1,168.01	1,403.32	(23,596.68)	5.61%
Special Education Equipment		180,000.00	27,978.00	42,983.16	(137,016.84)	23.88%
TOTAL IDEA, PART B		2,373,615.00	213,596.22	1,129,515.28	(1,244,099.72)	47.59%
IDEA PRESCHOOL - 910						
IDEA PRESCHOOL - 910		2024-25 FYTD Revised Bdgt	June 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	986.00	986.00	(164.00)	85.74%
Inservice/Staff Dev.		1,200.00	-	1,199.95	-	100.00%
Special Education Equipment		15,611.00	1,749.95	15,610.95	(0.05)	100.00%
TOTAL IDEA PRESCHOOL		36,619.00	2,735.95	33,596.90	(3,022.05)	91.75%
ESSER 3.0 - 934						
ESSER 3.0 - 934		2024-25 FYTD Revised Bdgt	June 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	522,686.90	5,611,028.63	(1,833,645.37)	75.37%
TOTAL FEDERAL FUND BALANCE		-	-	-	-	-

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

	2024-25 FYTD Revised Bdgt	June 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	-	1,605,355.22	(74,548.78)	95.56%
State Matching Funds	-	-	15,125.30	15,125.30	0.00%
USDA School Lunch	512,152.00	-	407,778.45	(104,373.55)	79.62%
USDA Breakfast	44,600.00	-	53,078.16	8,478.16	119.01%
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	1,261.44	13,656.64	7,156.64	210.10%
RESERVES	24,592.58			(24,592.58)	0.00%
TOTAL SCHOOL NUTRITION FUND REVENUES	2,293,910.58	1,261.44	2,103,253.77	(190,656.81)	91.69%
CONTRACTED EXPENDITURES - FUND 143					
Other Contracted Services - SFE	1,996,832.58	22,304.94	1,849,669.17	(147,163.41)	92.63%
DISTRICT EXPENDITURES - FUND 143					
Maint and Repair - Equipment	40,000.00	-	16,553.94	(23,446.06)	41.38%
USDA Commodities	122,889.00	-	-	(122,889.00)	0.00%
Other Supplies & Materials	7,000.00	1,229.00	1,911.73	(5,088.27)	27.31%
Inservice/ Staff Development	2,000.00	-	418.14	(1,581.86)	20.91%
Equipment	125,189.00	-	48,687.10	(76,501.90)	38.89%
TOTAL DISTRICT EXPENDITURES	297,078.00	1,229.00	67,570.91	(229,507.09)	22.75%
TOTAL SCHOOL NUTRITION FUND EXPENDITURES	2,293,910.58	23,533.94	1,917,240.08	(376,670.50)	
Excess/(Def) of Revenues over Expenditures	-	(22,272.50)	186,013.69	186,013.69	
Operating Transfer In	-	-	-		
SCHOOL NUTRITION FUND BALANCE	-	(22,272.50)	186,013.69		

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

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
CAPITAL IMPROV FUND REVENUES - FUND 177					
County Commission	2,500,000.00	157,752.71	1,893,032.48	(606,967.52)	75.72%
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	157,752.71	1,893,032.48	(606,967.52)	41.46%
CAPITAL IMPROV FUND EXPENDITURES - FUND 177					
Building Improvements	4,565,657.00	1,721,354.46	2,042,114.36	(2,523,542.64)	44.73%
TOTAL CAPITAL IMPROV EXPENDITURES	4,565,657.00	1,721,354.46	2,042,114.36	(2,523,542.64)	44.73%
CAPITAL IMPROVEMENTS FUND BALANCE	-	(1,563,601.75)	(149,081.88)		

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

	2024-25 FYTD Revised Bdgt	June 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	17,866.38	157,618.86	82,618.86	210.16%
Realized gain/(loss) on investments	-	39,306.76	396,039.68	396,039.68	0.00%
Unrealized gain/(loss) on investments	318,000.00	134,154.50	178,959.46	(139,040.54)	56.28%
Other Income	-			-	0.00%
TOTAL OPEB TRUST FUND REVENUES	1,228,000.00	191,327.64	1,277,094.00	49,094.00	104.00%
OPEB TRUST FUND EXPENDITURES - 210					
Retiree Stipends	110,000.00	12,150.00	134,850.00	24,850.00	122.59%
Medical Claims /Stop Loss Premiums	600,000.00	-	329,498.00	(270,502.00)	54.92%
Administrative Expenses	25,000.00	1,208.33	16,249.96	(8,750.04)	65.00%
Insurance Premiums	50,000.00	-	-	(50,000.00)	0.00%
TOTAL OPEB TRUST FUND EXPENDITURES	785,000.00	13,358.33	480,597.96	(304,402.04)	61.22%
OPEB TRUST FUND BALANCE	443,000.00	177,969.31	796,496.04		

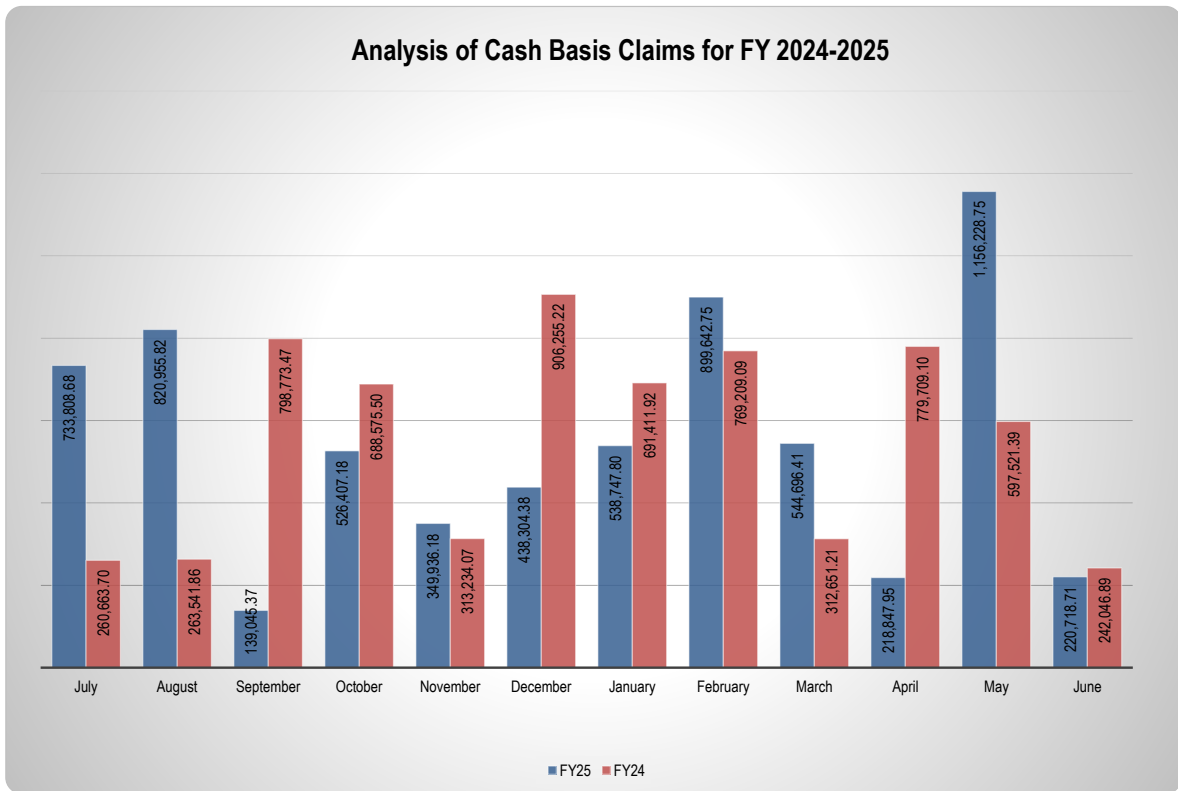
Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
As of Month Ending June 30, 2025

	2024-25 FYTD Revised Bdgt	June 2025 Monthly Activity	2024-25 FYTD Activity	Unexpended Balance	2024-25 FYTD %
HEALTH INS FUND REVENUES - FUND 263					
Employee Contributions	2,028,640.00	104,593.24	2,092,238.30	63,598.30	103.14%
Employer Contributions	5,141,200.00	602,272.58	5,259,356.36	118,156.36	102.30%
Other Income	160,000.00	-	75,918.77	(84,081.23)	47.45%
Interest Income	-	-	-	-	0.00%
RESERVES	1,280,160.00	-	-	(1,280,160.00)	0.00%
TOTAL HEALTH INS FUND REVENUES	8,610,000.00	706,865.82	7,427,513.43	(1,182,486.57)	86.27%
HEALTH INS FUND EXPENDITURES - FUND 263					
Medical Claims	6,883,000.00	220,718.71	6,587,339.98	(295,660.02)	95.70%
Stop-Loss Premiums	997,000.00	83,819.25	975,993.74	(21,006.26)	97.89%
Administrative Expenses	300,000.00	28,156.05	289,064.15	(10,935.85)	96.35%
Other Contracted Services - Clinic	430,000.00	93,747.00	425,707.15	(4,292.85)	99.00%
TOTAL HEALTH INS FUND EXPENDITURES	8,610,000.00	426,441.01	8,278,105.02	(331,894.98)	96.15%
HEALTH INSURANCE FUND BALANCE	-	280,424.81	(850,591.59)		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
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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	1,156,228.75	597,521.39	
June	220,718.71	242,046.89	
Y-T-D	6,587,339.98	6,623,593.42	Monthly Average Budgeted 573,583.33



Germantown Municipal School District

BALANCE SHEET

All Funds

As of Month Ending July 31, 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	45,355.31	(167,804.79)	1,552,810.88	2,918,753.60	124,699.69	-	(951,766.52)	3,522,048.17
Investments - LGIP	20,123,872.85	-	-	-	5,968,172.51	-	-	26,092,045.36
Investments - Mutual Funds	-	-	-	-	-	-	-	-
Cash Clearing - School Activity	5,000.00	-	-	-	-	-	-	5,000.00
CDARS - First Horizon	-	-	-	-	-	-	-	-
Accrued Interest	-	-	-	-	1,160.81	-	-	1,160.81
Accounts Receivable	-	-	-	-	-	-	193,196.65	193,196.65
Due from Other Govts	946,586.81	168,192.79	-	-	-	-	-	1,114,779.60
Due from City	30,486.91	-	-	-	-	-	-	30,486.91
Due from Schools	-	-	-	-	-	-	-	-
Due from Other Funds	42,103.20	-	-	-	-	-	800,000.00	842,103.20
Restricted Investments - SRT	1,550,012.00	-	-	-	-	-	-	1,550,012.00
Prepaid Expenses	20,336.31	-	-	-	-	-	-	20,336.31
Fixed Assets:	-	-	-	-	-	-	-	-
Land	-	-	-	-	-	6,377,894.00	-	6,377,894.00
Land Improvements	-	-	-	-	-	1,970,270.25	-	1,970,270.25
Buildings	-	-	-	-	-	134,903,491.59	-	134,903,491.59
Improvements	-	-	-	-	-	8,568,005.29	-	8,568,005.29
Equipment	-	-	-	-	-	21,014,038.89	-	21,014,038.89
Construction-in-Progress	-	-	-	-	-	907,742.45	-	907,742.45
Accumulated Depreciation	-	-	-	-	-	(35,107,092.76)	-	(35,107,092.76)
ASSETS TOTAL	22,763,753.39	388.00	1,552,810.88	2,918,753.60	6,094,033.01	138,634,349.71	41,430.13	172,005,518.72
LIABILITIES								
Accounts Payable	342,160.72	388.00	54,665.43	-	-	-	1,010.00	398,224.15
Accrued Expenses	118,481.58	-	-	-	-	-	184,246.00	302,727.58
Due to the City of Germantown	-	-	-	-	-	-	-	-
Due to Schools	479.00	-	-	-	-	-	-	479.00
Due to Other Funds	800,000.00	-	-	-	-	-	-	800,000.00
Unearned Revenue	-	-	319,297.68	-	-	-	-	319,297.68
LIABILITIES TOTAL	1,261,121.30	388.00	373,963.11	-	-	-	185,256.00	1,820,728.41
FUND BALANCE								
Change in Fund Balance	(2,829,632.62)	-	(54,239.43)	-	27,667.51	-	(689,367.95)	(3,545,572.49)
Beginning Fund Balance	24,332,264.71	-	1,233,087.20	2,918,753.60	6,066,365.50	138,634,349.71	545,542.08	173,730,362.80
Ending Fund Balance	21,502,632.09	-	1,178,847.77	2,918,753.60	6,094,033.01	138,634,349.71	(143,825.87)	170,184,790.31
LIABILITIES AND FUND BALANCE TOTAL	22,763,753.39	388.00	1,552,810.88	2,918,753.60	6,094,033.01	138,634,349.71	41,430.13	172,005,518.72
VARIANCE	-	-	-	-	-	-	-	-

Germantown Municipal School District
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SCHOOL OPERATING FUND
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	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
GENERAL FUND REVENUES - FUND 141					
TISA REVENUE	39,015,016.00	-	-	(39,015,016.00)	0.00%
SHELBY COUNTY GOVERNMENT					
Property Taxes	17,227,053.00	-	-	(17,227,053.00)	0.00%
Sales Tax	10,200,016.00	-	-	(10,200,016.00)	0.00%
Wheel Tax	1,403,882.00	-	-	(1,403,882.00)	0.00%
CITY OF GERMANTOWN					
Maintenance of Effort	3,082,064.00	256,838.67	256,838.67	(2,825,225.33)	8.33%
PEG Funding	97,500.00	-	-	(97,500.00)	0.00%
Mixed Drink Tax	252,000.00	-	-	(252,000.00)	0.00%
OTHER LOCAL REVENUE					
TUITION	1,241,000.00	103,531.21	103,531.21	(1,137,468.79)	8.34%
OTHER STATE REVENUE	385,057.00	172,080.00	172,080.00	(212,977.00)	44.69%
TRANSFERS - INDIRECT COSTS	1,326,562.20	1,038,100.20	1,038,100.20	(288,462.00)	78.25%
RESERVES	70,000.00	-	-	(70,000.00)	0.00%
TOTAL GENERAL FUND REVENUES	3,897,993.81	-	-	(3,897,993.81)	0.00%
	78,198,144.01	1,570,550.08	1,570,550.08	(76,627,593.93)	2.01%

GENERAL FUND EXPENDITURES - FUND 141					
71100 REGULAR INSTRUCTION	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	27,295,587.00	683,205.18	683,205.18	(26,612,381.82)	2.50%
Benefits	6,453,156.60	902,475.39	902,475.39	(5,550,681.21)	13.99%
Contract w/Priv. Agencies	225,000.00	-	-	(225,000.00)	0.00%
Maint & Rep - Equipment	12,000.00	-	-	(12,000.00)	0.00%
Travel	2,500.00	-	-	(2,500.00)	0.00%
Other Contract Svcs	1,015,165.00	-	-	(1,015,165.00)	0.00%
Inst. Supplies	433,200.00	1,499.50	1,499.50	(431,700.50)	0.35%
Textbooks	1,189,408.16	206,703.85	206,703.85	(982,704.31)	17.38%
Software	415,000.00	232,183.95	232,183.95	(182,816.05)	55.95%
Other Supplies	206,500.00	97,317.51	97,317.51	(109,182.49)	47.13%
Inservice/Staff Dev.	40,000.00	3,934.55	3,934.55	(36,065.45)	9.84%
Other Charges	29,384.00	13,285.66	13,285.66	(16,098.34)	45.21%
Equipment	881,704.11	11,999.23	11,999.23	(869,704.88)	1.36%
TOTAL REGULAR INSTRUCTION	38,198,604.87	2,152,604.82	2,152,604.82	(36,046,000.05)	5.64%

71150 ALTERNATIVE EDUCATION	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	276,300.00	8,000.00	8,000.00	(268,300.00)	2.90%
Benefits	64,674.80	1,202.80	1,202.80	(63,472.00)	1.86%
Inst. Supplies	1,000.00	-	-	(1,000.00)	0.00%
Equipment	1,000.00	-	-	(1,000.00)	0.00%
TOTAL ALTERNATIVE EDUCATION	342,974.80	9,202.80	9,202.80	(333,772.00)	2.68%

71200 SPECIAL EDUCATION INSTRUCTION	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	5,292,540.00	111,155.00	111,155.00	(5,181,385.00)	2.10%
Benefits	1,206,940.40	17,339.41	17,339.41	(1,189,600.99)	1.44%
Contract w/Priv. Agencies	44,900.00	-	-	(44,900.00)	0.00%
Contracts for Sub Teachers	1,400.00	-	-	(1,400.00)	0.00%
Noncertified Subs	1,400.00	-	-	(1,400.00)	0.00%
Other Contract Svcs	10,000.00	-	-	(10,000.00)	0.00%
Inst. Supplies	28,900.00	-	-	(28,900.00)	0.00%
Equipment	3,000.00	-	-	(3,000.00)	0.00%
TOTAL SPECIAL EDUCATION INSTRUCTION	6,589,080.40	128,494.41	128,494.41	(6,460,585.99)	1.95%

71300 CAREER & TECHNICAL EDUCATION	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	1,200,488.00	30,000.00	30,000.00	(1,170,488.00)	2.50%
Benefits	292,292.60	4,413.60	4,413.60	(287,879.00)	1.51%
Maintenance & Repairs	1,000.00	-	-	(1,000.00)	0.00%
Inst. Supplies	22,000.00	-	-	(22,000.00)	0.00%
Equipment	25,000.00	-	-	(25,000.00)	0.00%
TOTAL CAREER & TECHNICAL EDUCATION	1,540,780.60	34,413.60	34,413.60	(1,506,367.00)	2.23%

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72110 ATTENDANCE & PLANNING	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	697,357.00	37,713.56	37,713.56	(659,643.44)	5.41%
Benefits	161,036.00	5,294.35	5,294.35	(155,741.65)	3.29%
Travel	850.00	-	-	(850.00)	0.00%
Other Contract Svcs.	45,000.00	-	-	(45,000.00)	0.00%
Other Supplies	5,000.00	-	-	(5,000.00)	0.00%
Inservice/Staff Dev.	26,700.00	46.20	46.20	(26,653.80)	0.17%
Other Charges	37,000.00	-	-	(37,000.00)	0.00%
TOTAL ATTENDANCE & PLANNING	972,943.00	43,054.11	43,054.11	(929,888.89)	4.43%
72120 HEALTH SERVICES	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	599,965.00	6,995.94	6,995.94	(592,969.06)	1.17%
Benefits	170,738.00	938.84	938.84	(169,799.16)	0.55%
Other Contract Svcs.	1,000.00	-	-	(1,000.00)	0.00%
Other Supplies	12,500.00	-	-	(12,500.00)	0.00%
Inservice/Staff Dev.	7,500.00	-	-	(7,500.00)	0.00%
Other Charges	7,500.00	-	-	(7,500.00)	0.00%
Equipment	8,250.00	-	-	(8,250.00)	0.00%
TOTAL HEALTH SERVICES	807,453.00	7,934.78	7,934.78	(799,518.22)	0.98%
72130 OTHER STUDENT SUPPORT/GUIDANCE	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	1,488,279.00	47,811.17	47,811.17	(1,440,467.83)	3.21%
Benefits	315,668.00	6,933.05	6,933.05	(308,734.95)	2.20%
Travel	500.00	-	-	(500.00)	0.00%
Other Contract Svcs.	35,000.00	-	-	(35,000.00)	0.00%
Other Supplies	13,500.00	-	-	(13,500.00)	0.00%
Inservice/Staff Dev.	20,000.00	-	-	(20,000.00)	0.00%
Other Charges	70,000.00	-	-	(70,000.00)	0.00%
TOTAL OTHER STUDENT SUPPORT/GUIDANCE	1,942,947.00	54,744.22	54,744.22	(1,888,202.78)	2.82%
72210 REGULAR INSTRUCTION SUPPORT	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	2,606,951.00	148,419.16	148,419.16	(2,458,531.84)	5.69%
Benefits	541,419.40	21,303.06	21,303.06	(520,116.34)	3.93%
Consultants	30,000.00	-	-	(30,000.00)	0.00%
Travel	2,500.00	125.30	125.30	(2,374.70)	5.01%
Library Books/Media	53,400.00	-	-	(53,400.00)	0.00%
Other Supplies	13,610.98	676.41	676.41	(12,934.57)	4.97%
Inservice/Staff Dev.	52,000.00	2,407.42	2,407.42	(49,592.58)	4.63%
Other Charges	5,000.00	149.08	149.08	(4,850.92)	2.98%
Other Equipment	6,013.47	933.14	933.14	(5,080.33)	15.52%
TOTAL REGULAR EDUCATION SUPPORT	3,310,894.85	174,013.57	174,013.57	(3,136,881.28)	5.26%
72220 SPECIAL EDUCATION SUPPORT	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	1,925,157.00	70,291.98	70,291.98	(1,854,865.02)	3.65%
Benefits	452,073.40	10,669.01	10,669.01	(441,404.39)	2.36%
Contract w/Priv. Agencies	11,000.00	-	-	(11,000.00)	0.00%
Evaluation & Testing	5,000.00	-	-	(5,000.00)	0.00%
Travel	7,500.00	-	-	(7,500.00)	0.00%
Other Supplies	7,000.00	-	-	(7,000.00)	0.00%
Inservice/Staff Dev.	19,000.00	-	-	(19,000.00)	0.00%
Other Charges	1,500.00	-	-	(1,500.00)	0.00%
TOTAL SPECIAL EDUCATION SUPPORT	2,428,230.40	80,960.99	80,960.99	(2,347,269.41)	3.33%
72230 CAREER & TECHNICAL SUPPORT	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Director/ Supervisor	22,092.00	897.27	897.27	(21,194.73)	4.06%
Benefits	5,665.00	149.39	149.39	(5,515.61)	2.64%
Other Supplies	1,953.00	-	-	(1,953.00)	0.00%
Inservice/Staff Dev.	4,000.00	-	-	(4,000.00)	0.00%
TOTAL CAREER & TECHNICAL SUPPORT	33,710.00	1,046.66	1,046.66	(32,663.34)	3.10%

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72250 TECHNOLOGY	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	899,336.00	72,313.08	72,313.08	(827,022.92)	8.04%
Benefits	263,093.00	11,938.61	11,938.61	(251,154.39)	4.54%
Communications	93,400.00	700.00	700.00	(92,700.00)	0.75%
Consultants	13,500.00	4,000.00	4,000.00	(9,500.00)	29.63%
Maintenance & Repairs	62,805.25	99.00	99.00	(62,706.25)	0.16%
Internet Connectivity	293,000.00	-	-	(293,000.00)	0.00%
Travel	2,000.00	-	-	(2,000.00)	0.00%
Office Supplies	500.00	-	-	(500.00)	0.00%
Cabling	10,000.00	-	-	(10,000.00)	0.00%
Software	612,901.24	283,126.82	283,126.82	(329,774.42)	46.19%
Other Supplies	25,784.00	1,940.00	1,940.00	(23,844.00)	7.52%
Inservice/Staff Dev.	3,000.00	-	-	(3,000.00)	0.00%
Other Charges	33,000.00	31,164.00	31,164.00	(1,836.00)	94.44%
Adm Equipment	63,656.00	803.17	803.17	(62,852.83)	1.26%
Other Equipment	65,000.00	-	-	(65,000.00)	0.00%
TOTAL TECHNOLOGY	2,440,975.49	406,084.68	406,084.68	(2,034,890.81)	16.64%
72310 BOARD OF EDUCATION SERVICES	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	21,500.00	-	-	(21,500.00)	0.00%
Benefits	58,645.00	344.66	344.66	(58,300.34)	0.59%
OPEB	500,000.00	-	-	(500,000.00)	0.00%
Audit Services	70,000.00	-	-	(70,000.00)	0.00%
Dues & Memberships	21,000.00	3,000.00	3,000.00	(18,000.00)	14.29%
Legal Services	210,000.00	2,070.00	2,070.00	(207,930.00)	0.99%
Other Supplies	1,000.00	-	-	(1,000.00)	0.00%
Liability Insurance	125,000.00	93,221.00	93,221.00	(31,779.00)	74.58%
Surety Bond Premium	300.00	-	-	(300.00)	0.00%
Trustee Commissions	474,619.00	-	-	(474,619.00)	0.00%
Workers' Compensation	90,000.00	73,946.00	73,946.00	(16,054.00)	82.16%
Inservice/Staff Dev.	20,000.00	-	-	(20,000.00)	0.00%
TOTAL BOARD OF EDUCATION SERVICES	1,592,064.00	172,581.66	172,581.66	(1,419,482.34)	10.84%
72320 OFFICE OF SUPERINTENDENT	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	476,562.00	37,880.24	37,880.24	(438,681.76)	7.95%
Benefits	115,046.00	6,580.36	6,580.36	(108,465.64)	5.72%
Dues & Memberships	9,500.00	3,265.00	3,265.00	(6,235.00)	34.37%
Postal Charges	10,000.00	1,654.68	1,654.68	(8,345.32)	16.55%
Travel	5,000.00	-	-	(5,000.00)	0.00%
Other Contracted Svcs.	29,600.00	7,500.00	7,500.00	(22,100.00)	25.34%
Office Supplies	20,000.00	69.20	69.20	(19,930.80)	0.35%
Other Supplies	28,250.00	4,829.02	4,829.02	(23,420.98)	17.09%
Inservice/Staff Dev.	21,200.00	728.67	728.67	(20,471.33)	3.44%
Other Charges	1,000.00	-	-	(1,000.00)	0.00%
TOTAL OFFICE OF SUPERINTENDENT	716,158.00	62,507.17	62,507.17	(653,650.83)	8.73%
72410 OFFICE OF PRINCIPAL	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	3,857,770.00	145,217.58	145,217.58	(3,712,552.42)	3.76%
Benefits	877,671.00	20,396.77	20,396.77	(857,274.23)	2.32%
Other Supplies	147,000.00	-	-	(147,000.00)	0.00%
Inservice/Staff Dev.	12,000.00	-	-	(12,000.00)	0.00%
Other Charges	16,500.00	-	-	(16,500.00)	0.00%
TOTAL OFFICE OF PRINCIPAL	4,910,941.00	165,614.35	165,614.35	(4,745,326.65)	3.37%

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72510 FISCAL SERVICES	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	478,479.00	33,861.96	33,861.96	(444,617.04)	7.08%
Benefits	128,935.00	5,615.07	5,615.07	(123,319.93)	4.35%
Dues & Memberships	700.00	-	-	(700.00)	0.00%
Travel	600.00	-	-	(600.00)	0.00%
Other Contract Svcs.	10,000.00	1,050.00	1,050.00	(8,950.00)	10.50%
Office Supplies	5,000.00	25.14	25.14	(4,974.86)	0.50%
Software	88,000.00	45,945.42	45,945.42	(42,054.58)	52.21%
Inservice/Staff Dev.	6,000.00	-	-	(6,000.00)	0.00%
Other Charges	17,250.00	-	-	(17,250.00)	0.00%
Other Equipment	1,500.00	-	-	(1,500.00)	0.00%
TOTAL FISCAL SERVICES	736,464.00	86,497.59	86,497.59	(649,966.41)	11.74%
72520 HUMAN RESOURCES	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	453,208.00	34,078.06	34,078.06	(419,129.94)	7.52%
Benefits	104,344.00	4,999.52	4,999.52	(99,344.48)	4.79%
Dues & Memberships	899.00	-	-	(899.00)	0.00%
Travel	100.00	-	-	(100.00)	0.00%
Other Contract Svcs.	7,547.00	7,546.50	7,546.50	(0.50)	99.99%
Office Supplies	2,000.00	-	-	(2,000.00)	0.00%
Software	24,832.00	14,632.14	14,632.14	(10,199.86)	58.92%
Other Supplies	1,200.00	-	-	(1,200.00)	0.00%
Inservice/Staff Dev.	40,815.00	6,875.00	6,875.00	(33,940.00)	16.84%
Other Charges	11,040.00	-	-	(11,040.00)	0.00%
TOTAL HUMAN RESOURCES	645,985.00	68,131.22	68,131.22	(577,853.78)	10.55%
72610 OPERATION OF PLANT	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	633,927.00	50,296.40	50,296.40	(583,630.60)	7.93%
Benefits	193,072.00	8,352.80	8,352.80	(184,719.20)	4.33%
Janitorial Services	1,450,000.00	-	-	(1,450,000.00)	0.00%
Other Contract Svcs.	150,000.00	1,850.54	1,850.54	(148,149.46)	1.23%
Utilities	1,250,000.00	70,367.69	70,367.69	(1,179,632.31)	5.63%
Property Insurance	425,000.00	404,711.00	404,711.00	(20,289.00)	95.23%
Other Charges	50,000.00	1,765.00	1,765.00	(48,235.00)	3.53%
Equipment	5,000.00	-	-	(5,000.00)	0.00%
TOTAL OPERATION OF PLANT	4,156,999.00	537,343.43	537,343.43	(3,619,655.57)	12.93%
72620 MAINTENANCE OF PLANT	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	624,870.00	51,093.36	51,093.36	(573,776.64)	8.18%
Benefits	158,442.00	7,718.22	7,718.22	(150,723.78)	4.87%
Maintenance & Repairs	1,007,182.24	84,799.98	84,799.98	(922,382.26)	8.42%
Travel	25,000.00	428.00	428.00	(24,572.00)	1.71%
Other Contract Svcs.	10,000.00	4,200.00	4,200.00	(5,800.00)	42.00%
Office Supplies	1,000.00	-	-	(1,000.00)	0.00%
Inservice/Staff Dev.	10,000.00	-	-	(10,000.00)	0.00%
TOTAL MAINTENANCE OF PLANT	1,836,494.24	148,239.56	148,239.56	(1,688,254.68)	8.07%
72710 TRANSPORTATION	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Contracts w/Other Schools	82,891.00	6,908.00	6,908.00	(75,983.00)	8.33%
Contracts w/Private Agencies	1,900,000.00	-	-	(1,900,000.00)	0.00%
Diesel	200,000.00	-	-	(200,000.00)	0.00%
TOTAL TRANSPORTATION	2,182,891.00	6,908.00	6,908.00	(2,175,983.00)	0.32%
72830 SCHOOL SAFETY	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Maintenance & Repairs	3,000.00	-	-	(3,000.00)	0.00%
Office Supplies	250.00	-	-	(250.00)	0.00%
Other Supplies & Materials	500.00	-	-	(500.00)	0.00%
Inservice/Staff Dev.	10,000.00	-	-	(10,000.00)	0.00%
Other Charges	30,950.00	6,450.00	6,450.00	(24,500.00)	20.84%
Other Equipment	55,000.00	-	-	(55,000.00)	0.00%
TOTAL SCHOOL SAFETY	99,700.00	6,450.00	6,450.00	(93,250.00)	6.47%

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76100 REGULAR CAPITAL OUTLAY	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Architects	268,416.74	-	-	(268,416.74)	0.00%
Transfer to Other Funds	528,158.00	-	-	(528,158.00)	0.00%
Building Construction	366,898.00	28,173.20	28,173.20	(338,724.80)	7.68%
Building Improvements	950,242.78	5,378.78	5,378.78	(944,864.00)	0.57%
Other Capital Outlay	598,137.84	19,803.10	19,803.10	(578,334.74)	3.31%
TOTAL REGULAR CAPITAL OUTLAY	2,711,853.36	53,355.08	53,355.08	(2,658,498.28)	1.97%
TRANSFERS TO CAFETERIA FUND	0.00	-	-	0.00	0.00%
TOTAL GENERAL FUND EXPENDITURES	78,198,144.01	4,400,182.70	4,400,182.70	(73,797,961.31)	5.63%
TOTAL GENERAL FUND BALANCE	0.00	(2,829,632.62)	(2,829,632.62)		

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FEDERAL PROJECTS FUND
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	2025-26 FYTD Revised Bdg	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
FEDERAL FUND REVENUES - FUND 142					
Consolidated Admin	78,700.00	5,220.24	5,220.24	(73,479.76)	6.63%
Title I, Part A	895,174.00	2,291.65	2,291.65	(892,882.35)	0.26%
Title II, Part A	111,826.00	1,255.34	1,255.34	(110,570.66)	1.12%
Title III	16,970.00	-	-	(16,970.00)	0.00%
Title IV	75,266.00	-	-	(75,266.00)	0.00%
CTE Perkins Basic	61,175.00	580.47	580.47	(60,594.53)	0.95%
IDEA, Part B	1,289,182.00	-	-	(1,289,182.00)	0.00%
IDEA Preschool	23,483.00	-	-	(23,483.00)	0.00%
TOTAL FEDERAL FUND REVENUES	2,551,776.00	9,347.70	9,347.70	(2,542,428.30)	0.37%

FEDERAL FUND EXPENDITURES - FUND 142					
CONSOLIDATED ADM - 010	2025-26 FYTD Revised Bdg	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	55,235.00	4,602.58	4,602.58	(50,632.42)	8.33%
Benefits	12,662.00	617.66	617.66	(12,044.34)	4.88%
Other Supplies & Materials	300.00	-	-	(300.00)	0.00%
Indirect Costs	2,000.00	-	-	(2,000.00)	0.00%
Inservice/Staff Dev.	8,503.00	-	-	(8,503.00)	0.00%
TOTAL CONSOLIDATED ADM	78,700.00	5,220.24	5,220.24	(73,479.76)	6.63%

TITLE I, PART A - 100	2025-26 FYTD Revised Bdg	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	433,897.00	-	-	(433,897.00)	0.00%
Benefits	96,654.00	-	-	(96,654.00)	0.00%
Contracts for Sub Teachers	12,000.00	-	-	(12,000.00)	0.00%
Inst. Supplies	68,250.00	-	-	(68,250.00)	0.00%
Software	6,000.00	-	-	(6,000.00)	0.00%
Other Supplies & Materials	600.00	-	-	(600.00)	0.00%
Indirect costs	40,000.00	-	-	(40,000.00)	0.00%
Inservice/Staff Dev.	125,641.00	2,291.65	2,291.65	(123,349.35)	1.82%
Other Charges	9,041.00	-	-	(9,041.00)	0.00%
Regular Instruction Equipment	103,091.00	-	-	(103,091.00)	0.00%
TOTAL TITLE I, PART A	895,174.00	2,291.65	2,291.65	(892,882.35)	0.26%

TITLE II, PART A - 200	2025-26 FYTD Revised Bdg	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	49,556.00	-	-	(49,556.00)	0.00%
Benefits	10,575.00	-	-	(10,575.00)	0.00%
Contracts for Sub Teachers	5,160.00	-	-	(5,160.00)	0.00%
Indirect Costs	6,000.00	-	-	(6,000.00)	0.00%
Inservice/Staff Dev.	40,535.00	1,255.34	1,255.34	(39,279.66)	3.10%
TOTAL TITLE II, PART A	111,826.00	1,255.34	1,255.34	(110,570.66)	1.12%

TITLE III - 300	2025-26 FYTD Revised Bdg	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Instructional Supplies & Materials	12,201.00	-	-	(12,201.00)	0.00%
Other Supplies & Materials	200.00	-	-	(200.00)	0.00%
Inservice/Staff Dev.	4,569.00	-	-	(4,569.00)	0.00%
TOTAL TITLE III	16,970.00	-	-	(16,970.00)	0.00%

TITLE IV - 440	2025-26 FYTD Revised Bdg	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Contracts for Sub Teachers	5,160.00	-	-	(5,160.00)	0.00%
Other Contract Svcs.	5,000.00	-	-	(5,000.00)	0.00%
Instructional Supplies & Materials	18,000.00	-	-	(18,000.00)	0.00%
Other Supplies	17,284.00	-	-	(17,284.00)	0.00%
Inservice/Staff Dev.	26,014.00	-	-	(26,014.00)	0.00%
Reg Instructional Equipment	3,808.00	-	-	(3,808.00)	0.00%
TOTAL TITLE IV	75,266.00	-	-	(75,266.00)	0.00%

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CTE PERKINS BASIC - 800	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Contracts w/ Vehicle Owners	6,400.00	-	-	(6,400.00)	0.00%
Contracts for Sub Teachers	4,193.00	-	-	(4,193.00)	0.00%
Instructional Supplies & Materials	2,000.00	-	-	(2,000.00)	0.00%
Software	27,677.00	-	-	(27,677.00)	0.00%
Other Supplies	8,918.00	-	-	(8,918.00)	0.00%
Inservice/Staff Dev.	11,987.00	580.47	580.47	(11,406.53)	4.84%
Vocational Equipment	0.00	-	-	0.00	#DIV/0!
TOTAL CTE PERKINS BASIC	61,175.00	580.47	580.47	(60,594.53)	0.95%
IDEA, PART B - 900	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Salaries & Wages	830,719.00	-	-	(830,719.00)	0.00%
Benefits	342,804.00	-	-	(342,804.00)	0.00%
Contracts W/Private Agencies	22,159.00	-	-	(22,159.00)	0.00%
Evaluation & Testing	5,000.00	-	-	(5,000.00)	0.00%
Maintenance & Repairs-Vehicles	3,000.00	-	-	(3,000.00)	0.00%
Contracts for Sub Teachers	2,000.00	-	-	(2,000.00)	0.00%
Noncertified Subs	500.00	-	-	(500.00)	0.00%
Other Contract Svcs.	20,000.00	-	-	(20,000.00)	0.00%
Fuel	4,000.00	-	-	(4,000.00)	0.00%
Instr. Supplies	15,000.00	-	-	(15,000.00)	0.00%
Other Supplies	4,000.00	-	-	(4,000.00)	0.00%
Indirect costs	20,000.00	-	-	(20,000.00)	0.00%
Vehicle Insurance	1,000.00	-	-	(1,000.00)	0.00%
Inservice/Staff Dev.	10,000.00	-	-	(10,000.00)	0.00%
Other Charges	7,000.00	-	-	(7,000.00)	0.00%
Special Education Equipment	2,000.00	-	-	(2,000.00)	0.00%
TOTAL IDEA, PART B	1,289,182.00	-	-	(1,289,182.00)	0.00%
IDEA PRESCHOOL - 910	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
Other Contract Svcs.	13,650.00	-	-	(13,650.00)	0.00%
Instr. Supplies	3,903.00	-	-	(3,903.00)	0.00%
Indirect Costs	1,158.00	-	-	(1,158.00)	0.00%
Inservice/Staff Dev.	4,772.00	-	-	(4,772.00)	0.00%
TOTAL IDEA PRESCHOOL	23,483.00	-	-	(23,483.00)	0.00%
TOTAL FEDERAL FUND EXPENDITURES	2,551,776.00	9,347.70	9,347.70	(2,542,428.30)	0.37%
TOTAL FEDERAL FUND BALANCE	-	-	-	-	-

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REVENUE and EXPENSE REPORT
CAFETERIA FUND
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	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
SCHOOL NUTRITION FUND REVENUES - FUND 143					
Lunch, Breakfast, A la Carte Sales	1,561,259.00	-	-	(1,561,259.00)	0.00%
State Matching Funds	-	-	-	-	0.00%
USDA School Lunch	534,604.00	-	-	(534,604.00)	0.00%
USDA Breakfast	45,650.00	-	-	(45,650.00)	0.00%
USDA Other	-	-	-	-	0.00%
Other State Funds	-	-	-	-	0.00%
Other Federal Thru State Funds	60,729.00	-	-	(60,729.00)	0.00%
Other Revenue	7,296.00	1,175.00	1,175.00	(6,121.00)	16.10%
RESERVES				-	0.00%
TOTAL SCHOOL NUTRITION FUND REVENUES	2,209,538.00	1,175.00	1,175.00	(2,208,363.00)	0.05%
CONTRACTED EXPENDITURES - FUND 143					
Other Contracted Services - SFE	1,794,994.00	54,665.43	54,665.43	(1,740,328.57)	3.05%
DISTRICT EXPENDITURES - FUND 143					
Maint and Repair - Equipment	40,000.00	-	-	(40,000.00)	0.00%
USDA Commodities	138,074.00	-	-	(138,074.00)	0.00%
Other Supplies & Materials	7,000.00	749.00	749.00	(6,251.00)	10.70%
Inservice/ Staff Development	2,000.00	-	-	(2,000.00)	0.00%
Equipment	100,000.00	-	-	(100,000.00)	0.00%
TOTAL DISTRICT EXPENDITURES	287,074.00	749.00	749.00	(286,325.00)	0.26%
TOTAL SCHOOL NUTRITION FUND EXPENDITURES	2,082,068.00	55,414.43	55,414.43	(2,026,653.57)	
Excess/(Def) of Revenues over Expenditures	127,470.00	(54,239.43)	(54,239.43)	(181,709.43)	
Operating Transfer In	-	-	-		
SCHOOL NUTRITION FUND BALANCE	127,470.00	(54,239.43)	(54,239.43)		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
CAPITAL PROJECTS FUND
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	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
CAPITAL IMPROV FUND REVENUES - FUND 177					
County Commission	2,500,000.00	-	-	(2,500,000.00)	0.00%
Transfers from City of Germantown	-	-	-	-	0.00%
Interest Income	-	-	-	-	0.00%
RESERVES	500,000.00	-	-	-	0.00%
TOTAL CAPITAL IMPROV REVENUES	3,000,000.00	-	-	(2,500,000.00)	0.00%
CAPITAL IMPROV FUND EXPENDITURES - FUND 177					
Building Improvements	3,000,000.00	-	-	(3,000,000.00)	0.00%
TOTAL CAPITAL IMPROV EXPENDITURES	3,000,000.00	-	-	(3,000,000.00)	0.00%
CAPITAL IMPROVEMENTS FUND BALANCE	-	-	0.00		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
OPEB FUND
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	2025-26 FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
OPEB TRUST FUND REVENUES - 210					
Employer Contributions	547,000.00	-	-	(547,000.00)	0.00%
Retiree Contributions	96,000.00	-	-	(96,000.00)	0.00%
Interest and Dividend Income	75,000.00	7,353.92	7,353.92	(67,646.08)	9.81%
Realized gain/(loss) on investments	-	9,672.73	9,672.73	9,672.73	0.00%
Unrealized gain/(loss) on investments	318,000.00	23,999.19	23,999.19	(294,000.81)	7.55%
Other Income	-	-	-	-	0.00%
TOTAL OPEB TRUST FUND REVENUES	1,036,000.00	41,025.84	41,025.84	(994,974.16)	3.96%
OPEB TRUST FUND EXPENDITURES - 210					
Retiree Stipends	120,000.00	12,150.00	12,150.00	(107,850.00)	10.13%
Medical Claims /Stop Loss Premiums	600,000.00	-	-	(600,000.00)	0.00%
Administrative Expenses	25,000.00	1,208.33	1,208.33	(23,791.67)	4.83%
Insurance Premiums	40,000.00	-	-	(40,000.00)	0.00%
TOTAL OPEB TRUST FUND EXPENDITURES	785,000.00	13,358.33	13,358.33	(771,641.67)	1.70%
OPEB TRUST FUND BALANCE	251,000.00	27,667.51	27,667.51		

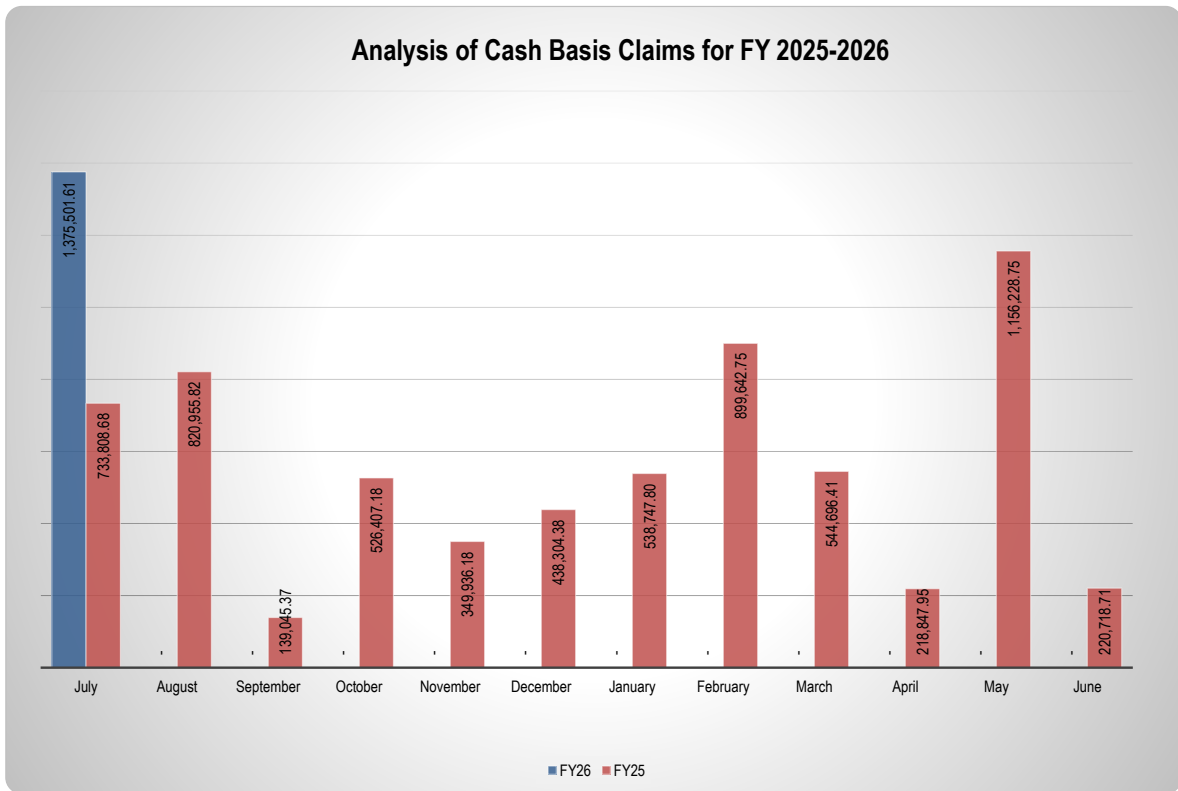
Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
 As of Month Ending July 31, 2025

	2025-26FYTD Revised Bdgt	July 2025 Monthly Activity	2025-26 FYTD Activity	Unexpended Balance	2025-26 FYTD %
HEALTH INS FUND REVENUES - FUND 263					
Employee Contributions	2,203,215.00	-	-	(2,203,215.00)	0.00%
Employer Contributions	4,675,360.00	800,000.00	800,000.00	(3,875,360.00)	17.11%
Other Income	100,000.00	-	-	(100,000.00)	0.00%
Interest Income	-	-	-	-	0.00%
RESERVES	1,200,000.00	-	-	(1,200,000.00)	0.00%
TOTAL HEALTH INS FUND REVENUES	8,178,575.00	800,000.00	800,000.00	(7,378,575.00)	9.78%
HEALTH INS FUND EXPENDITURES - FUND 263					
Medical Claims	6,226,575.00	1,375,501.61	1,375,501.61	(4,851,073.39)	22.09%
Stop-Loss Premiums	1,100,000.00	84,399.63	84,399.63	(1,015,600.37)	7.67%
Administrative Expenses	312,000.00	29,466.71	29,466.71	(282,533.29)	9.44%
Other Contracted Services - Clinic	540,000.00	-	-	(540,000.00)	0.00%
TOTAL HEALTH INS FUND EXPENDITURES	8,178,575.00	1,489,367.95	1,489,367.95	(6,689,207.05)	18.21%
HEALTH INSURANCE FUND BALANCE	-	(689,367.95)	(689,367.95)		

Germantown Municipal School District
REVENUE and EXPENSE REPORT
HEALTH INSURANCE FUND
 As of Month Ending July 31, 2025

CASH BASIS HEALTH CLAIMS ANALYSIS

MONTH	FY 26 Cash Basis Claims	FY 25 Cash Basis Claims	
July	1,375,501.61	733,808.68	
August	-	820,955.82	
September	-	139,045.37	
October	-	526,407.18	
November	-	349,936.18	
December	-	438,304.38	
January	-	538,747.80	
February	-	899,642.75	
March	-	544,696.41	
April	-	218,847.95	
May	-	1,156,228.75	
June	-	220,718.71	
Y-T-D	1,375,501.61	6,587,339.98	Monthly Average Budgeted 518,881.25



NOTES TO FINANCIAL REPORT

06.30.25

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

GENERAL PURPOSE FUND

We have the following favorable variances for budgeted revenues:

- TISA, \$221K
- Sales tax, \$36K
- Mixed drink tax, \$73K
- Interest income, \$17K
- Rental income, \$72K

HEALTH INSURANCE FUND

Health insurance claims totaled \$221K for the month, versus \$542K budgeted.

CAFETERIA FUND

SFE reported a net income of \$253K for the year.

OPEB TRUST FUND

Net realized and unrealized gains on investments totaled \$575K year-to-date.

07.31.25

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

HEALTH INSURANCE FUND

Health insurance claims totaled \$1.4 million for the month, versus \$519K budgeted. The claims expense for the month represents 22% of the total annual budget.



GMSD Board Business Meeting

June 17, 2025 6:00 PM

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

Board Members in attendance:

Mr. Brian Curry

Mr. Andy Ellis

Mrs. Angela Griffith

Mr. Scotty Hendricks Jr.

Mr. Ryan Strain

Student Board Representative:

Jack Boccer

In Attendance:

Superintendent Jason Manuel

Attorney Valerie Speakman

Board Secretary Jo Ellen Druelinger

1. Call to Order

Chair Angela Griffith called the meeting to order at 6:27 p.m.

2. Moment of Silence

Chair Angela Griffith called for a moment of silence.

3. Pledge of Allegiance

Student board member Jack Boccer 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. Andy Ellis.

Mr. Brian Curry: Yea

Mr. Andy Ellis: Yea

Mrs. Angela Griffith: Yea

Mr. Scotty Hendricks Jr.: Yea

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0



5. Superintendent Contract

Motion passed: I move to approve the Contract of Employment between the Germantown School Board of Education and Jason Manuel commencing July 1, 2025 and ending on June 30, 2029, passed with a motion by Mr. Brian Curry 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

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

6. Recognition and Awards

Two remarkable individuals who represent the very best of Germantown Municipal Schools were recognized:

- Lindsey Baker, GMSD nominee for 2025 TSBA Student Recognition Award
- Joy Williams, GMSD nominee for 2025 TSBA School Volunteer Recognition Award

Superintendent Manuel shared the following about Lindsey Baker:

Lindsay has a 4.583 GPA, a 36 on the ACT, and a 1500 on the PSAT, but that's just the beginning. She's the President of Beta Club, Co-Founder and President of the Youth in Government Club, Deputy Secretary General of Model UN, and Vice President of the Community Service Club—all while finding time to serve as a GMSD Ambassador and a member of our Instructional Calendar Committee. That means she doesn't just do the hard work—she helps shape the work we all do together. This spring alone, she earned the Outstanding Statesperson Award at the TriStar Youth in Government Conference and Best Delegate at Mid-South Model UN. She also finds time to tutor weekly through the 30+ ACT Service Club, serve with Petals of Purpose, and participate in Project Omega's literacy outreach. She's constantly working to connect students to service opportunities—and she leads with a quiet, confident heart.

In addition, she's also a three-year varsity volleyball player, named to the All-Sectional Team, and ranked among the Top 100 players in Tennessee for her defensive stats. The Shelby County Commission even issued a formal resolution honoring her team's success. This summer, she was selected for two prestigious national leadership programs: the University of Notre Dame's Leadership Seminars and Economics for Leaders at Vanderbilt—both highly competitive, both fully funded. Lindsey is what public education should be about—academic achievement, service to others, and leadership with integrity.

Superintendent Manuel shared the following about Joy Williams:

Joy has been a part of GMSD for more than 20 years—and she didn't just serve. She shaped the system. She started small—as a room parent and bulletin board decorator at Farmington Elementary—but quickly became the kind of person you could count on for just about



anything. She's been a PTO President, Vice President, Programs Chair, Parliamentarian, and more at Farmington, Houston Middle, and Houston High. She's chaired the district PTO Council—three times. And she's helped build bridges during major transitions, like GMSD's historic move from PTA to PTO. But her impact goes way beyond job titles. Joy is the person who shows up even when it's not her school, even when no one's looking, even when the job is hard and thankless. She has planned teacher luncheons, run field days, chaired fundraisers, and helped calm the nerves of every "first-time PTO parent" who had no idea what they were doing. She's been the magic behind our PTO Council. She's helped write bylaws, train leaders, and ensure smooth transitions at every level. Joy has sat on strategic planning committees, calendar committees, and even facilities committees. Former principals like Zac Percoski describe her as someone who could be given a task and trusted to run with it—in his words, "no detail missed, no job halfway done". And that's just during school hours. Joy has also served on the Germantown Education Commission, volunteered for Arise2Read, and taught Bible classes every Wednesday night for over a decade. She's the person who quietly drops off a card when someone's sick, shows up with cookies for the teacher's lounge, and somehow still remembers everyone's birthday. Joy helped build something truly lasting.

7. REPORTS

A. TN Legislative Update

Board member and TN Legislative Representative Brian Curry had nothing to report this month.

B. Chairman's Report

Chair Angela Griffith presented as follows:

BOARD MEMBER ACTIVITIES

All board members attended the recent Germantown Board of Mayor and Alderman Budget Public Hearing at City Hall. We have each met separately or are scheduled to meet with a variety of our alderman counterparts over the next few weeks.

Vice Chair Strain and Board Member Curry both attended the Germantown Education Foundation Annual Grant Celebration at the Germantown Farm Park. Board Member Curry attended the May meeting of the East Shelby Republican Party and the Collierville Board of Education May business meeting as well.

For my report this evening, I am going to recap the Superintendent's annual evaluation and then yield to my fellow board member Jack Boccer for his annual student school board member recap and recommendations for the future - which we did earlier as part of recognitions so that he could go to celebrate with friends before he leaves for the Naval Academy. If you have observed a GMSD Board of Education meeting over the past 10 years, you have heard us mention the three Ps. The three Ps are policy, planning and promotion. These are the cornerstones or key roles of school boards and their members. School boards set policy by which school districts operate. We develop long-range plans and budgets to provide the students we serve with educational opportunities to be successful in their chosen postsecondary pathways. We publicly promote the district, including the policies and plans



that we have collaborated with stakeholders to create. The Superintendent is the single direct report employee of the school board. Each year, per policy, the school board evaluates the Superintendent, based on established and agreed-upon instruments tied to the currently adopted Strategic Plan. Each board member, along with District Administration Cabinet members, participates in this process. Board Secretary Druelinger and I tabulated the results. I have met with the Superintendent and discussed those results and include the highlights and recommendations for increased focus that I will share with you now.

This year, Superintendent Jason Manuel received an evaluation total of 3.84 out of 4. This equates to the very top end of effective, with many of the individual section scores rating him as highly effective. As I read the comments by evaluators, there were many consistent and recurring mentions. Those who have worked with the Superintendent over many years intentionally pointed out his growth over time. Three specific areas of growth noted were: communication; with the board, staff and families, budget preparation process and dedication to developing our educators and staff members. *The District Update*, which keeps board members informed of all district activities, was already strong but has graduated to the next level with increased detail and a digital platform. Budgeting post-pandemic and in the time of an expanded voucher program is not for the fiscally faint of heart, but the Superintendent continues to exhibit a forward-thinking approach, especially toward how GMSD can continue to invest in those who invest their talents and vocations into our students every day. The success of the PLC culture he has supported has empowered our teachers. Our students have been the beneficiaries of this shift, as is evidenced by their testing data. The Superintendent has been a tremendous champion for the needs of GMSD, especially for the Houston High Master Plan. The Superintendent continues to be a leader among his peers and as a legislative advocate based on his experience and expertise, particularly in state-level education relations. The recommended areas of improvement, including increased focus by the Superintendent, are: the further establishment of community partnerships with businesses in our area and the need to identify and create additional capital funding sources outside the conventional means to secure funding for the district's large-scale projects.

C. Financial Report

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

HEALTH INSURANCE FUND

Health insurance claims totaled \$1.2 million for the month, versus \$542K budgeted.

CAFETERIA FUND

SFE reported a net income of \$26K for the month.

OPEB TRUST FUND

Net realized and unrealized gains on investments totaled \$402K year-to-date.



D. Superintendent's Report

Superintendent Jason Manuel presented the June Superintendent's Report presenting highlights of the process to develop the Strategic Plan 2030 and the details in the draft of the plan. The Board will vote on this plan in August.

8. Citizens to be heard

There were no citizens to be heard at this time.

9. CONSENT AGENDA

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

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

Yea: 5, Nay: 0

A. Approval of the Minutes

B. GMSD FY 25-26 Federal, Capital, Cafeteria, Health Insurance and OPEB Budgets Second Reading

C. Budget Amendment #28 FY 24-25 Budget Amendment #1 FY 25-26

10. BOARD ACTION ITEMS

A. Revision of Policies

Revisions are recommended for the following:

First Reading - June 17, 2025

Revision Policy 1.402: Notification of Meetings - The recommendation is being made to make the policy consistent with State law.

Revision Policy 1.704: Charter Schools- The recommendation is being made pursuant to a change in State law.

Revision Policy 1.800: School Calendar - School Day - The recommendation is being made pursuant to a change in State law.

Revision Policy 1.809: Non-Discrimination Statements-The recommendation is being made pursuant to a change in State law.

Revision Policy 3.202: Emergency Planning-The recommendation is being made pursuant to a change in State law.

Revision Policy 4.406.2: Student Use of the Internet-The recommendation is being made pursuant to a change in State law.

Revision Policy 5.303: Paid Leave After Birth or Stillbirth of Employee's Child or Adoption of



Newly Placed Minor Child-The recommendation is being made pursuant to a change in State law.

Revision Policy 3.202: Emergency Planning-The recommendation is being made pursuant to a change in State law.

Revision Policy 6.200: Attendance and Truancy-The recommendation is being made pursuant to a change in State law.

Revision Policy 6.303: Interrogations and Searches-The recommendation is being made pursuant to a change in State law.

Revision Policy 6.312: Wireless Communication Devices-The recommendation is being made pursuant to a change in State law.

Revision Policy 6.432: Seizure Management-The recommendation is being made pursuant to a change in State law.

Motion passed: I move to approve changes to these 12 policies based on changes to state law, 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

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

B. GBOE Resolution 03/2024-2025: GMSD's School Federal Projects Budget

Motion passed: I move to approve Resolution 03/24-25 of the Germantown Municipal School District Board of Education to adopt GMSD's School Federal Projects Budget, as approved by the TN Dept of Education, as GMSD's School Federal Projects Budget, passed with a motion by Mr. Brian Curry 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

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

C. Food Service Management Company FY25-26

Motion passed: I move to approve Southwest FoodService Excellence, LLC as the district's food service management company for the 2025-26 school year contingent upon State approval, 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

Mr. Ryan Strain: Yea

Yea: 5, Nay: 0

11. Announcements

Chair Griffith reminded the community of the many camps offered this summer across our schools and encouraged participation. She also announced the Board Retreat set for Saturday, June 21.

12. Adjournment

The meeting was adjourned with consensus at 7:36 p.m.

Chairperson

Date

Superintendent

Date

Germantown Municipal School District			
Monitoring: Review: Annually	Descriptor Term: Surplus Property Sales*	Descriptor Code: 2.403	Issued Date: 08/**/25
		Rescinds:	Last Issued: 08/13/24

1 Surplus property including but not limited to textbooks and instructional materials may be declared
 2 surplus property by the Superintendent and may be disposed of as provided below:

3 (a) All surplus property shall be sold to the highest bidder after advertising in a newspaper
 4 of general circulation at least seven (7) days prior to the sale. The sale may be to the
 5 highest bidder through an internet auction website used by GMSD, the City of
 6 Germantown, or the State of Tennessee. Any internet auction must be open for bidding
 7 for at least seven (7) days. For a sale by internet auction, the sale shall be advertised in a
 8 Shelby County newspaper of general circulation and news and information website that
 9 has a URL, if such website exists, and include in the advertisement the internet website
 10 address and other necessary information concerning the sale and may also advertise the
 11 sale on a website maintained by GMSD or the City of Germantown.

12
 13 However, the Superintendent/designee may also transfer surplus property of any value to
 14 Shelby County or to any municipality within Shelby County for public use, without the
 15 need for a competitive bid.

16 (b) Surplus property which has no value or has a value of less than Five Hundred Dollars
 17 (\$500) may be disposed of without the necessity of bids. In order for such disposal
 18 without bids, the Superintendent and the Chair of the Board of Education must agree in
 19 written form that the property is of no value or is of less value than Five Hundred Dollars
 20 (\$500).

21 (c) If reasonable attempts to dispose of surplus properties fail to produce monetary return to
 22 the system, the Superintendent shall dispose of the surplus property by any manner the
 23 Superintendent deems to be appropriate.

24 **DISPOSAL OF COMPUTERS**

25 No matter the value of computers designated by the Superintendent/designee to be surplus property,
 26 computers may be disposed of as follows:

27 (1) Donated to low-income families in the school district after the memory hard drives of the
 28 computers have been sanitized; or

29
 30 (2) Disposed of by selling or trading them to computer vendors or manufacturers as part of
 31 the proposal to purchase new computers for GMSD.

1 **DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS**

2 When equipment that was purchased with federal dollars is no longer needed for the original project or
3 program or for other activities currently or previously supported by a federal agency, disposition of the
4 equipment shall be made as follows:

5 (1) Items of equipment with a current per-unit fair market value of less than ~~\$5,000~~ \$10,000 may be
6 retained, sold or otherwise disposed of with no further obligation to the awarding agency.

7 (2) Items of equipment with a current per unit fair market value in excess of ~~\$5,000~~ \$10,000 may be
8 retained or sold and the awarding agency shall have a right to an amount calculated by
9 multiplying the current market value or proceeds from sale by the awarding agency's share of the
10 equipment. If the equipment is sold, the Federal awarding agency may permit GMSD to deduct
11 and retain from the Federal share \$1,000 of the proceeds to cover expenses associated with selling
12 and handling expenses.

* This Policy does not pertain to real property owned by GMSD.

Legal References

T.C.A. § 1-3-120
T.C.A. § 12-2-403
T.C.A. § 49-6-2007
T.C.A. § 49-6-2208
2 CFR § 200.313

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Notification of Meetings	Descriptor Code: 1.402	Issued Date: 06/**/25 06/07/22 12/02/13
		Rescinds:	Issued:

1 The Board shall ensure adequate public notice of all regular meetings by publishing a complete
 2 schedule for the entire school year. This schedule shall be posted ~~in the central office, each school,~~
 3 ~~and~~ on the **GMSD school system's** website ~~and sent to the President of the local education~~
 4 ~~association.~~

5 In the event of a special Board meeting, notice shall be provided at least **forty-eight (48) hours** ~~twenty-~~
 6 ~~four (24) hours~~ prior to the meeting and shall be posted **on the GMSD website.** ~~in the same locations~~
 7 ~~and in the same manner as regular Board meetings.~~ All notices of special Board meetings shall state
 8 the time, place and purpose of the meeting.

9 The only exception permitted is in case of emergency, defined for this policy as “a sudden, generally
 10 unexpected occurrence or set of circumstances demanding immediate action.” In such exceptions,
 11 notice shall be **posted on the GMSD website as soon as is practical after the decision is made to hold**
 12 **the emergency meeting.** ~~given to all appropriate parties as is practical.~~

Legal References

- T.C.A. § 8-44-103
- T.C.A. § 8-44-110**
- T.C.A. § 49-2-202

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Charter Schools	Descriptor Code: 1.704	Issued Date: 06/**/25 09/26/23 10/25/22
		Rescinds: 1.704	Issued: 05/17/21

1 A charter school shall be a public, nonsectarian, non-religious school which operates within a public
2 school district under the terms of a charter agreement and in accordance with Tennessee law. It shall be
3 subject to all state and federal laws and constitutional provisions prohibiting discrimination on the basis
4 of disability, race, creed, color, gender, national origin, religion, ancestry or need for special education
5 services. A charter school shall not exclude students from enrollment based on race, color, ethnicity,
6 national origin, religion, income level, disability, proficiency in the English language, or academic
7 ability.

8 A Sponsor of a charter school under Tennessee law means a proposed governing body filing an
9 application for the establishment of a public charter school that:

- 10 a) Is not a for-profit entity; nonpublic school as defined by T.C.A. 49-6-3001; other private,
11 religious, or church school; or postsecondary institution not regionally accredited; and
- 12 b) Does not promote the agendas of any religious denomination or religiously affiliated entity.

13 APPLICATION PROCESS

14 A prospective charter school sponsor shall send the GMSD Superintendent and the Tennessee **Public**
15 **Charter School Commission** ~~Department of Education (TDOE)~~ notice of its intent of its plan to submit
16 an application to operate a charter school sixty (60) calendar days prior to February 1 of the year
17 preceding the year in which the proposed charter school plans to begin operation as a public charter
18 school. The letter of intent shall be completed on the form provided by the TDOE. Failure to submit a
19 letter of intent to **the Tennessee Public Charter School Commission** ~~both the TDOE~~ and the GMSD
20 Superintendent by the aforementioned deadline shall exclude a charter school sponsor from submitting
21 an application for that application cycle.

22 The **GMSD** Superintendent/designee shall determine whether the sponsor has selected the correct
23 application category within ten (10) business days of receiving the intent letter and notify the sponsor
24 within five (5) business days of a determination that the incorrect application category has been selected.

25 One (1) original, four (4) copies and one (1) electronic version of the **initial state charter school**
26 application must be received by the GMSD Superintendent on or before 11:59 p.m., central time, on
27 February 1 of the year preceding the year in which the proposed charter school plans to begin operation
28 as a charter school. **The prospective charter school sponsor must use the application form provided by**

1 the TDOE. The TDOE and the Tennessee Public Charter School Commission must receive one (1) copy
2 of the application on or before 11:59 p.m., central time, on February 1 of the year preceding the year in
3 which the proposed charter school plans to begin operation as a charter school. Applications will be
4 accepted only between January 1 and February 1. If the 1st of February falls on a Saturday, Sunday, or
5 holiday on which the school district offices are closed, applications will be accepted on the next business
6 day on or before 11:59 p.m. Late applications will not be accepted. Each charter school application
7 must be accompanied by a cashier's check in the amount of Twenty-Five Hundred Dollars (\$2500), per
8 proposed school, as an authorizer non-refundable application fee.

9 The Board shall determine whether an application is complete within ten (10) business days of receiving
10 the application and shall notify the sponsor within five (5) business days of the determination that the
11 application is determined to be incomplete.

12 If the application is approved, the charter school shall follow the GMSD policy regarding out-of-district
13 enrollment.

14 REVIEW TEAM

15 If necessary, the GMSD Superintendent shall appoint a charter school review team to assist the
16 Germantown Board of Education in reviewing and evaluating charter school applications and making
17 recommendations to the Germantown Board of Education.

18 The review team shall be comprised of persons with relevant academic, organizational, financial, and
19 legal expertise, as well as a thorough understanding of the essential principles of charter school autonomy
20 and accountability.

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

23 An application shall be considered complete if:

- 24 1. The application is submitted on the Department's state charter application form for that
25 application cycle;
- 26 2. The sponsor has completed all required sections of the application aligned to the category
27 indicated by the sponsor in its letter of intent and the application contains all required
28 attachments and signatures;
- 29 3. The application is submitted to the authorizer by the deadline specified; and
- 30 4. The application fee is submitted with the application.

31 If the charter application is determined to be incomplete due to the sponsor not meeting the requirements
32 of Sections 1 and 3 above, the GMSD Board shall not be required to review the application and the fee
33 shall be refunded to the charter school sponsor.

34 If the charter application is determined to be incomplete due to the sponsor not meeting the requirements
35 of Sections 2 or 4 above, the charter sponsor shall be provided the opportunity to address any deficiencies

1 and re-submit the application within five (5) business days after the notification from GMSD that the
2 application is incomplete. If the sponsor does not correct the deficiencies to meet the requirements of
3 Sections 2 or 4, by the deadline, the GMSD Board shall not be required to review the application and
4 any required application fee shall be refunded to the charter school sponsor.

5 Neither the GMSD charter school review team nor the Germantown Board of Education shall review or
6 formally act upon the application if:

7 a) The sponsor did not submit the letters of intent by the required due date;

8 b) The application is incomplete; and/or

9 c) The application and fee are not submitted to the GMSD Superintendent by “the filing
10 deadline”.

11 **APPROVAL OR DENIAL OF APPLICATION**

12 The Germantown Board of Education shall rule by resolution, at a regular or special called meeting, on
13 the approval or denial of a charter application within ninety (90) days of receipt of the completed
14 application or the application shall be deemed approved by law.

15 A cyber-based public charter school shall not be authorized.

16 No later than ten (10) days after the approval or denial of a charter school application, the Germantown
17 Board of Education shall report to the TDOE and the Tennessee Public Charter School Commission
18 whether the Germantown Board of Education approved or denied the application. The Germantown
19 Board of Education shall simultaneously provide the TDOE and the Tennessee Public Charter School
20 Commission with a copy of the aforementioned resolution setting forth the Germantown Board of
21 Education decision and the reasons for the Germantown Board of Education’s decision.

22 An approval by the Germantown Board of Education shall be accompanied by a written Agreement
23 which shall contain all components of the application. The Agreement shall be signed by the sponsor
24 and the Germantown Board of Education Executive Committee Members and the Agreement shall be
25 binding upon the governing body of the charter school. The term of the Agreement shall be ten (10)
26 academic years.

27 The Germantown Board of Education hereby adopts the Tennessee State Board of Education’s Quality
28 Charter Authorizing Standards.

29 Within ten (10) calendar days of the date of the decision to deny, the grounds upon which the
30 Germantown Board of Education based a decision to deny a charter school application must be stated in
31 writing, specifying objective reasons for the denial and the deadline by which the charter school sponsor
32 must submit an amended application.

33 Upon receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days from receipt of
34 the grounds for denial, within which to submit an amended application to correct the deficiencies. The
35 Germantown Board of Education shall have sixty (60) calendar days from receipt of the amended

1 application, either to deny or to approve the amended application or the application shall be deemed
2 approved by law.

3 If the Germantown Board of Education fails to approve or deny the amended application within sixty
4 (60) calendar days from the receipt of the amended application, the amended application shall be deemed
5 approved. If the Germantown Board of Education denies the amended application, it shall provide to the
6 charter school sponsor the grounds upon which the Germantown Board of Education based the decision
7 to deny in writing within five (5) calendar days of the date of the decision to deny, specifying objective
8 reasons for the denial.

9 RENEWAL

10 No later than April 1 of the year prior to the year in which the charter agreement expires, the governing
11 body of a public charter school shall submit a renewal application to the Germantown Board of
12 Education. The GMSD Superintendent shall report each renewal application received by GMSD to the
13 Tennessee Public Charter School Commission no later than ten (10) days from the date on which GMSD
14 received the renewal application. On or before the following February 1, the Germantown Board of
15 Education shall rule by resolution whether to approve or deny the renewal application.

16 Three (3) months prior to the date on which a charter school is required to submit a renewal application,
17 the GMSD Superintendent/designee shall submit to the charter school a performance report that reflects
18 the renewal evaluation. No later than ten (10) days after the Germantown Board of Education adopts a
19 resolution to renew or deny renewal of a charter agreement, the GMSD Superintendent/designee shall
20 report the GMSD Board's decision to the ~~charter school and the~~ TDOE and the Tennessee Public Charter
21 School Commission and shall provide a copy of the resolution that sets forth the Germantown Board of
22 Education's decision and the reasons for the decision. ~~and of the right to appeal to the State, if any.~~

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

26 AUTHORIZER FEE

27 If GMSD becomes the authorizer of a charter school, GMSD shall receive an annual authorizer fee that
28 is a percentage of the charter school's per student state and local funding as allocated under T.C.A. § 49-
29 13-112. The annual authorizer fee shall be the lesser of three percent (3%) of the annual per student
30 state and local allocations or Thirty-Five Thousand Dollars (\$35,000) per school.

31 INTERIM REVIEW

32 The GMSD Superintendent or his designee shall conduct an interim review of the charter school in the
33 fifth year of the charter school's initial period of operation and in the fifth year following any renewal
34 of a charter agreement under guidelines developed by the Tennessee SState Board of Education. ~~TDOE.~~

35 ANNUAL REPORT

36 The GMSD Board, through the GMSD Superintendent/designee, shall oversee and annually evaluate
37 each charter school to ensure it meets the performance standards and targets set forth in the charter school

1 agreements. The GMSD Superintendent/designee shall submit the charter school's evaluation to the
2 GMSD Board at its October Board Meeting.

3 The GMSD Superintendent/designee shall send a copy of the charter school's annual evaluation to each
4 respective charter school within the GMSD's borders. Said report shall include, but not be limited to,
5 violations of the charter school agreement and any performance deficiencies.

6 The GMSD Board shall articulate and enforce stated consequences for failing to meet performance
7 expectations or compliance requirements.

8 **SITE VISITS**

9 A site visit to each charter school shall be conducted by the GMSD Superintendent/designee annually.
10 The purpose shall be to collect data and other qualitative information and to inspect the charter school
11 facility and observe classroom teaching and learning. The observations made during the annual site visit
12 shall be included in the annual charter school evaluation report.

13 **CHARTER SCHOOL REPORTING**

14 Charter schools shall provide the information required by the charter school agreement and state law to
15 the GMSD Board.

16 By September 1st, the governing body of an approved charter school shall make a written report to the
17 GMSD Board. The annual report shall include:

- 18 1. A report on the progress of the charter school in achieving the goals outlined in the charter
19 school agreement;
- 20 2. A financial statement disclosing the financial health of the charter school, including the
21 costs of the administration, instruction, and other spending categories of the charter
22 school; and
- 23 3. A detailed accounting, including the amounts and sources, of all funds received by the
24 charter school, other than the funds received per state law.

25 This reporting requirement shall begin in the year after the year in which the charter school begins
26 operation.

27 Multiple charter schools overseen by a single governing board shall report their performance as separate,
28 individual charter schools. Each charter school shall be independently accountable for its performance.

29 Each charter school governing body shall submit an annual audit of all accounts and records, to include
30 internal school activity and cafeteria funds, to the GMSD Board as soon as practical after June 30th.

31 **AUTHORIZER REPORTING AND REVIEW**

32 By December 1st, the GMSD Superintendent ~~GMSD Board~~ shall report to the Tennessee State Board of
33 Education ~~Department of Education~~ detailing the total amount of authorizer fees collected in the previous

1 school year and the authorizing obligations fulfilled using the fee. By January 1st, the GMSD Board
2 shall submit an annual authorizer report to the Tennessee Department of Education and the State Board
3 of Education. The GMSD Superintendent/designee shall prepare the reports and provide the information
4 to the GMSD Board prior to submission.

5 **CHARTER AGREEMENT**

6 The Germantown Board of Education's approval of a public charter school application must be in the
7 form of a written charter agreement signed by the charter school sponsor and the Germantown Board of
8 Education, which shall be binding upon the governing body of the charter school. The charter agreement
9 must be in writing and must contain all material components of the approved application required by
10 Tennessee law. A charter agreement expires ten (10) academic years after the first day of instruction.

11 **REVOCAION OF CHARTER AGREEMENT**

12 The Germantown Board of Education may revoke a public charter school agreement if the public charter
13 school receives identification as a priority school, as defined by the state's accountability system
14 pursuant to T.C.A. § 49-1-602. The revocation takes effect immediately following the close of the school
15 year in which the public charter school is identified as a priority school.

16 The Germantown Board of Education shall revoke a public charter school agreement if the public charter
17 school receives identification as a priority school for two (2) consecutive cycles. The revocation takes
18 effect immediately following the close of the school year in which the public charter school is identified
19 as a priority school for the second consecutive cycle.

20 A public charter school agreement may be revoked at any time by the Germantown Board of Education,
21 if the Germantown Board of Education determines that the school:

- 22 (1) Committed a material violation of any conditions, standards, or procedures set forth in the
23 charter agreement;
- 24 (2) Failed to meet or make sufficient progress toward the performance expectations set forth in
25 the charter agreement; or
- 26 (3) Failed to meet generally accepted standards of fiscal management.

27
28 If the GMSD Superintendent determines that the charter school meets the criterion for revocation set
29 forth above, or if the GMSD Superintendent determines that the charter school is not complying with the
30 requirements of T.C.A. § 49-13-101, *et seq.*, (The Tennessee Public Charter School Act) or with the
31 charter agreement:

- 32 (1) The **GMSD** Superintendent shall notify the charter school, in writing, of the possibility
33 of revocation and the reasons for the possible revocation. In the notification to the charter school,
34 the **GMSD** Superintendent shall notify the charter school that the charter school must provide
35 GMSD's review team with a proposed plan to remediate the charter school's deficiencies which
36 gave rise to the notice of possible revocation.

1 (2) The charter school shall submit a written remediation plan to the GMSD review team
2 within thirty (30) days of receiving the notice of possible revocation. The remediation plan shall
3 provide that the remediation itself shall be completed within thirty (30) days of submission of the
4 remediation plan. The GMSD review team shall notify the charter school within twenty (20)
5 business days of receiving the proposed remediation plan of whether the remediation plan is
6 acceptable to the review team.

7 (3) If the proposed remediation plan does not, in the sole discretion of the GMSD review
8 team, provide a full remediation, the GMSD review team shall, within thirty (30) business days
9 of receiving the remediation plan, notify the charter school that the remediation plan is
10 unacceptable and an explanation of the means to reconcile the plan is unacceptable. The charter
11 school shall be given ten (10) business days to correct the proposed remediation plan and re-
12 submit the plan to the GMSD review team. The GMSD review team shall notify the charter
13 school within thirty (30) business days of the re-submission whether the re-submitted plan is
14 acceptable to the review team.

15 (4) If the charter school's re-submitted proposed remediation plan is rejected by the GMSD
16 review team, the charter school may appeal the decision to the GMSD Superintendent. The
17 GMSD Superintendent may, within thirty (30) business days of receiving the re-submission:

18 (a) Approve the re-submission; or

19 (b) Provide the charter school with an additional ten (10) business days to further
20 amend the remediation plan; or

21 (c) Reject the re-submission.

22 (5) If the re-submission is rejected by the GMSD Superintendent, the charter school may
23 appeal the GMSD Superintendent's decision to the GMSD Board of Education within ten (10)
24 business days after receiving notice of the rejection. The GMSD Board shall consider the re-
25 submission within thirty (30) business days of receiving the appeal of the rejection. The GMSD
26 Board shall provide the charter school with a decision regarding the re-submission, in writing,
27 explaining the reasons the proposed plan is unacceptable.

28 *A charter agreement may be revoked at any time by the authorizer in an emergency situation without
29 the authorizer first having to implement the progressive intervention policy. An emergency situation
30 includes, but is not limited to, instances of fraud; misappropriation of funds; flagrant violation of health
31 and safety laws, rules, and regulations; flagrant disregard of the charter agreement; or similar
32 misconduct.

33 Thirty (30) days prior to any decision by the Germantown Board of Education to revoke a charter
34 agreement, the Germantown Board of Education shall notify the charter school in writing of the
35 possibility of revocation and the reasons for such possible revocation.

- 1 If the Germantown Board of Education revokes a charter agreement, then it shall clearly state in writing
- 2 the reasons for the revocation.

- 3 No later than ten (10) days after the Germantown Board of Education adopts a resolution to revoke a
- 4 charter agreement, the Germantown Board of Education shall report the Germantown Board of
- 5 Education's decision to the TDOE and the Tennessee Public Charter School Commission and shall
- 6 provide a copy of the resolution that sets forth the Germantown Board of Education's decision and the
- 7 reasons for the decision.

Legal References

T.C.A. § 49-13-104
T.C.A. § 49-13-106
T.C.A. § 49-13-107
T.C.A. § 49-13-108
T.C.A. § 49-13-110
T.C.A. § 49-13-111
T.C.A. § 49-13-120
T.C.A. § 49-13-121
T.C.A. § 49-13-122
T.C.A. § 49-13-127
T.C.A. § 49-13-128
T.C.A. § 49-13-130
State Board Policy 6.111
State Board Policy 6.113
State Board Rule 0520-14-01

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: School Calendar/School Day	Descriptor Code: 1.800	Issued Date: 06/**/25 08/30/22 04/19/22
		Rescinds: 1.800	Issued: 04/07/14

1 No later than the end of the school year, the Germantown Board of Education will adopt, upon the
2 recommendation of the Superintendent, an official school calendar for the succeeding school year. The
3 calendar will identify holidays, vacation days, summer sessions and other extensions of the school year.
4 The calendar may be revised by the Germantown Board of Education, upon the recommendation of the
5 Superintendent, due to inclement weather or other factors.

6 The calendar shall be distributed to the school staff at the opening of the school term.

7 The minimum length of the school day for students shall be six and one-half (6-1/2) hours total for all
8 grades. However, teachers shall be on duty for at least seven (7) hours and such additional time as the
9 school administration requires.

10 *Emergencies*

11 When schools are closed due to emergencies or unforeseen circumstances such as epidemics or inclement
12 weather, the time lost shall be made up to the required minimum unless otherwise approved by the State
13 Department of Education. The Superintendent shall determine the need for emergency closures of
14 schools.

15 In the event of dangerous or extreme weather conditions or of serious outbreaks of illness affecting or
16 endangering students or staff, **five (5)** ~~two (2)~~ of the one hundred eighty (180) days of classroom
17 instruction referenced above may be delivered by remote instruction **and up to four (4) days of the one**
18 **hundred eighty (180) days of classroom instruction may be delivered via hybrid learning.** The
19 Superintendent may require a class, school, or all schools to utilize remote **or hybrid** instruction during
20 those circumstances. The Superintendent may require a class, school, or all schools to utilize remote **or**
21 **hybrid** instruction on days that the school administers end-of-course assessments or post-secondary
22 assessment exams; provided that the students who are administered the end-of-course assessment or
23 post-secondary assessment exams take the assessments in person. If remote **or hybrid** instruction is
24 required, students enrolled in Kindergarten shall have access to at least four (4) hours of instruction each
25 day and students enrolled in grades 1-12 shall have access to at least six and a half (6.5) hours of
26 instruction each day. During those remote **or hybrid** instructional days, students may be counted as
27 present as long as the student exhibits proof of attendance by daily periodic visual, verbal, and/or written
28 confirmation of participation. Students will be provided required methods of proof of attendance by
29 their respective teachers.

30 During the remote **or hybrid** instruction days, services required by a student's IEP shall be made available
31 to those students.

32

1 **IN-SERVICE EDUCATION**

2 Each day of in-service education included in the school calendar shall be equivalent to not less than six
3 (6) hours of planned activities.

4 **DISCRETIONARY DAYS**

5 Four (4) discretionary days shall be included in the calendar and may be designated by the Germantown
6 Board of Education as student attendance days, in-service days or administrative days, which may be
7 used by administrators, faculty and staff for preparation for commencement of classes, record keeping,
8 grading examinations, parent-teacher conferences and other classroom functions.

Legal References

T.C.A. § 49-6-3004

State Board of Education Rule 0520-01-02-.31

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Non-Discrimination Statements	Descriptor Code: 1.809	Issued Date: 06/**/25 03/29/22 08/25/20
		Rescinds:	Issued:

1 The purpose of this policy is to ensure that Germantown Municipal School District’s students, parents,
2 employees, employment applicants and other third parties interacting with the District are treated in a
3 non-discriminatory manner as provided by state and federal law.

4 This policy applies to all students, parents, employees, employment applicants, and other third parties
5 as provided by state and federal law.

6 **TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED**

7 The Germantown Municipal School District Board of Education prohibits discrimination and harassment
8 on the basis of race, color and national origin, including antisemitism, in the educational programs or
9 activities which are operated by Germantown Municipal School District.

10 “Antisemitism” is a certain perception of Jews, which may be expressed as hatred toward Jews.
11 Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish
12 individuals and/or their property, toward Jewish community institutions and religious facilities.

13 Students or employees who believe that they have been discriminated against or harassed on the basis of
14 their race, color or national origin must contact Germantown Municipal School District's designated
15 Federal Rights Coordinators whose contact information appears below.

16 **TITLE IX OF THE EDUCATION AMENDMENTS ACT OF 1972, AS AMENDED**

17 The Germantown Municipal School District Board of Education prohibits discrimination on the basis of
18 sex in the educational programs or activities which it operates. The prohibition against discriminating
19 on the basis of sex in educational programs and activities extends to employment in and admission to
20 such programs and activities.

21 Students or employees who believe that they have been discriminated against on the basis of sex in the
22 educational programs or activities which Germantown Municipal School District operates must contact
23 the district’s designated Title IX Coordinator whose contact information is below:

24 Student Services Supervisor
25 3350 S. Forest Hill Irene Rd.
26 Germantown, TN. 38138
27 Telephone: (901) 752-7900
28 E-mail: titleix@gmsdk12.org

Human Resources Supervisor
3350 S. Forest Hill Irene Rd.
Germantown, TN. 38138
Telephone: (901) 752-7900
E-mail: titleix@gmsdk12.org

1 **SECTION 504 OF THE REHABILITATION ACT OF 1973/TITLE II OF THE AMERICANS**
2 **WITH DISABILITIES ACT, AS AMENDED**

3 The Germantown Municipal School District Board of Education prohibits the exclusion from
4 participation in, the denial of benefits of, or the discrimination of any qualified persons with
5 disabilities in any Germantown Municipal School District program on the basis of disability.

6 Qualified parents, students or employees with disabilities that believe that they have been excluded
7 from participating in, denied benefits of, or have been discriminated against in any Germantown
8 Municipal School District's program on the basis of disability must contact Germantown Municipal
9 School District' designated Federal Rights Coordinators whose contact information appears below.

10 **TITLE VII OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED**

11 The Germantown Municipal School District Board of Education prohibits discrimination of its
12 employees and applicants for employment on the basis of race, color, religion, sex or national origin.
13 The Germantown Municipal School District also prohibits discrimination against its employees on the
14 basis of the employee's or applicant's association with another individual of a particular race, color,
15 religion, sex or national origin.

16 Employees or applicants for employment that believe that they have been discriminated against on the
17 basis of their race, color, religion, sex or national origin must contact Germantown Municipal School
18 District's designated Federal Rights Coordinators whose contact information appears below.

19 **AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967**

20 The Germantown Municipal School District Board of Education prohibits discrimination of its
21 employees and applicants for employment on the basis of age. Employees or applicants for
22 employment that believe they have been discriminated against on the basis of age must contact
23 Germantown Municipal School District's designated Federal Rights Coordinators whose contact
24 information appears below.

25 **TITLE II OF THE GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008**

26 The Germantown Municipal School District Board of Education prohibits discrimination of its
27 employees and applicants on the basis of genetic information. Employees or applicants for
28 employment who believe they have been discriminated against on the basis of genetic information
29 must contact Germantown Municipal School District's designated Federal Rights Coordinators whose
30 contact information appears below.

31 **AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED**

32 The Germantown Municipal School District's Board of Education prohibits discrimination against
33 employees and applicants on the basis of disability.

34 Employees and applicants who believe they have been discriminated against on the basis of disability
35 must contact Germantown Municipal School District's designated Federal Rights Coordinators whose
36 contact information appears below.

1 Retaliation for Reporting Discrimination

2 The Germantown Municipal School District Board of Education prohibits retaliation by or against
3 students, parents or guardians of students, and employees who file complaints of discrimination.

4 Contact Information

5 The following persons have been designated to handle inquiries regarding the non-discrimination
6 policies, other than Title IX complaints:

7	<u>For Employees</u>	<u>For Students</u>
8	Federal Rights Coordinator	Federal Rights Coordinator
9	Human Resources Assistant Superintendent	Student Services Assistant Superintendent
10	3350 S. Forest Hill Irene Rd.	3350 S. Forest Hill Irene Rd.
11	Germantown, Tennessee 38138	Germantown, Tennessee 38138
12	Telephone: (901) 752-7900	Telephone: (901) 752-7900
13	Email: frce@gmsdk12.org	Email: frcs@gmsdk12.org

Legal References

29 C.F.R. § 1604.11

34 C.F.R. § 106.8

34 C.F.R. § 110.25

20 U.S.C. § 1681

T.C.A. § 49-50-1801

T.C.A. § 49-50-1802

T.C.A. § 49-50-1803

Title VI of the Civil Rights Act of 1964, as Amended

Title IX of the Education Amendments Act of 1972, as Amended

Section 504 of the Rehabilitation Act of 1973

Title II of the Americans with Disabilities Act of 1990, as Amended

Title VII of the Civil Rights Act of 1964, as Amended

Age Discrimination in Employment Act of 1967

Title II of the Genetic Information Nondiscrimination Act of 2008

~~Title IX of the Education Amendments, 20 USCA § 1681 et seq.~~

~~Age Discrimination Employment Act, 29 USCA § 621 et seq.~~

~~Section 504 of the Rehabilitation Act, 29 USCA § 701 et seq. Title VII of Civil Rights Act,
42 USCA § 2000e et seq.~~

~~U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Title VI, Civil
Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of
1967; Section 504 of the Rehabilitation Act of 1973; 42 USCA § 12101-12213~~

~~Americans with Disabilities Act, 42 USCA § 12101 et seq.~~

~~Genetic Information Nondiscrimination Act of 2008~~

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Emergency Planning	Descriptor Code: 3.202	Issued Date: 06/**/25 08/13/24
		Rescinds: 3.202	Last Issued: 08/29/23

1 The Superintendent shall be responsible for developing and acquiring Board approval of a
2 Comprehensive District-Wide School Safety Plan and Building-level School Safety Plan (hereinafter
3 “the Safety Plans”) regarding crisis intervention, emergency response, emergency management, and
4 cybersecurity. The Safety Plans shall include procedures for bomb threats, civil disturbances, armed
5 intruders, earthquakes, fires, tornadoes, or other severe weather, medical emergencies, and cyber-attacks.
6 Each district-wide school safety team and each building-level school safety team shall annually review
7 the respective district-wide school safety plan or building-level school safety plan.

8 FIRE AND SAFETY DRILLS

9 Each GMSD Principal shall ensure that **no more than one (1) fire drill** requiring full evacuation is given
10 every thirty (30) school days, **except that with two (2) full evacuation fire drills, and no more than two**
11 **(2) full evacuation fire drills, are conducted** ~~occurring~~ during the first thirty (30) full days of the school
12 year. Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted
13 throughout the year.

14 Each GMSD Principal shall ensure that three (3) additional safety drills are given during the school
15 year. Two of these drills will cover earthquakes. One drill may cover inclement weather, or other
16 emergency drills that do not require full evacuation. A record of all drills, including the time and date,
17 shall be kept in each school's office.

18 Each GMSD Principal shall ensure that each school safety team conducts at least one (1) armed intruder
19 drill, incident command drill, and emergency safety bus drill, annually in coordination with local law
20 enforcement. The incident command drill and the emergency safety bus drill shall be conducted without
21 students present. A record of all fire and safety drills, including the time and date, shall be kept in each
22 school's office for a period of five (5) years.

23 AED/CPR DRILLS

24 The GMSD Coordinated school Health Specialist shall schedule an annual AED training for all school
25 personnel. The Principal for each GMSD school shall conduct an annual CPR drill and AED drill for
26 students and employees so that students and employees are aware of the steps that must be taken if an
27 event should occur that requires the use of CPR and/or an AED.

28 REMOTE LEARNING DRILLS

29 The District shall conduct a remote learning drill once per school year to ensure that schools, students,
30 and parents of students can easily transition from in-person learning to remote learning.

1 The drill must accurately reflect the District's Plan for transitioning students to remote learning in the
2 event of disruption to school operations.

3 Students shall not be required or asked to transition exclusively to remote learning at any time during
4 the remote learning drill.

5 The District shall address any issues that are identified during the remote learning drill.

6 **FIRE EXTINGUISHERS**

7 Each school's Plant Manager shall regularly check the quantity, locations, and conditions of fire
8 extinguishers.

9 **MEDICAL EMERGENCIES/PANDEMIC**

10 In the event of medical emergencies, such as a pandemic outbreak, school officials shall cooperate and
11 consult with the local and state health departments and other local emergency or healthcare providers
12 in protecting students and the community from further infection.

Legal References

T.C.A. § 49-2-122
T.C.A. § 49-2-139
T.C.A. § 49-6-804
T.C.A. § 49-6-807
T.C.A. § 49-6-1208
T.C.A. § 68-102-137
T.C.A. § 68-140-404

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Student Use of the Internet	Descriptor Code: 4.406.2	Issued Date: 06/**/25 08/30/22
		Rescinds: 4.406.2	Issued: 04/19/21

1 GENERAL RULES AND ETHICS OF INTERNET ACCESS

2 GMSD will provide access to the internet for all students for educational purposes only.

3 Students are prohibited from accessing social media platforms, message boards, and/or instant
4 messaging services using internet access provided by GMSD except when expressly authorized by a
5 teacher for educational purposes only.

6 “Social media platforms” are defined as, online digital services or websites that allow users to create,
7 share, and interact with content and connect with other users.

8 “Message Boards” are defined as websites or webpages where users can post comments about a
9 particular issue or topic and/or reply to other users’ postings.

10 “Instant Message Services” are defined as online digital services or websites that allow real-time text-
11 based conversations between users.

12 When using the internet, the following activities are prohibited:

- 13 1. Sending or displaying offensive messages or pictures;
- 14 2. Using obscene language;
- 15 3. Harassing, insulting, defaming, or attacking others;
- 16 4. Damaging computers, computer systems, or computer networks;
- 17 5. Hacking or attempting unauthorized access;
- 18 6. Violation of copyright laws;
- 19 7. Trespassing in another's folders, work, or files;
- 20 8. Intentional misuse of resources;
- 21 9. Using another's password or other identifier (impersonation);
- 22 10. Using the network for commercial purposes; and
- 23 11. Buying or selling on the internet.

24 GMSD reserves the right to monitor, inspect, copy, review, and store, at any time and without prior
25 notice, any and all usage of the computer network and internet access, including any and all information
26 transmitted or received in connection with such usage.

27 GMSD will utilize filtering software that will, to the extent possible, prevent students from conducting
28 prohibited activity. Any internet activity by a student will be monitored through direct observation and/or
29 by technological means to ensure that the student is not accessing inappropriate material for minors.

1 When using the internet, the student will use appropriate computer etiquette and shall adhere to the
2 following guidelines:

- 3 1. All use of the internet shall be in support of education and research and consistent with the
4 purposes of the school district;
- 5 2. Network accounts are to be used only by the authorized user of the account for the authorized
6 purpose;
- 7 3. Personal information (i.e. address, phone number, bank account information, social security
8 number) shall not be shared with others;
- 9 4. Downloading programs or software on to district computers is prohibited unless permission has
10 been granted;
- 11 5. Any interactions with others on the internet shall be done in a considerate and polite manner;
12 and
- 13 6. The network or individual computers shall not be used in a way that would disrupt the use by
14 others.

15 A written parental consent shall be required prior to the student being granted access to electronic
16 media involving district technological resources. The required permission/agreement form, which shall
17 specify acceptable uses, rules of online behavior, access privileges and penalties for policy/procedural
18 violation, must be signed by the parent/guardian of minor students (those under 18 years of age). This
19 document shall be executed each year and shall be valid only in the school year in which it was signed
20 unless parent(s)/guardian(s) provide written notice that consent is withdrawn. In order to rescind the
21 agreement, the student's parent/guardian (or the student who is at least 18 years old) must provide the
22 Superintendent with a written request.

23 **INTERNET SAFETY MEASURES**

24 Internet safety measures shall be implemented that effectively address the following:

- 25 1. Controlling access by students to inappropriate material on the internet and other web-based
26 resources;
- 27 2. Safety and security of students when they are using email, web-based chat methods, and other
28 forms of direct electronic communications;
- 29 3. Preventing unauthorized access, including "hacking" and other unlawful activities by student
30 online;
- 31 4. Unauthorized disclosure, use and dissemination of personal information regarding students; and
32 5. Restricting students' access to materials harmful to them.

33 The GMSD Deputy Superintendent, Chief of Operations/designee shall take commercially reasonable
34 steps to select technology for GMSD's computers having internet access that will, to the extent possible,
35 filter, block, or otherwise prevent access to pornography or obscenity through online resources, and
36 prohibit, and, to the extent possible, prevent a user from sending, receiving, viewing, or downloading
37 materials that are deemed to be harmful to minors as defined in T.C.A. § 39-17-901.

38 **PROVIDERS**

1 All providers of digital or online resources with which GMSD contracts for the provision of digital or
2 online materials created and marketed for kindergarten through grade 12 shall:

- 3 a) Verify that the digital or online materials do not violate T.C.A. § 39-17-902;
- 4 b) Take commercially reasonable steps to filter, block or otherwise prevent access to pornography
5 or obscenity through one's use of the digital or online materials;
- 6 c) Verify, in writing, that it has taken commercially reasonable steps to ensure that the provider's
7 technology will prevent a user from sending, receiving, viewing, or downloading materials that
8 are harmful to minors, as defined in T.C.A. § 39-17-901; and
- 9 d) Remove, upon GMSD's request, GMSD's access to digital or online materials for ages or
10 audiences for which GMSD has determined the material to be age- or audience-inappropriate. A
11 provider must remove GMSD's access to digital or online materials that GMSD has determined
12 not to be age- or audience- appropriate within one (1) business day of the provider's receipt of
13 GMSD's request, unless the deadline for removal is extended by mutual consent of GMSD and
14 the provider.

15 If a GMSD student, the parent/guardian of a GMSD student, or a GMSD employee believes that a
16 provider has not satisfied the aforementioned requirements, the GMSD student, the parent/guardian of a
17 GMSD student, or a GMSD employee may file a complaint with the GMSD Deputy Superintendent,
18 Chief of Operations/designee specifically stating the alleged violation of the aforementioned
19 requirements. The GMSD Deputy Superintendent, Chief of Operations/designee shall review each
20 allegation of failure to fulfill the aforementioned requirements and shall advise the GMSD student, the
21 parent/guardian of a GMSD student, or GMSD employee of whether he/she believes that action should
22 be taken as it relates to the provider.

23 This policy provision pertains to all contracts entered into with providers after July 1, 2022.

24 **EMAIL**

25 Users with network access shall not utilize district resources to establish electronic mail accounts
26 through third-party providers or any other nonstandard electronic mail system. All data including email
27 communications stored or transmitted on school system computers shall be monitored. Students have
28 no expectation of privacy with regard to such data.

29 **INTERNET SAFETY INSTRUCTION**

30 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
31 computer resources. The Superintendent/designee shall provide adequate in-service instruction on
32 internet safety. Parents and students will be provided with material to raise awareness of the dangers
33 posed by the internet and ways in which the internet may be used safely.

34 **VIOLATIONS**

- 1 Violations of this policy or a related procedure shall be handled in accordance with the existing
- 2 disciplinary procedures of this District.

Legal References

T.C.A. § 10-7-512
T.C.A. § 39-14-602
T.C.A. § 49-1-221
T.C.A. § 49-6-4605
47 CFR § 4.520(c)(1)(i)
47 USCA § 254 (h)(5)(A) – (C), 254(l)

Germantown Municipal School District			
Monitoring: Review: Annually	Descriptor Term: <b style="font-size: 2em;">Grading	Descriptor Code: 4.600	Issued Date: 06/**/25 08/13/24
		Rescinds: 4.600	Last Issued: 04/30/24

1 **GRADING SYSTEM FOR GRADES K-5**

2 The grading system for Germantown Municipal Schools in accordance with the Tennessee
 3 Uniform Grading System establishes the grading system for grades kindergarten through fifth (5th)
 4 grades:

5 Two (2) progress reports ~~report cards~~ are used in grades K-5; Teachers should refer to the
 6 appropriate report card for explanation of the grading system for each level. If a universal screener
 7 and/or dyslexia screener was administered to the student in the current school year, the results of
 8 the screener/s shall be provided to the student’s parent/guardian with the student’s progress report.

9 **Kindergarten, First Grade, Second Grade, and Third Grade:**

10 The Kindergarten, First, Second Grade, and Third Grade progress reports ~~report cards~~ show
 11 progress toward the state standards through target-based grading. The grade level standards are set
 12 by the state and indicate what a student should know and be able to do. Students are evaluated
 13 based on their progress toward meeting targets for each standard. This is indicated by a proficiency
 14 scale of 1 through 3 used to report the progress for each target.

15 In all schools, students’ conduct is graded as E, G, S, N, or U and is to be reported at each grading
 16 period on the progress reports ~~report card~~. Self-contained classes receive one homeroom conduct
 17 grade. Individual subject classes each give a conduct grade.

18 **Grades 4-5 and Virtual School Grades K-5:**

19 In all schools, students’ conduct is graded as E, G, S, N, or U and is to be reported at each grading
 20 period on the report card. Self-contained classes receive one homeroom conduct grade. Individual
 21 subject classes each give a conduct grade.

22 The letters “A”, “B”, “C”, “D”, and “F” express the basic grading system for knowledge/subject
 23 areas with the following numerical values:

- 24 A..... 90 - 100
- 25 B..... 80 - 89
- 26 C..... 70 - 79
- 27 D..... 60 - 69
- 28 F..... Below 60

1 In grades 4-5 a minimum of 9 grades are due per nine weeks, with the recommendation of a
2 minimum of one grade per week should be recorded for every student. Term grades that are
3 reported at the end of each nine (9) - week period will be determined by the average of daily work,
4 oral assignments, written assignments, and tests. Homework assignments are of value in affording
5 students needed practice, and such assignments should be necessary for mastery. Homework
6 assignments may count for a maximum of 10% of the grading period. Grading and honor code
7 procedures shall be developed and implemented by administration and followed by teachers.

8 Semester grades for grades 4-5 are determined by an average of grades for each of the two nine
9 (9) – week terms. Standardized tests should not be used as the sole measure for passing or failing.
10 TCAP scores may count a percentage of the second semester average, as determined in the Testing
11 Programs policy, IP 4.700.

12 **NOTE: Semester examinations are not given in grades 4-5.**

13 Final Grade – This grade is determined by averaging the two semester grades.
14

15 A student’s academic grade is solely intended to reflect the students’ mastery of skills and
16 standards in the designated subject. **Therefore, academic credit/points may not be awarded or**
17 **deducted for any purpose that is not directly related to the student’s academic performance.**
18 For example, academic credit/points may not be deducted for failure to purchase certain brands or
19 types of school supplies. A reasonable number of academic points may be deducted from a
20 student’s academic grade for failure to submit homework or other assigned academic work on the
21 date specified by the teacher.

22 Parents are to be notified within a **progress report** ~~report-card~~ period when a student is not
23 performing at expectation. Parent-teacher conferences should be held for gaining parental support
24 in an effort to improve student performance.

25 **GRADING SYSTEM FOR GRADES 6-12**

26 Germantown Municipal School District policy in accordance with the Tennessee Uniform Grading
27 System establishes the grading system for grades 6-12.

28 Parents must be notified within a **progress report** ~~report-card~~ period when a student is not
29 performing at expectation. Parent- teacher conferences should be held for gaining parental support
30 in an effort to improve student performance.

31 In Grades 6-8, students’ conduct is graded as excellent, satisfactory, needs improvement, or
32 unsatisfactory, and the initial letter “E”, “S”, “N”, or “U” is used to report the conduct grade. It is
33 to be reported at each grading period on the **progress report** ~~report-card~~ with each subject grade.

34 **NOTE:** If an erroneous grade has been entered, correction must be made, and a new report will
35 be issued to the student.

1 Grades will be reported on **progress reports** ~~report cards~~ and transcript records using the
2 numerical values indicated below:

3	A	90-100
4	B	80-89
5	C	70-79
6	D	60-69
7	F	Below 60

8 Students applying for lottery scholarships and other Tennessee Student Assistance Corporation
9 funds will use the same grading scale.

10 The high school counselors shall be responsible for communicating Lottery/HOPE Scholarship
11 requirements annually. Incoming freshmen will be provided information on college core courses
12 required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT
13 scores, number of credits, etc.) that must be met in order to receive a scholarship.

14 The student's unweighted GPA, weighted GPA, and HOPE GPA will be posted on the student's
15 end-of-year **progress reports** ~~report card~~ and transcripts.

16 Grades given at the end of each nine (9) - week period will be determined by the average of daily
17 work, oral, and written assignments, and tests. In grades 6-12 a minimum of 10 grades are due
18 per nine weeks, with the recommendation of a minimum of one grade per week should be
19 recorded for every student. Homework assignments may count for a maximum of 10% of the
20 grading period. Grading and honor code procedures shall be developed and implemented by
21 administration and followed by teachers.

22 **NOTE:** Grading systems other than the above must be approved in writing by the GMSD
23 Assistant Superintendent of Teaching, Learning, and Assessment and the Superintendent.

24 A student's academic grade is solely intended to reflect the students' mastery of skills and
25 standards in the designated subject. **Therefore, academic credit/points may not be awarded or**
26 **deducted for any purpose that is not directly related to the student's academic performance.**
27 For example, academic credit/points may not be deducted for failure to purchase certain brands or
28 types of school supplies. The number of academic points that may be deducted from a student's
29 academic grade for failure to submit homework or other assigned academic work on the date
30 specified by the teacher shall be determined by the teacher and approved by the school's
31 administration.

32
33 In the event of an excused absence, students are expected to make up missed work within a
34 reasonable amount of time, with a minimum of one day allowed for each day absent.

35 Semester exams are not given in grades 6-8 with the exception of high school level courses.
36 Students who successfully complete a high school course will earn high school credit. Semester
37 grades earned in high school courses mentioned above, regardless of credits earned, will be

1 recorded on the high school transcript. Only courses completed for credit in grades 9, 10, 11, and
2 12 shall be counted toward the Grade Point Average (GPA).

3
4 No student should fail for the semester or year if the only failing grade is that of the semester
5 examination, provided the student has made an honest effort on the examination.

6
7 Credits will be awarded in 0.5 increments upon successful completion of a semester; however,
8 credits for full year courses may be awarded if the final yearly average is a passing grade (60 or
9 higher).

10 For high school courses, semester grades are determined by counting the two (2) quarters as eighty
11 (80) percent and the semester examination or a comparable evaluation, as twenty (20) percent. For
12 high school courses in which students are exempt from the semester exam, the semester grades are
13 determined by counting the two (2) quarters as fifty (50%) percent.

14 **Semester Exam Exemption**

15 A student enrolled in an End of Course (EOC) tested subject who completes the EOC Assessment
16 or is enrolled in an AP course and completes the AP Exam is exempt from those respective second
17 semester exams. The requirement for the final examination for Statewide Dual Credit (DC)
18 courses shall be determined by the Tennessee State Board of Education Rules and Policies. The
19 requirement for second semester exams for students enrolled in DE courses shall be dictated by
20 the University at which the student is enrolled in the DE course.

21 A student having a (ninety) 90 or higher average for the two (2) terms in a specific course will be
22 exempted from the semester exam, if the student desires. When a student is exempted from the
23 examination, the semester average will be the average of the two term grades. Any unexcused
24 absence or more than five (5) excused absences per semester in a course will disqualify the student
25 from being exempt from the semester exam for that particular course. Exemptions apply only to
26 teacher-made semester examinations. 12th grade students are eligible for exam exemption during
27 both semesters. All other students in high school courses who meet the above requirements may
28 be exempted for only the second semester exam; however, for courses that are only one semester,
29 underclassmen may also be exempt during first semester.

30 GMSD will not rank students numerically; a laude system will be used to distinguish three ranges
31 of academically high performing students based on cumulative weighted grade point average, as
32 determined by the GMSD Honor Roll, Awards, & Laude System Policy.

33 Online courses taken outside of a GMSD high school will not count toward GPA unless approved
34 for credit recovery purposes.

35 One (1) quality point shall be added to the numerical quality point value corresponding to the letter
36 grade received in an early postsecondary course.

37 **CALCULATION FOR HIGH SCHOOL COURSE GRADE POINT AVERAGE WEIGHTING**

<u>Grade</u>	<u>Value</u>	<u>Standard</u>	<u>Honors</u>	<u>AP/Dual Enrollment Statewide Dual Credit/ Local Dual Credit/ National Industry Certification</u>
A	90-100	4.0	4.5	5.0
B	80-89	3.0	3.5	4.0
C	70-79	2.0	2.5	3.0
D	60-69	1.0	1.5	2.0
F	Below 60	0.0	0.0	0.0

This weighted grading scale shall be used for all official purposes including **progress reports** ~~report cards~~, GPA, honor roll, *etc.*, except the Lottery/Hope Scholarship.

ADDITIONAL POINTS FOR ADVANCED HIGH SCHOOL COURSES

<u>Grade</u>	<u>Percentage Range</u>	<u>Honors Courses</u>	<u>Local and Statewide Dual Credit Courses, Industry Certification-Aligned Courses, and Dual Enrollment Courses*</u>	<u>Advanced Placement, Cambridge International, College Level Exam Program (CLEP), International Baccalaureate, and Dual Enrollment Courses*</u>
A	90–100	Shall include the addition of 3 percentage points to the grades used to calculate the semester average.	Shall include the addition of 4 percentage points to the grades used to calculate the semester average.	Shall include the addition of 5 percentage points to the grades used to calculate the semester average.
B	80 - 89			
C	70 - 79			
D	60-69			
F	Below 60			
			*Dual Enrollment Courses completed in the 2022-23 and 2023-24 school years shall include the addition of 4 percentage points to the grades used to calculate the semester average.	*Dual Enrollment Courses completed in the 2024-25 school year and thereafter shall include the addition of 5 percentage points used to calculate the semester average.

1 Students enrolled in Advanced Placement courses, National Industry Certification aligned courses,
2 and Statewide Dual Credit courses are expected to sit for the culminating exam associated with
3 Advanced Placement courses, National Industry Certification aligned courses, and Statewide Dual
4 Credit courses. Students who fail to sit for the culminating exam associated with Advanced
5 Placement courses, National Industry Certification aligned courses, and Statewide Dual Credit
6 courses will not be awarded the quality points or weighting points attributed to Advanced
7 Placement courses, National Industry Certification aligned courses, and Statewide Dual Credit
8 courses. For students who do not sit for the culminating exam, grades will be adjusted for all
9 grading periods within the current school year.

10 **REPORT TO PARENTS**

11 **Progress reports** ~~Report cards~~ are posted in **GMSD's student management system Skyward** at the
12 end of each nine (9)-week session. The **progress reports** ~~report cards~~ will be issued soon after the
13 conclusion of each grading period. Parents who request hard copy **progress reports** ~~report cards~~
14 will be able to pick them up at the school or they will be sent home with students. The grading
15 period schedule will be published on the district website and all school websites. Parent
16 involvement is an important variable of student success. Parents are encouraged to discuss the
17 student's progress with school personnel.

18 **TRANSCRIPTS**

19 The school district shall maintain a transcript for each student which sets forth a cumulative record
20 of the student's attendance, achievement and units of credits earned. High school transcripts may
21 only be altered by high school counselors with authorization of the Vice-Principal. Elementary
22 and middle school transcripts may only be altered by the School Principal or the Assistant
23 Principal. Alterations to student transcripts shall be supported by documents providing an
24 explanation of the reason for the transcript alteration and evidence that the student has earned the
25 grade reflected in the altered transcript.

26 Alteration to transcripts other than as provided in this Policy may subject the employee to
27 disciplinary action, including but not limited to, revocation of a professional educator license or
28 certification issued by the Department of Education and may be subject to prosecution for
29 falsification of educational or academic records.

Legal References

[State Board of Education Rule 0520-01-03](#)

[State Board of Education Policy 3.301](#)

[T.C.A. § 49-2-203](#)

[T.C.A. § 49-2-301](#)

[T.C.A. § 49-6-407](#)

[T.C.A. § 49-50-1101](#)

Public Acts of 2025, Chapter No. 330

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Paid Leave After Birth or Stillbirth of Employee's Child or Adoption of Newly Placed Minor Child	Descriptor Code: 5.303	Issued Date: 06/**/25
		Rescinds:	Issued: 07/27/23

1 This Policy applies only to teachers, principals, supervisors, or other individuals required by law to hold
2 a valid license of qualification for employment in a school district **and meets the following requirements:**

3 (a) has a valid license of qualification or an emergency credential issued by the
4 Department of Education;

5 (b) has ~~who have~~ been employed full-time with GMSD for at least twelve (12)
6 consecutive months in a position required by law to hold a valid license of qualification,
7 or an emergency credential issued by the Department of Education at the time of the birth,
8 adoption, or stillbirth of the employee's child; and

9 (c) has held a valid license of qualification or an emergency credential issued by the
10 Department of Education for the entire twelve (12) consecutive months of employment
11 with GMSD.

12 Effective May 11, 2023, the aforementioned group of employees will be granted absence from work
13 with pay for a period of time equal to six (6) work weeks after the birth or stillbirth of the employee's
14 child or the employee's adoption of a newly placed minor child, upon the employee giving thirty (30)
15 days' notice to the GMSD Benefits Specialist. However, if the employee learns of the birth, stillbirth, or
16 adoption of the employee's child less than thirty (30) days in advance of the birth, stillbirth, or adoption,
17 then the employee must give notice of the birth, stillbirth, or adoption to the GMSD Benefits Specialist
18 as soon as reasonably possible to be eligible to receive pay granted pursuant to this Policy.

19 Any employee granted leave pursuant to this Policy shall not be required to use the employee's sick,
20 annual, or other leave for the leave taken under this Policy. However, the leave granted pursuant to this
21 Policy shall count toward the maximum number of days said employee is entitled to receive pursuant to
22 State law (T.C.A. § 4-21-408) and the federal Family and Medical Leave Act (29 U.S.C. § 2601, *et seq.*).

23 An employee granted leave pursuant to this Policy may receive no more than six (6) work weeks of paid
24 leave pursuant to this Policy within a twelve (12) month period.

25 The six (6) work weeks of paid leave granted pursuant to this Policy **shall be taken** ~~do not need to be~~
26 consecutively, **except in extenuating circumstances, as determined and approved by the Superintendent.**
27 ~~taken; provided, that~~ The paid leave granted pursuant to this Policy **must be** ~~is~~ used within twelve (12)

- 1 months of the birth or stillbirth of the employee's child or the employee's adoption of a newly placed
- 2 minor child.

Legal References

T.C.A. § 4-21-408

T.C.A. § 8-50-813

T.C.A. § 8-50-814

29 U.S.C. § 2601, *et seq.*

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Attendance and Truancy	Descriptor Code: 6.200	Issued Date: 06/**/25 02/27/25
		Rescinds: 6.200	Last Issued: 08/13/24

1 Attendance is a key factor in student achievement, and therefore, students are expected to be present
2 each day school is in session.

3 The attendance supervisor shall oversee the entire attendance program which shall include:

- 4 1. All accounting and reporting procedures and their dissemination;
- 5
- 6 2. Alternative program options for students who severely fail to meet minimum attendance
7 requirements;
- 8
- 9 3. Ensuring that all school age students attend school;
- 10
- 11 4. Providing documentation of enrollment status upon request for students applying for new
12 or reinstatement of driver's permit or license;
- 13
- 14 5. Notifying the Department of Safety whenever a student with a driver's permit or license
15 withdraws from school; and
- 16
- 17 6. Assisting the Board, under the direction of the Superintendent, with enforcement of the
18 compulsory attendance laws of the State, and to discharge other duties that are necessary
19 to effectuate enforcement of laws, this Policy, and any procedures related to absenteeism
20 and truancy.

21 The Principal shall be responsible for ensuring that:

- 22 1. Attendance is checked and reported daily for each class;
- 23
- 24 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or
25 absent for the majority of the day;
- 26
- 27 3. All student absences are verified;
- 28
- 29 4. Written excuses are submitted for absences and tardiness; and
- 30 5. System-wide procedures for accounting and reporting are followed.

1 Student attendance records shall be given the same level of confidentiality as other student records. Only
2 authorized school officials with legitimate educational purposes may have access to student information
3 without the consent of the student or parent(s)/guardian(s).

4 The educational program offered by this District is predicated upon the presence of the student and
5 requires continuity of instruction and classroom participation. Attendance shall be required of all
6 students enrolled in the schools during the days and hours that the school is in session or during the
7 attendance sessions to which she/he has been assigned.

8 The Superintendent/designee shall require, from the parent of each student of compulsory school age or
9 from an adult student who has been absent from school or from class for any reason, a written statement
10 of the cause for such absence within (5) days of returning to school. The Superintendent has the right to
11 verify such statements and to investigate the cause of each single absence or prolonged absence.

12 I. UNEXCUSED ABSENCES

13 Absences for which no written verification is submitted will be considered unexcused.

14 A. Unexcused Absences Due to Reasons Other Than Suspensions

15 Students with an unexcused absence due to reasons other than suspensions will be
16 provided the opportunity to make up missed work for up to five (5) unexcused absences.

17 B. Students in Grades 6-12 with Unexcused Absences Due to First Time Suspensions

18 Students in Grades 6-12 receiving their first suspension in a school year may be permitted
19 to complete and receive credit on make-up work for their assignments by performing pre-
20 approved community service. This option will be available only to students in Grades 6-
21 12 serving their first suspension in a school year, provided that the following process is
22 followed:

- 23 1. When the student is readmitted, the Principal or his/her designee will meet
24 with the student to agree upon the community service to be completed.
- 25 2. The Principal or his/her designee will keep a record of the student's
26 community service documentation.
- 27 3. The Principal or his/her designee will notify the teachers of the student when
28 the student has completed the community service.
- 29 4. At that time, the teacher and student will develop a plan for the student to
30 complete and have counted as a grade his make-up work. Make-up work will
31 be completed in a timely manner, directed by the teacher and in accordance
32 with the school's general make-up work procedure.

33 Make up work must be requested no later than two (2) days after the student returns to school.

1 **II. EXCUSED ABSENCES**

2 In the following situations, the absences of school students shall be excused. These students shall be
3 permitted the opportunity to complete all missed assignments.

4 A. Personal Illness, injury, or hospitalization of student. Physician verification will be
5 required to justify absences after the accumulation of ten (10) days of absences during
6 the school year. Notes must be date specific and will be required for subsequent absences
7 beyond ten (10) days. After an accumulation of ten (10) check-ins or check-outs during a
8 school year, physician verification will be required to justify the absence from school.
9 Any accumulation of absences, check-ins, or check-outs beyond ten (10) without
10 physician verification will be unexcused;

11 B. Personal illness in the family necessitating the presence of the student;

12 C. Death in the family;

13 D. Absence due to the incapacity of parent/guardian;

14 E. Special and recognized religious holidays regularly observed by persons of their faith;

15 F. Legal court summons, court order, or subpoena when it is not a result of the student's
16 misconduct as provided for by law;

17 G. Pregnant Students;

18 H. Extenuating circumstances approved by the Principal on a case-by-case basis;

19 I. Upon approved request to attend a released time course in religious moral instruction.

20 a) Before approving a request to attend a released time course in religious moral
21 instruction, the entity providing the religious instruction must provide the
22 student's GMSD Principal with written verification that the student's released
23 time course instruction, as well as any other person holding a position with the
24 entity providing the religious instruction requiring proximity to students
25 participating in a released time course, has complied with the requirements of
26 T.C.A. § 49-2-130.

27 b) If a student is absent for twenty (20) or more days during a school year for
28 religious purposes, the school may require the parent to attend a meeting to
29 discuss the child's education future.

30 **III. STUDENTS COUNTED AS PRESENT**

31 In the following situations, students shall be counted as present in the same manner as an educational
32 field trip, rather than given an excused or unexcused absence. Students counted as present shall be
33 afforded the opportunity to complete all missed assignments.

- 1 1. Students serving in-school suspension and receiving educational services.
- 2 2. Students receiving medical or educational homebound instruction.
- 3 3. Students who serve as Pages for the General Assembly during the school year, either at a
4 regular or special session.
- 5 4. Students participating in school-sponsored events shall be counted present provided the
6 event or activities are school-directed, related to an instructional activity, and have prior
7 approval of the Board.
- 8 5. Students participating in an activity or program sponsored by 4-H, provided the program
9 or activity does not occur during the TCAP testing window or any period of time for
10 which the student has been suspended, expelled, or assigned to an alternative school or
11 program, if the suspension, expulsion, or program would otherwise preclude the student
12 from participating in an educational field trip.
- 13 6. Students appointed as the student member of the State Board of Education shall be
14 counted as present for the time the student spends in the performance of duties as a
15 member of the State Board of Education. The student shall provide to the
16 Principal/designee of the student's school written certification from the Executive
17 Director of the State Board of Education that the student was participating in duties as a
18 member of the State Board of Education.

19 **IV. ABSENCES FOR NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITIES**

20 School Principals may excuse a student from school attendance to participate in a non-school sponsored
21 extracurricular activity if the following conditions are met:

- 22 (a) The student provides documentation to the school as proof of the student's participation
23 in the non-school sponsored extracurricular activity; and
- 24 (b) The student's parent or guardian, prior to the extracurricular activity, submits to the
25 Principal a written request for the excused absence. The written request shall be
26 submitted no later than seven (7) business days prior to the student's absence and shall
27 include:
 - 28 (i) The student's full name and personal identification number;
 - 29 (ii) The student's grade;
 - 30 (iii) The dates of student's absence;
 - 31 (iv) The reason for the student's absence; and
 - 32 (v) The signature of the student and the student's parent or guardian.

33 The Principal shall indicate in writing whether the absence is excused or unexcused.

34 The maximum number of days for which school Principals may excuse students for non-school
35 sponsored extracurricular activities is ten (10) per school year; provided that the Principal may limit the

1 number of days for which students may be excused based upon the student's grades or disciplinary
2 record.

3 All absences must be verified in writing by the parent within two (2) days of the student's return to
4 school.

5 Absences for which no written verification is submitted will be considered unexcused.

6 Students who have more than five (5) unexcused absences have the opportunity to appeal to the Student
7 Services Supervisor. The decision of the Student Services Supervisor shall be final.

8 **V. ABSENCES OF STUDENTS OF DEPLOYED MILITARY PARENTS OR GUARDIANS**

9 Notwithstanding any other law to the contrary, if a student's parent, custodian, or other person with legal
10 custody or control of the student is a member of the United States Armed Forces, including a member
11 of a state National Guard or a reserve component called to federal active duty, a public school Principal
12 shall give the student:

13 (1) An excused absence for one (1) day when the member is deployed;

14 (2) An additional excused absence for one (1) day when the service member returns from
15 deployment;

16 (3) Excused absences for up to ten (10) days for visitation when the member is granted rest
17 and recuperation leave and is stationed out of the country; and

18 (4) Excused absences for up to ten (10) days cumulatively within the school year for
19 visitation during the member's deployment cycle.

20 Total excused absences under numbers "3" and "4" above shall not exceed a total of ten (10) days within
21 the school year.

22 Students receiving an excused absence under this section shall have the opportunity to make up
23 schoolwork missed and shall not have their class grades adversely affected for lack of class attendance
24 or class participation due to the excused absence. Students shall have one (1) day to make up work for
25 each day of excused absence.

26 The student shall provide documentation to the school Principal proof of the service member's
27 deployment.

28 Absences other than those outlined above shall be considered unexcused.

29 **VI. ABSENCES OF STUDENTS FOR POSTSECONDARY SCHOOL VISITS**

30 High School students participating in postsecondary school visits shall be counted as present, up to four
31 (4) school days; however, the student shall only be counted present the day of the postsecondary visit
32 and shall not be counted during any travel days. In order to be counted as present, the student must
33 satisfy the following requirements:
34

- 1 a) Prior written notice from a parent or legal guardian, specifying the date of the postsecondary
2 school visit must be provided to the school attendance secretary;
- 3 b) By no later than two (2) school days following the postsecondary school visit, the student must
4 present the school attendance secretary with a signed letter or form from a campus official of the
5 postsecondary institution documenting that the student visited the postsecondary institution;
- 6 c) The student must complete all schoolwork missed during the postsecondary school visit; and
- 7 d) The postsecondary school visit shall not occur during the TCAP testing window.

8 Although the student will not be counted present for travel days surrounding the aforementioned
9 postsecondary visits, up to two (2) travel days per postsecondary school visit meeting the requirements
10 of this Policy will be excused, provided that the student completes all schoolwork missed during the
11 postsecondary school visit.

12 Postsecondary school visits are not required of any student. The student's parent or guardian, not
13 GMSD, are solely responsible for facilitating postsecondary school visits and for ensuring the safety of
14 the student during the visit.

15 **VII. STATE-MANDATED TESTS/ END OF COURSE EXAMS**

16 Students who are absent the day of the scheduled End of Course Exams, whether excused or unexcused,
17 must make up the exam. Make-up dates will occur during the state-mandated testing window.

18 **CHRONICALLY ABSENT STUDENTS**

- 19 1. "Chronically absent" is defined as a student who has been absent from school for eighteen
20 (18) or more school days of the respective school year. "Chronic absenteeism" includes
21 all absences, excused and unexcused.
- 22 2. Within five (5) school days after a student is identified as being chronically absent, the
23 GMSD Department of Student Services shall provide the parent/guardian of a chronically
24 absent student, written notice of the student's status as being chronically absent.
- 25 3. Chronically absent students shall be required to provide documentation from the student's
26 healthcare provider each time a student is absent from school due to receiving medical
27 treatment for chronic illness or other health-related issues, in order for the absence to be
28 excused.
- 29 4. Within five (5) school days after a student is identified as being a chronically absent, and
30 within five (5) school days of every five (5) days a student is absent thereafter, the
31 student's parents/guardians shall receive written correspondence from the GMSD
32 Attendance and Truancy Officer which sets forth:
 - 33 a) a schedule for meeting with a school official and the student's parent/guardian;

- 1 b) a description of how the academic progress of the chronically absent student will be
- 2 monitored by their school; and

- 3 c) other intervention methods which are available to assist parents/guardians of
- 4 chronically absent students in addressing the factors that may be causing or contributing
- 5 to the student’s absence from school.

6 **TRUANCY**

7 Truancy is defined as an absence for an entire school day, a major portion of the school day or the major

8 portion of any class, study hall, or activity during the school day for which the student is scheduled.

9 By the beginning of each school year, the GMSD Student Services Supervisor shall furnish to the

10 Principals of each school a list of students who will attend the school together with the names of the

11 students’ parents or guardians. After the opening of school, each Principal must report to the

12 Superintendent the names of all students on the list furnished to the Principal who have not appeared for

13 enrollment.

14 Each Principal must report to the Superintendent the names, ages, and residences of all students in

15 attendance at the school within thirty (30) days after the beginning of the school year.

16 By the beginning of each school year, the Principal shall give written notice to the parent, guardian, or

17 person having control of a student subject to compulsory attendance that the parent, guardian, or other

18 person having control of the student must monitor the student’s school attendance and require the student

19 to attend school. The written notice must inform the parent, guardian, or other person having control of

20 a student, that a student who accumulates five (5) days of unexcused absences during the school year is

21 subject to GMSD’s Progressive Truancy Plan and that continued unexcused absences may result in a

22 referral to Juvenile Court. The five (5) days of unexcused absences need not be five (5) consecutive

23 days of unexcused absences.

24 The Principal or designee of a school must report promptly to the GMSD Student Services Supervisor,

25 the names of all students who have withdrawn from school or who have accumulated three (3) days of

26 unexcused absences. Upon a student’s accumulation of three (3) days of unexcused absences, the GMSD

27 Student Services Supervisor shall serve upon the parent, guardian, or other person having control of a

28 student subject to compulsory attendance who is unlawfully absent from school, written notice that the

29 student’s attendance at school is required by law.

30 Additionally, the Principal or designee must report promptly to the GMSD Student Services Supervisor,

31 the names of all students who have withdrawn from school or who have accumulated five (5) days of

32 unexcused absences. Each successive accumulation of five (5) days of unexcused absences by a student

33 must also be reported.

34 When a student accumulates five (5) days of unexcused absences, the GMSD Student Services

35 Supervisor shall serve upon the parent, guardian, or other person having control of a student subject to

36 compulsory attendance who is unlawfully absent from school, written notice that the student’s attendance

37 at school is required by law. The GMSD Student Services Supervisor shall send a new notice after each

38 successive accumulation of five (5) unexcused absences.

1 After a student has accumulated five (5) unexcused absences, and after given adequate time, as
2 determined by the GMSD Student Services Supervisor, the student's parent, guardian, or other person
3 having control of the student has failed to turn in documentation to excuse those absences, the GMSD
4 Student Services Supervisor or designee shall implement the truancy intervention requirements of the
5 second tier of the Progressive Truancy Plan.

6 **Progressive Truancy Plan**

7 The first tier of truancy prevention is applicable to all GMSD enrolled students. The second and third
8 tiers of truancy intervention apply to students who have accumulated a minimum of five (5) days of
9 unexcused absences.

10 **Tier One**

11 Tier One of the Progressive Truancy Plan may include, but is not limited to, the following
12 schoolwide prevention-oriented supports:

- 13 a) Counseling;
- 14 b) Community-based services;
- 15 c) Other services/supports to address student performance.

16 The Whole Student Director may be consulted about the school-wide prevention-oriented
17 supports and/or individual student supports.

18 **Tier Two**

19 Tier Two of the Progressive Truancy Plan shall include:

- 20 a) A conference with the GMSD Student Services Supervisor/designee, and the student and
21 the parent, guardian, or other person having control of the student;
- 22 b) A resulting attendance contract to be signed by the student, the parent, guardian, or other
23 person having control of the student, and the GMSD Student Services
24 Supervisor/designee;

25 The contract must include:

- 26 (1) a specific description of the school's attendance expectations for the student;
- 27 (2) the period for which the contract is in effect; and
- 28 (3) penalties for additional absences and alleged school offenses, including additional
29 disciplinary action and potential referral to Juvenile Court.
- 30 c) Regularly scheduled follow-up meetings, which may be with the student and the parent,
31 guardian, or other person having control of the student, to discuss the student's progress;

- 1 d) An individualized assessment by a school employee of the reasons a student has been
- 2 absent from school; and
- 3 e) If necessary, referral of the student to counseling, community-based services, or other in-
- 4 school or out-of-school services aimed at addressing the student’s attendance problems.

Tier Three

Tier Three of the Progressive Truancy Plan must be implemented if the truancy interventions under Tier Two are unsuccessful. Tier Three of the Progressive Truancy Plan may consist of one (1) or more of the following, at the discretion of the GMSD Student Services Supervisor.

- 9 a) School-based community services;
- 10 b) Collaboration with the Whole Student Director to provide appropriate supports for
- 11 success; or
- 12 c) Saturday or after-school courses designed to improve attendance and behavior.

Judicial Intervention Regarding Truancy

Notwithstanding the above progressive truancy tiers, if any tier of progressive truancy intervention is unsuccessful, and the GMSD Students Services Supervisor can document that a parent or guardian on four (4) occasions has failed or refused to:

- 17 a) attend conferences as set forth in the GMSD Progressive Truancy Plan,
- 18 b) return telephone calls from the GMSD Student Services Supervisor,
- 19 c) attend follow-up meetings as set forth in the GMSD Progressive Truancy Plan,
- 20 d) enter into an attendance contract as set forth in the GMSD Progressive Truancy Plan, or
- 21 e) actively participate in any of the tiers of truancy intervention set forth in the GMSD
- 22 Progressive Truancy Plan,

the GMSD Student Services Supervisor may report the student’s absences to the Juvenile Court of Shelby County, Tennessee, without need to proceed to the next tier, if any.

Any parent, guardian, or other person who has control of a student, and who violates the State’s truancy law, commits educational neglect, which is a Class C misdemeanor. Each day’s unlawful absence constitutes a separate offense.

NOTICE

A copy of this Policy shall be posted on the GMSD Website and school counselors shall be supplied copies of this Policy for discussion with students. This Policy shall be referenced in all School Handbooks. All teachers, administrative staff, and parents/guardians shall be provided a copy of this Policy, electronically or in writing.

Legal References

[T.C.A. § 10-7-504](#)

[T.C.A. § 49-2-130](#)

[T.C.A. § 49-6-3006](#)

[T.C.A. § 49-6-3007](#)

[T.C.A. § 49-6-3009](#)

[T.C.A. § 49-6-3017](#)

[T.C.A. § 49-6-3019](#)

[T.C.A. § 49-6-3021](#)

[T.C.A. § 49-6-3022](#)

[T.C.A. § 49-6-3026](#)

[State Board of Education Rule 0520-01-02-.17](#)

[State Board of Education Rule 0520-01-03-.06](#)

[State Board of Education Policy 4.100](#)

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Interrogations and Searches	Descriptor Code: 6.303	Issued Date: 06/**/25 12/15/20
		Rescinds: 6.303	Issued: 07/21/14

1 It is the policy of the GMSD to interdict the introduction of weapons or contraband on school premises
2 by conducting limited searches of students and visitors. Such searches are necessary to maintain the
3 safest environment possible for students, staff, and visitors on campuses throughout the GMSD.

4 **SEARCHES BY SCHOOL PERSONNEL**

5 When circumstances dictate, GMSD Principals may order that vehicles parked on school property by
6 students or visitors, containers, packages, lockers or other enclosures used for storage by students or
7 visitors, and other areas accessible to students or visitors be searched in the Principal's presence or in
8 the presence of other members of the Principal's staff.

9 A student may be subject to a physical search because of the results of a locker search, or because of
10 information received from a teacher, staff member, student or other person if the Principal determines
11 that all of the following standards of reasonableness are met:

12 ~~Physical searches of students and searches of vehicles and containers or packages brought onto school~~
13 ~~grounds by students and visitors may be conducted if the principal, assistant principal, or a district~~
14 ~~administrator has a reasonable suspicion that a student or school visitor has in his/her possession a~~
15 ~~prohibited item or substance (including but not limited to drugs, drug paraphernalia, dangerous~~
16 ~~weapons, and other property not properly in their possession).[†]~~

17 ~~Reasonable suspicion warranting physical searches of students or premises exists when there is reason~~
18 ~~to believe that:~~

- 19
- 20 1. A particular student has violated school policy;
- 21
- 22 2. The search will yield evidence of the violation of school policy or will lead to disclosure of a
- 23 dangerous weapon, drug paraphernalia or drug;
- 24
- 25 3. The search is in pursuit of legitimate interests of the school in maintaining order, discipline,
- 26 safety, supervision and education of students;
- 27
- 28 4. The search is not conducted for the sole purpose of discovering evidence to be used in a criminal
- 29 prosecution; and

1 5. The search shall be reasonably related to the objectives of the search and not excessively intrusive
2 in light of the age and sex of the student as well as the nature of the infraction alleged to have
3 been committed.

4 **Searches may be conducted only by a:**

5 (A) School Resource Officer who is acting, for the purpose of the search, as a school
6 official;

7 (B) School Security Officer; or

8 (C) School administrator who has completed the required training.

9 If a student is under eighteen (18) years of age, then the Principal must notify the student's parent or
10 legal guardian within a reasonable time of the search.

11 A school or district administrator may search cellphones and other electronic devices that are brought to
12 school by student if a reasonable suspicion that a school policy and/or school district policy has been or
13 will be violated. The search must be reasonably related to the objective of ascertaining whether a school
14 policy and/or school district policy has been or will be violated.

15 Any dangerous weapon or drug located in the course of a search shall be turned over to the appropriate
16 law enforcement officer.

17 ~~The lockers are property of Germantown Municipal Schools and, therefore, can be searched at the~~
18 ~~discretion of the principal/ assistant principal, or a district administrator. Random searches or searches~~
19 ~~of all lockers may occur at any time. Individual searches will be conducted based upon reasonable~~
20 ~~suspicion as described above.~~

21 ~~Vehicles parked on school property or areas designated for use by GMSD during school hours or special~~
22 ~~events, may also be searched by the principal, assistant principal, or district administrator, if reasonable~~
23 ~~suspicion exists to believe a violation of the law or school policy may exist.~~

24 **INTERROGATIONS BY SCHOOL PERSONNEL**

26 Students may be questioned by teachers or a school or principal, assistant principal, or a district
27 administrator ~~administration~~ about any matter pertaining to the operation of a school and/or the
28 enforcement of its rules. Questioning shall be conducted discreetly and under circumstances which will
29 avoid unnecessary embarrassment to the student. Any student answering falsely or evasively or refusing
30 to answer a question may be subject to disciplinary action, including suspension.

31 If a student is suspected or accused of misconduct or infraction of the student code of conduct, the school
32 or principal, assistant principal, or a district administrator may interrogate the student without the presence
33 of parent(s)/guardian(s).

1 INTERROGATIONS BY POLICE AT PRINCIPAL'S REQUEST

2 If a school ~~the principal, assistant principal,~~ or a district administrator ~~administration~~ has requested
3 assistance by law enforcement to investigate a crime ~~involving his/her school~~, the police may interrogate
4 a student suspect in school during school hours. The ~~school principal, assistant principal,~~ or district
5 administrator shall first attempt to notify the parent(s)/guardian(s) of the student unless circumstances
6 require otherwise. However, the interrogation may proceed without attendance of the
7 parent(s)/guardian(s), but the ~~school principal, assistant principal,~~ or district administrator shall be
8 present during the interrogation.⁴

9 POLICE-INITIATED INTERROGATIONS

10 If the police deem circumstances ~~are~~ of sufficient urgency to interrogate students at school for unrelated
11 crimes committed outside of school hours, the police ~~department~~ should first contact the ~~school or~~
12 ~~principal/district administrator administration~~ regarding the planned interrogation and inform him/her of
13 the probable cause to investigate. The ~~school principal, assistant principal,~~ or district administrator shall
14 make reasonable efforts to notify the parent(s)/guardian(s) of the interrogation unless circumstances
15 require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s), but
16 the ~~school principal, assistant principal,~~ or district administrator shall be present during the interrogation.

17 NOTICE

18 This Policy shall be posted on the GMSD website and in Student Handbooks.

19 SEARCHES BY SCHOOL PERSONNEL

20 ~~In order to ensure a safe and secure learning environment, the Superintendent of Schools shall develop~~
21 ~~procedures regarding the searching of students, lockers, vehicles, and containers which are consistent~~
22 ~~with state law. The Superintendent shall develop additional procedures to ensure compliance with all of~~
23 ~~the provisions of the School Security Act of 1981.~~^{2,3}

Legal References

T.C.A. § 49-6-4202

T.C.A. § 49-6-4204

T.C.A. § 49-6-4205

T.C.A. § 49-6-4210

T.C.A. § 49-6-4212

~~TCA 49-6-4201 to 4218~~

~~TCA 49-6-4203(b)~~

~~TCA 49-6-4201 et seq.; Tenn. Op. Att'y Gen. No. 14-21 (February 24, 2014)~~

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: Wireless Communication Devices	Descriptor Code: 6.312	Issued Date: 06/**/25
		Rescinds:	Last Issued: 07/21/14

A. DEFINITIONS:

(1) **“Wireless Communication Device”** - A portable wireless device that has the capability to provide voice, messaging, OR other data communication between two (2) or more parties, including, but not limited to:

(a) Cellular telephones;

(b) Tablet computers;

(c) Laptop computers, and;

(d) Gaming devices.

(2) **“Emergency”** - A situation that requires immediate action due to an urgent, unexpected, and dangerous condition that poses an immediate risk to health, life, property, or the environment.

B. POLICY:

With limited exceptions, students may not use wireless communication devices during instructional time.

Those limited exceptions are as follows:

(1) The student’s teacher authorizes the student to use a wireless communication device for educational purposes.

(2) The student may use a wireless communication device in the event of an emergency.

(3) The student may use a wireless communication to manage the student’s health.

1 (4) The student may use a wireless communication device if the student's
2 Individualized Education Plan, Section 504 Plan or Individual Learning Plan,
3 provides for the use.

4
5 (5) The student may use a wireless communication device if the device is being used
6 by a student with a disability for the operation of assistive technology to increase
7 maintain or improve the student's functional capabilities.

8 ~~Students may possess personal communication devices and personal electronic devices, including cell~~
9 ~~phones, laptops, tablets, wearable technology such as eye glasses, rings, or watches that have the~~
10 ~~capability to record, live stream, or interact with wireless technology, and MP3 players on school~~
11 ~~property as long as the devices are turned off and stored in backpacks, purses, or personal carry-alls.~~
12 ~~However, with prior approval from the principal or his/her designee, a teacher may grant permission for~~
13 ~~the use of these devices in his/her classroom. Students should not remove cell phones or any other~~
14 ~~electronic/communication device for personal usage at any point during the school day, without the~~
15 ~~appropriate approval.~~ School/District administrators may, if they have reasonable suspicion to do so,
16 search any cell phone brought onto any GMSD property, which includes but is not limited to parking
17 areas or any other property ~~the~~ designated for school use. The **School/District are** ~~school is~~ not
18 responsible for any lost, damaged, or stolen devices while on school property.

19 ~~Unauthorized use or improper storage of a device will result in confiscation until such time as it may be~~
20 ~~released to the student's parents or guardian.~~ A student in violation of this policy is subject to disciplinary
21 actions.

22 ~~A student found to be in violation of this policy shall have the device taken and kept by the school~~
23 ~~principal or his/her designee until the following school day. The school shall determine a time and place~~
24 ~~the device may be picked up by the parent/guardian the next school day following the day the device~~
25 ~~was taken. If the device is not picked up the next day, the parent shall coordinate with the school to~~
26 ~~determine when the device can be picked up.~~

27 ~~For each subsequent violation of this policy, the student shall receive additional consequences in~~
28 ~~accordance with the district wide discipline policy.~~

29 **This Policy shall be placed on the GMSD website.**

Legal References

Public Acts of 2025, Chapter No. 103

Germantown Municipal School District

Monitoring: Review: Annually, in October	Descriptor Term: Seizure Management	Descriptor Code: 6.423	Issued Date: 06/**/25 11/30/21 09/15/14
		Rescinds:	Issued:

1 The District, in accordance with T.C.A. § 49-5-415, shall permit employees, who have been properly
2 trained by a registered nurse, to volunteer to administer anti-seizure medication in emergency situations
3 to a student in compliance with the student's IHP. However, if a school nurse is available and on site, the
4 nurse shall administer the anti-seizure medication to the student.

5 Prior to administration of an anti-seizure medication to a student by volunteer school personnel or a
6 school nurse, the student's parent or guardian shall provide:

- 7 1) The student's school with a written authorization to administer the medication at school;
- 8 2) A written statement from the student's healthcare practitioner, which statement shall contain the
9 student's name, the name and purpose of the medication, the prescribed dosage, the route of
10 administration, the frequency that the medication may be administered, and the circumstances
11 under which the medication may be administered; and
- 12 3) Prior to its expiration, the prescribed medication to the school in its unopened, sealed package
13 with the intact label affixed by the dispensing pharmacy.

14 A student's parent or guardian who has given the student's school written authorization to administer
15 anti-seizure medication shall, in accordance with the student's IHP, notify the school nurse if anti-
16 seizure medication or prescription or over the counter medicines are administered to the student at a time
17 at which the student is not present at school.

18 **At least one full-time employee or volunteer at each school, who is not a school nurse, shall annually**
19 **receive training in seizure safety and first aid to assist students and staff in the event of an emergency.**

Legal References

T.C.A. § 49-50-1602
Public Acts of 2025, Chapter No. 165



Germantown Municipal School District Budget Amendment

Fiscal Year: 2025-2026

Amendment # 2

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71200-116	Teachers	-	-	74,000	74,000
141-71200-163	Educational Assistants	-	-	59,200	59,200
141-71200-201	Social Security	-	-	7,200	7,200
141-71200-204	Retirement	-	-	11,200	11,200
141-71200-206	Life Insurance	-	-	200	200
141-71200-207	Medical Insurance	-	-	20,000	20,000
141-71200-212	Medicare	-	-	1,700	1,700
141-71200-217	Retirement - Hybrid	-	-	519	519
141-71200-725	SPED Equipment	-	-	5,000	5,000
141-72220-322	Evaluation & Testing	-	-	10,868	10,868
141-72220-524	In-Service/Staff Development	-	-	3,000	3,000
141-46515-321	State SPED Preschool Grant Revenue	-	-	192,887	192,887

REASON FOR AMENDMENT:

Salaries and benefits for 1 SPED teacher and for 2 SPED assistants, equipment, testing, and PD - State SPED Preschool Grant

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair _____
Date

GMSD Superintendent _____
Date



***STRATEGIC
PLAN 2030***



EMPOWERING PERSONAL POTENTIAL

CREATING AN ENVIRONMENT WHERE STUDENTS LEARN, THRIVE, AND BELONG.

GOAL 1 SUCCESS FOR EVERY STUDENT TODAY AND BEYOND

GOAL 2 STUDENT READINESS AND SAFETY

GOAL 3 ATTRACT, BUILD, AND CELEBRATE AN EXEMPLARY STAFF

GOAL 4 BUILDING STRONGER COMMUNITY CONNECTIONS





1 GOAL

SUCCESS FOR EVERY STUDENT TODAY AND BEYOND

Through four key pillars—high quality learning, personalized growth, effective teaching, and purposeful pathways—we're building an educational environment where success is accessible to all.

1.1

HIGH-QUALITY LEARNING

Ensure every student has access to a consistent, high-quality, and standards-based curriculum in all subjects and grade levels designed to support mastery of essential knowledge and skills.

1.2

GROWTH OPPORTUNITIES

Use data to provide targeted instruction and differentiated support to accelerate growth for all students, while narrowing achievement gaps through timely intervention and inclusive practices.

1.3

EFFECTIVE TEACHING

Enhance educator capacity through strategic professional learning resulting in positive student outcomes.

1.3

A PURPOSEFUL PATH

Equip students with the academic and employability skills needed to excel in postsecondary pathways.

HIGH-QUALITY LEARNING FOR EVERY STUDENT

Objective 1.1: Ensure every student has access to a consistent, high-quality, and standards-based curriculum in all subjects and grade levels designed to support mastery of essential knowledge and skills.



1.1.1 Ensure vertical alignment across all grade levels and subjects so that students experience a coherent, cumulative progression of standards-based instruction and essential skills.

1.1.2 Build shared understanding among educators, support staff, students, and families on how to access and effectively use the standards-based curriculum resources.

1.1.3 Develop and implement a scope and sequence that promotes a balanced approach to using print and digital curricular resources across all content areas.

1.1.4 Leverage digital platforms to optimize blended learning—promoting purposeful integration, digital citizenship, academic integrity, and deeper student engagement.

1.1.5 Enhance and modernize academic spaces through the 5-Year Master Facilities Plan and the Houston High Master Plan to support high-quality instruction, student engagement, and innovative learning.



High-Quality Learning for Every Student

We are committed to providing all students with consistent, standards-based curriculum across every subject and grade level. This ensures mastery of essential knowledge and skills through coherent, cumulative progression.

Vertical Alignment

Create coherent progression across grade levels and subjects ensuring students build on prior knowledge systematically



Balanced Approach

Implement scope and sequence promoting thoughtful integration of print and digital resources across content areas



Shared Understanding

Build common knowledge among educators, support staff, students, and families about accessing and effectively using curriculum resources



Digital Integration

Leverage platforms to optimize blended learning, promoting digital citizenship and deeper engagement



Through our 5-Year Master Facilities Plan and Houston High Master Plan, we're enhancing academic spaces to support high-quality instruction and innovative learning environments that prepare students for future success.

A smiling woman with glasses and a stack of books. The books include titles like 'The Female Persuasion', 'Outliers', 'Mastering the Art of French Living', 'My Life in France', 'Americanah', 'Homegoing', 'A Wrinkle in Time', 'A Tree Grows in Brooklyn', 'Sandwich', 'Educated', 'The Chronicles of Narnia', 'I Am Malala', and 'The Knowledge Gap'.

GROWTH OPPORTUNITIES FOR EVERY STUDENT

Objective 1.2: Use data to provide targeted instruction and differentiated support to accelerate growth for all students, while narrowing achievement gaps through timely intervention and inclusive practices.



1.2.1 Strengthen Professional Learning

Communities (PLCs) to support ongoing planning, assessment, and instructional adjustments resulting in rigorous, inclusive, and responsive Tier 1 instruction.

1.2.2 Align grading practices to reflect student proficiency of standards and academic growth and effectively communicate student progress to parents and students.

1.2.3 Promote collective responsibility for student data to inform decisions, track progress, and support growth.

1.2.4 Analyze sub-group performance data to implement responsive teaching strategies and deliver differentiated support that boosts equity and academic outcomes.

Growth Opportunities for Every Student

Data-driven instruction is the cornerstone of our strategy to accelerate growth for all students. By implementing targeted support and inclusive practices, we can narrow achievement gaps while raising overall performance.



Strengthen PLCs

Support ongoing planning, assessment, and instructional adjustments for rigorous, responsive Tier 1 instruction



Align Grading Practices

Ensure grades reflect standards proficiency and effectively communicate student progress



Collective Responsibility

Foster shared ownership of student data to inform decisions and track progress



Sub-group Analysis

Implement responsive teaching strategies based on performance data to boost equity

By creating a culture where data informs instruction, we ensure every student receives the appropriate level of challenge and support. This targeted approach maximizes growth potential while addressing specific learning needs across student populations.



EFFECTIVE TEACHING FOR EVERY STUDENT

Objective 1.3: Enhance educator capacity through strategic professional learning resulting in positive student outcomes.



1.3.1 Plan and fund professional development based on identified needs, focusing on building capacity in Tier 1 instruction, student engagement, and effective classroom practices.

1.3.2 Provide ongoing training in high-impact areas such as PLC's, Universal Design for Learning, instructional planning, assessment, grading practices, student engagement, and classroom management that promote a positive culture and climate.

1.3.3 Regularly reflect on and enhance instructional strategies and routines through collaboration and coaching to support equitable, student-centered learning environments.





Effective Teaching for Every Student

Enhancing educator capacity through strategic professional learning is essential for driving positive student outcomes. Our approach focuses on developing and refining high-impact instructional practices that engage all learners.



Targeted Professional Development

Plan and fund professional learning based on identified needs, focusing on Tier 1 instruction, student engagement, and effective classroom practices



High-Impact Training Areas

Provide ongoing development in Universal Design for Learning, PLCs, lesson design, assessment, grading practices, and classroom management



Continuous Improvement

Regularly reflect on and enhance instructional strategies through collaboration and coaching to support equitable, student-centered learning environments

By investing in our educators' professional growth, we create a multiplier effect that benefits every student. Teachers equipped with research-based strategies and ongoing support can better address learning needs while maintaining high expectations for all.



A PURPOSEFUL PATH FOR EVERY STUDENT

Objective 1.4: Equip students with the academic and employability skills needed to excel in postsecondary pathways.



1.4.1 Implement a cohesive progression from elementary to high school building essential literacy and transferable skills including effective communication, critical thinking, problem solving, collaboration, flexibility, and digital competency.

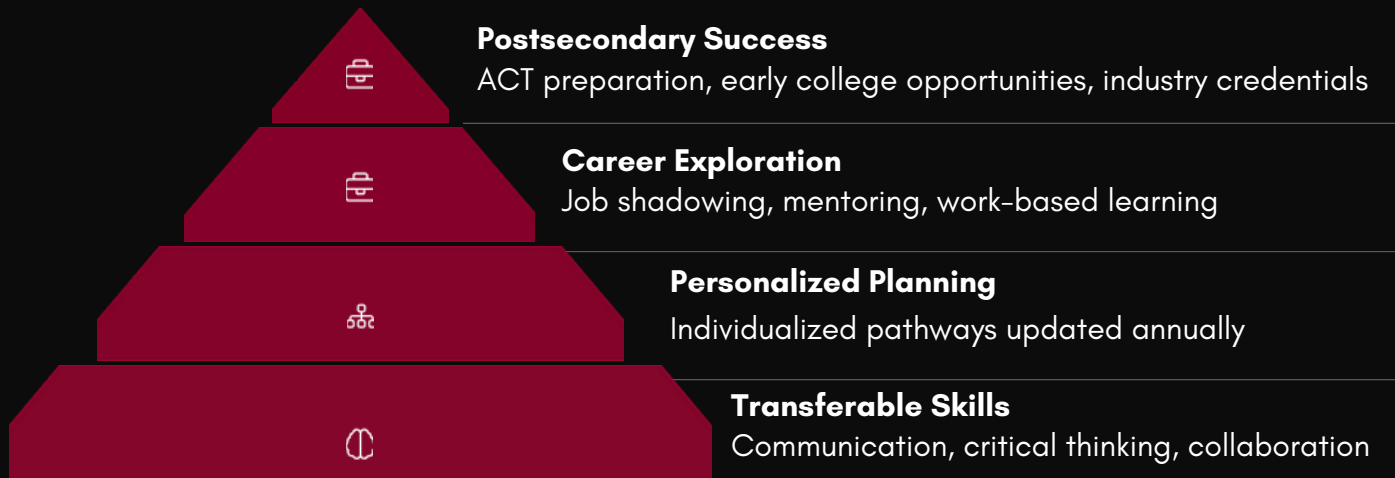
1.4.2 Develop intentional personalized plans for every student that outline clear pathways for graduation and postsecondary success that are refined yearly based on student data and interest.

1.4.3 Ensure each student is equipped to succeed beyond high school by providing all students with access to early postsecondary opportunities and high-quality ACT preparation.

1.4.4 Work with Community Partners to expand opportunities for job shadowing, mentoring, work-based learning, industry-certifications, and CTE programming.

A Purposeful Path for Every Student

Our goal is to equip every student with the academic and employability skills needed for postsecondary success. By creating clear pathways and developing essential competencies, we prepare students for whatever future they choose.



Starting in elementary school and progressing through high school, students build essential literacy and transferable skills including effective communication, critical thinking, problem-solving, collaboration, flexibility, and digital competency—preparing them for success in college, career, and life.



Community Partnerships: Expanding Student Opportunities

Strategic partnerships with community organizations and businesses create authentic learning experiences that bridge classroom learning with real-world applications. These collaborations expand educational horizons and connect students with mentors and future employers.

Job Shadowing Programs

Students gain firsthand exposure to various careers through observation and interaction with professionals in workplace settings.

Industry Mentorships

Professional mentors provide guidance, share expertise, and help students develop the soft skills and industry knowledge.

Work-Based Learning

Structured opportunities like internships and apprenticeships allow students to apply academic knowledge in authentic workplace environments while earning credit toward graduation.

Industry Certifications

Students can earn recognized credentials that demonstrate competency in specific skills, making them more competitive in the job market immediately upon graduation.



STUDENT READINESS AND SAFETY

GOAL

Our approach addresses the physical, emotional, and social needs of our students, creating an environment where they can focus on learning and personal growth. We believe that by strengthening these foundations, we can improve academic outcomes while preparing students for future success.

2.1

WELLNESS & HEALTH

Strengthening the overall state of health for students by focusing on maximizing physical well-being and emotional resilience.

2.2

SCHOOL CULTURE

Providing a school environment that fosters belonging and empowers all students to thrive and succeed together.

2.3

SAFETY & OPERATIONS

Maintain a safe and supportive environment where students, staff, and the community feel secure.

WELLNESS & HEALTH

Objective 2.1: Strengthening the overall state of health for students by focusing on maximizing physical well-being and emotional resilience.



2.1.1 Develop School Health Advisory Council (SHAC) to implement strategic health and wellness initiatives throughout the district to include student, staff, and community input.

2.1.2 Increase awareness on the harmful effects of vaping by utilizing the GMSD Vaping Cessation Specialists.

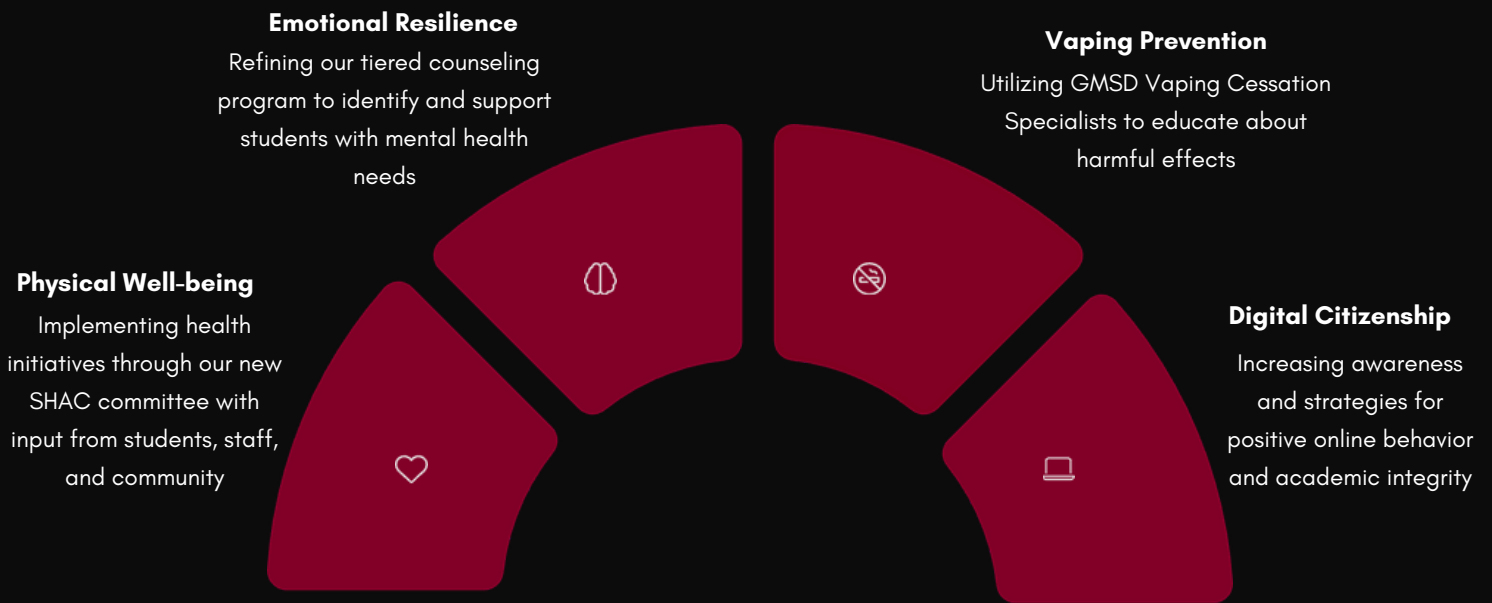
2.1.3 Increase awareness of and strategies for positive digital citizenship and issues of academic integrity.

2.1.4 Refine tiered counseling program interventions for identifications and support.



Student Wellness: Promoting Health and Resilience

Physical and emotional well-being form the foundation of student success. Our comprehensive wellness strategy combines preventive education with responsive support systems to address the evolving needs of today's students.



Digital Citizenship: Navigating the Online World Responsibly

In today's connected world, students must develop the skills to navigate digital spaces safely and ethically. Our district is committed to fostering positive digital citizenship while addressing emerging challenges like academic integrity in an increasingly online educational environment.

Digital Literacy Education

Implementing curriculum that teaches critical evaluation of online content and responsible information sharing across all grade levels.

Ethical Online Behavior

Developing clear guidelines for respectful digital communication and appropriate use of technology in academic settings.

Academic Integrity

Creating resources and policies that address plagiarism, citation practices, and appropriate use of AI and other digital tools in schoolwork.



SCHOOL **CULTURE**

Objective 2.2: Providing a school environment that fosters belonging and empowers all students to thrive and succeed together.



2.2.1 Implement a district wide program to foster meaningful relationships between students, staff, and school.

2.2.2 Increase awareness on the harmful effects of vaping by utilizing the GMSD Vaping Cessation Specialists.

2.2.3 Increase the capacity for mentorship opportunities for students, staff, and the community.

Creating a Positive School Culture

We're committed to building school environments where every student feels valued, respected, and connected. Our initiatives focus on fostering meaningful relationships between students and staff while creating opportunities for engagement that celebrate each student's unique strengths and interests.

Research consistently shows that students who feel a sense of belonging at school demonstrate better academic performance, higher attendance rates, and fewer behavioral issues. Our comprehensive approach addresses this need through structured programs and informal engagement opportunities.

Relationship Building

Implementing district-wide programs designed to create meaningful connections between students, staff, and the broader school community through structured activities and informal engagement opportunities.

Recreational Opportunities

Developing expanded GMSD recreational programs that engage students in activities beyond academics, creating additional avenues for students to find their place.

Mentorship Programs

Increasing capacity for mentorship connections between students, staff, and community members to provide guidance, support, and positive role models for all students, particularly those facing challenges.





Mentorship: Building Connections That Transform Lives

Mentorship plays a crucial role in student development, providing guidance, support, and role modeling that extends beyond the classroom. We're expanding our mentorship initiatives to create more opportunities for meaningful connections between students, staff, and community members.

These relationships help students develop confidence, improve academic performance, and gain valuable insights into potential career paths. By increasing our capacity for mentorship, we're ensuring that more students have access to the additional support that can make a significant difference in their educational journey.



Peer Mentoring

Structured programs that connect older students with younger peers for academic and social support, building leadership skills while providing relatable guidance.



Teacher-Student Connections

Formal and informal opportunities for teachers to serve as mentors beyond academic instruction, focusing on personal development and future planning.



Community Partnerships

Collaboration with local businesses, organizations, and volunteers to bring diverse perspectives and experiences to our students through sustained mentorship relationships.

SAFETY & OPERATIONS

Objective 2.3: Maintain a safe and supportive environment where students, staff, and the community feel secure.



2.3.1 Enhance age-appropriate emergency training with defined roles and protocols across all campuses.

2.3.2 Strengthen safety efforts through community partnerships, facility improvements, and digital citizenship.

2.3.3 Elevate student voice through leadership roles, input, and feedback-driven decisions.

2.3.4 Continue to upgrade and maintain facilities at all campuses through the development of and advocacy for our 5-year Master Facilities Plan and the Houston High Master Plan to create a safe environment conducive to student readiness and extra/co-curricular activities, for all students.



Safety & Emergency Preparedness

Student safety remains our highest priority. We're enhancing our emergency preparedness through age-appropriate training that ensures all members of our school community understand their roles during various scenarios. These protocols are regularly practiced and refined to maintain readiness.



Age-Appropriate Emergency Training

Developing and implementing emergency protocols tailored to different age groups, ensuring all students understand appropriate responses without creating unnecessary anxiety.



Defined Roles and Responsibilities

Clearly communicating specific responsibilities for all staff members during various emergency scenarios, ensuring coordinated and efficient responses.



Regular Protocol Review

Conducting ongoing assessment and refinement of safety procedures based on drills, feedback, and evolving best practices in school safety.



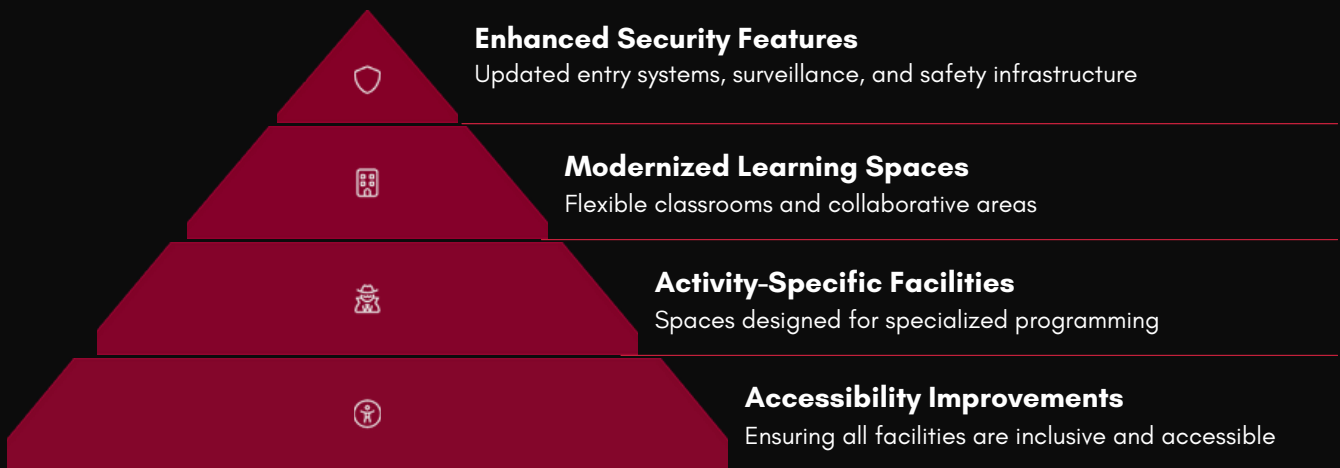
Community Safety Partnerships

Collaborating with local law enforcement, emergency services, and safety experts to strengthen our comprehensive safety approach.



Facility Improvements: Creating Safe, Modern Learning Spaces

Our commitment to student safety and readiness extends to the physical environments where learning takes place. We're implementing a comprehensive 5-year Master Facilities Plan alongside the Houston High Master Plan to ensure all campuses maintain safe, modern, and conducive learning spaces.





Student Voice: Empowering Leadership and Engagement

We believe that students should have a meaningful role in shaping their educational experience. By elevating student voice through leadership opportunities and feedback mechanisms, we're creating a more responsive and engaging school environment that truly meets student needs.

This approach not only improves our programs and policies but also helps students develop important leadership skills, critical thinking abilities, and a sense of ownership in their education. Students who participate in decision-making processes show increased engagement and investment in their school community.



Student Feedback Channels

Creating structured opportunities for students to provide input on programs, policies, and school climate through surveys, focus groups, and suggestion systems.



Student Leadership Roles

Expanding opportunities for students to serve in meaningful leadership positions on committees, advisory boards, and student government, ensuring diverse representation.



Student-Led Initiatives

Supporting student-developed programs and activities that address identified needs or interests within the school community.



Feedback-Driven Decisions

Demonstrating how student input directly influences changes and improvements in school programs, policies, and environment.



GOAL

3

ATTRACT, BUILD, AND CELEBRATE AN EXEMPLARY STAFF

GMSD's strategic plan for building and maintaining an exceptional workforce through targeted recruitment, professional growth, and meaningful recognition.

3.1

ATTRACT EXCEPTIONAL TALENT

Attract innovative educators and staff who are passionate about student success.

3.2

BUILD CAPACITY & CAREER PATHWAYS

Invest in professional learning, leadership development, and feedback systems that equip employees to grow and thrive.

3.3

CELEBRATE OUR PEOPLE

Foster a culture of ongoing appreciation, recognition, and support that honors employee commitment and promotes long-term retention.



ATTRACT

Objective 3.1: Attract innovative educators and staff who are passionate about student success.



3.1.1 Broaden recruitment efforts with external partnerships and cultivating applicant pipelines—including students, recent graduates, veteran educators, career changers, and current employees—to fill high-need roles and build a strong internal talent pool.

3.1.2 Align recruiting events to ensure they meet school-specific hiring needs and maximize return on investment.

3.1.3 Communicate a compensation package that is competitive with the local market.



Broader Recruitment

Cultivate talent pipelines for high-need roles



Strategic Events

Align recruiting to school-specific needs



Competitive Compensation

Ensure and communicate market-competitive pay packages



BUILD

Objective 3.2: Invest in professional learning, leadership development, and feedback systems that equip employees to grow and thrive.



3.2.1 Provide non-tenured educators with sustained mentoring and meaningful, on-the-job learning opportunities that foster professional growth.

3.2.2 Enhance evaluation systems to include consistent, growth-oriented feedback cycles that build confidence and support continuous improvement.

3.2.3 Offer relative and timely professional development experiences that emphasize quality and relevance to all staff.

3.2.4 Launch structured leadership development programs and broaden access to leadership opportunities for staff.



CELEBRATE

Objective 3.3: Foster a culture of ongoing appreciation, recognition, and support that honors employee commitment and promotes long-term retention.



3.3.1 Clearly define, routinely evaluate, and consistently communicate a comprehensive compensation approach that honors the contributions of all employees.

3.3.2 Support employee wellness through programs that strengthen physical health, emotional well-being, and social connection.

3.3.3 Explore and implement innovative retention strategies that reflect employee needs, celebrate contributions, and strengthen long-term commitment.

3.3.4 Promote a work environment where employees feel genuinely appreciated and inspired to contribute their best.

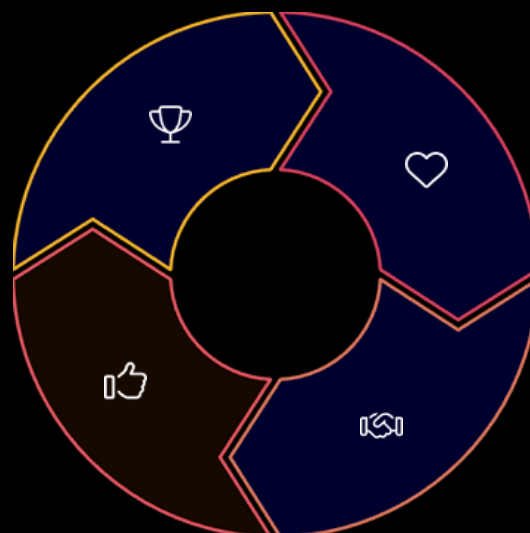
Celebrate Our People

Value Contributions

Comprehensive recognition approach

Foster Appreciation

Create inspiring work environment



Promote Wellness

Physical, emotional, social support

Strengthen Retention

Innovative strategies for commitment



BUILDING STRONGER COMMUNITY CONNECTIONS

GMSD is working to tell our story effectively, build stronger partnerships, and fulfill our promise to the community through active listening and collaboration. Our comprehensive approach encompasses everyone from students and families to alumni, government partners, school support organizations, local businesses, and civic organizations.

4.1

OUR STORY

Streamline and strengthen strategic communication systems, ensuring every student, family, and staff member is informed and connected.

4.2

OUR PARTNERS

Foster intentional connections between schools, students, and the broader community.

4.3

OUR PROMISE

Elevate voices and perspectives to shape a shared vision and strengthen connections across every campus through active listening and collaborative leadership.



OUR STORY

Objective 4.1: Streamline and strengthen strategic communication systems, ensuring every student, family, and staff member is informed and connected.



4.1.1 Provide meaningful opportunities for parents and families to engage with the district.

4.1.2 Deliver professional development for staff in storytelling, digital tools, public relations, and customer service.

4.1.3 Create and implement branding and style guidelines for the district and all schools.

4.1.4 Enhance the district's online presence across websites, social media, and emerging platforms.

Strengthening Our Communication Systems



Family Engagement

Creating accessible opportunities for meaningful parent participation



Staff Development

Building communication skills in storytelling, digital tools, and customer service



Consistent Branding

Implementing unified visual standards across all district communications



Enhanced Online Presence

Expanding our reach through improved websites and social media strategies

Telling Our Story: The GMSD Experience

Our district has countless inspiring stories that deserve to be shared. We're equipping our staff with the tools and training they need to become effective storytellers and ambassadors for the GMSD experience.

Through professional development in public relations, digital communication tools, and exceptional customer service, we'll empower our team to showcase the amazing work happening across our campuses. Additionally, we're creating comprehensive branding guidelines to ensure a consistent, professional image that reflects the quality of our educational offerings.

Digital Storytelling

Training staff to capture and share powerful moments from classrooms and school events using modern digital tools and platforms

Public Relations Excellence

Developing skills to effectively communicate district achievements and initiatives to various stakeholders and media outlets

Customer Service Focus

Ensuring all interactions with families and community members are positive, helpful, and reflect our commitment to excellence



OUR ***PARTNERS***



Objective 4.2: Foster intentional connections between schools, students, and the broader community.



4.2.1 Grow and engage an alumni network through events, recognition, and outreach.

4.2.2 Expand hands-on learning through local business partnerships and grow student ambassador opportunities that promote the district's mission.

4.2.3 Develop targeted outreach to engage residents without school-aged children and invite broader community participation.

4.2.4 Collaborate with city leaders, civic organizations, school support organizations and foundations to strengthen support for GMSD schools and students.

Community Partnerships: Beyond School Walls

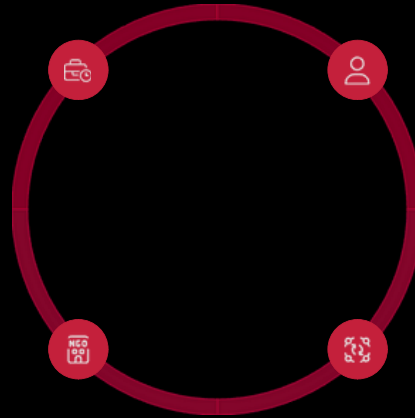
Education extends beyond our classrooms, and so does our community. We're creating intentional connections between schools, students, and the broader Germantown community to enrich learning experiences and strengthen support for education, including support for capital needs and investments.

Business Partnerships

Collaborating with local companies to provide real-world learning experiences

Civic Partnerships

Working with city leaders and organizations to align educational and community goals



Student Ambassadors

Empowering students to represent the district and develop leadership skills

Broader Community

Engaging residents without school-aged children through targeted outreach



Engaging the Broader Community

Our schools belong to everyone in Germantown, not just those with children currently enrolled. We're implementing targeted outreach strategies to engage residents without school-aged children, helping them see the value our district brings to the entire community.



Community Newsletters

Regular updates highlighting student achievements and district initiatives distributed to all Germantown residents



Public Events and Performances

Inviting the broader community to experience student talent through performances, exhibitions, and special events



Community Ambassador Programs

Creating opportunities for residents to share expertise and support educational initiatives



Civic Organization Partnerships

Collaborating with community groups to align resources and amplify educational support efforts



Building Our Alumni Network

Our graduates represent our greatest success stories and most valuable ambassadors. We're creating an alumni network to maintain meaningful connections with former students throughout their lives and careers.

Through recognition programs, regular events, and strategic outreach, we'll engage alumni in the ongoing development of our schools. These connections will provide current students with mentorship opportunities, career insights, and a deeper appreciation for the lifelong community they're joining through their GMSD education.



Alumni Events

Host regular reunions, homecoming celebrations, and networking opportunities



Recognition Programs

Celebrate alumni achievements through distinguished graduate awards and success stories



Mentorship Connections

Link current students with alumni for career guidance and educational support



Alumni Database

Develop comprehensive tracking system to maintain long-term connections



OUR PROMISE

Objective 4.3: Elevate voices and perspectives to shape a shared vision and strengthen connections across every campus through active listening and collaborative leadership.



4.3.1 Actively gather and use feedback to drive initiatives, improvements, and clearly communicate how it informs district decisions.

4.3.2 Promote programs, needed facility improvements, and educational shifts through intentional, aligned marketing and communication efforts.

4.3.3 Develop and embed core values and guiding principles across all district initiatives.

Active Listening: Shaping Our Shared Vision

We're implementing systematic approaches to gathering and using feedback that drives initiatives and improvements. When we make decisions, we'll clearly communicate how community input influenced those choices, creating transparency and trust in our decision-making process.

Gather Diverse Feedback

Implement surveys, focus groups, and listening sessions to collect input from all stakeholder groups

Analyze and Prioritize

Carefully review community input to identify patterns, priorities, and opportunities for improvement

Implement and Communicate

Make changes based on feedback and clearly explain to stakeholders how their input shaped decisions

Continue the Conversation

Maintain ongoing dialogue to evaluate effectiveness of changes and identify new areas for improvement



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Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PMKX109	7/1/2025	ACER N250- 8GB/64GB	12199001	\$590,000.00

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Google Chrome Education Upgrade Mfg. Part#: CROS-SW-DIS-EDU-NEW Electronic distribution - NO MEDIA Contract: TIPS 230105 Tech Solutions, Products, and Services (230105)	1000	5988499	\$32.00	\$32,000.00
Acer no Booklet - extended service agreement - 3 years - pick-up and return Mfg. Part#: W2.WN1AA.403 Contract: TIPS 230105 Tech Solutions, Products, and Services (230105)	1000	7817805	\$90.00	\$90,000.00
CDWG EDU White Glove Service for Chromebooks and Chrome OS Devices T1 Mfg. Part#: CDWCHROMEOS SVC1 UNSPSC: 43232401 Contract: TIPS 230105 Tech Solutions, Products, and Services (230105)	1000	3254461	\$8.00	\$8,000.00
Acer Chromebook Spin 512 R857TN - 12.2" - Intel N-series - N250 - 8 GB RAM Mfg. Part#: NX.JHWAA.002 Contract: TIPS 230105 Tech Solutions, Products, and Services (230105)	1000	8372974	\$460.00	\$460,000.00

SUBTOTAL	\$590,000.00
SHIPPING	\$0.00
SALES TAX	\$0.00
GRAND TOTAL	\$590,000.00

PURCHASER BILLING INFO	DELIVER TO
------------------------	------------

Billing Address:
 GERMANTOWN MUNICIPAL SCHOOL DISTRIC
 ACCOUNTS PAYABL
 3350 FOREST HILL IRENE RD
 GERMANTOWN, TN 38138-8613
Phone: (901) 752-7900
Payment Terms: NET 30 Days-Govt/Ed

Shipping Address:
 GERMANTOWN MUNICIPAL SCHOOL DISTRIC
 JOHN BURNETT
 3350 FOREST HILL IRENE RD
 GERMANTOWN, TN 38138-8613
Phone: (901) 752-7900
Shipping Method: TForce Freight, Special Services

Please remit payments to:

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



Sales Contact Info

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LEASE OPTIONS

FMV TOTAL	FMV LEASE OPTION	BO TOTAL	BO LEASE OPTION
\$590,000.00	\$16,697.00/Month	\$590,000.00	\$19,198.60/Month

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

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- Bundle Costs. You can combine hardware, software, and services into a single transaction and pay for your software licenses over time! We know your challenges and understand the need for flexibility.

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

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3350 S. Forest Hill Irene Rd • Germantown, TN 38138 • 901.752.7900 • Fax 901.757.6479 • www.gmsdk12.org

TO: GMSD Board of Education
FROM: The Human Resources Department
RE: Stop Loss Insurance Renewal
DATE: August 5, 2025

Understandings:

- 1) The Current Stop Loss Insurance Provider is Sirius Point America through Managing General Underwriter, PERU.
- 2) The *Specific Deductible Amount* per employee who participates in our medical plan is \$125,000.
- 3) The goal of having stop loss insurance is to protect GMSD against catastrophic claims:
 - a. Currently, we have eight contributing members over the \$125,000 threshold.
- 4) Stop Loss Renewal rates were based on the following number of plan participants:
 - a. Single= 273 members
 - b. Employee +1= 89 members
 - c. Family= 180 members
 - d. Total= 542 members
- 5) Lucent Health requested a total of five Stop Loss proposals from the following companies. However, only Sirius America Insurance through PERU, Liberty Mutual, and HCC Life officially submitted firm Stop Loss rate proposals. IAT and ECU declined to quote upon seeing the quoted renewal rates:
 - a. Sirius America Insurance (PERU)
 - b. Liberty Mutual
 - c. HCC Life
 - d. IAT
 - e. ECU
- 6) The *Annual Specific Premium* renewal is an increase from the 2024/2025 plan year.
- 7) The *Annual Aggregate Premium* renewal is a decrease from the 2024/2025 plan year.
- 8) *Recommended total annual premium* cost for the 2025-2026 school year is \$1,162,726.

Stop Loss Renewal Rates 2024

	Current	Renewal
Insurer:	Sirius Point America (PERU)	Sirius Point America (PERU)
Specific Deductible:	\$125,000	\$125,000
Annual Total Specific Premium:	\$1,001,518	\$1,130,726
Annual Agg Premium:	\$36,747	\$31,999
Total Annual Stop Loss Premium:	\$1,038,267	\$1,162,726

Recommendation:

The GMSD Human Resources Department’s recommendation is to support the Self-Funded Stop Loss Insurance renewal proposal with Sirius Point America Insurance through PERU at a \$125,000 Specific Deductible based on the understandings presented by Lucent Health and consultants with ESP, LLC.



Germantown Municipal School District Budget Amendment

Fiscal Year: 2025 - 2026

Amendment # 3

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-72130-399	Other Contracted Services	-	-	11,000	11,000
141-72130-499	Other Supplies and Materials	-	-	11,800	11,800
141-72130-790	Other Equipment	-	-	99,255	99,255
141-46980-642	Revenues - Public School Security Grant	-	-	122,055	122,055

REASON FOR AMENDMENT:

Funding for Raptor Alert, replacement radios, door/window decals, OpenEye video surveillance system.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair Date

GMSD Superintendent Date

Germantown Municipal School District

School Fees - Requested Student Fees

2025 - 26 School Year

08.26.25

REQUESTED STUDENT FEES - Fees for a class/course which are part of a grade and/or credit course
--

School	REQUESTED Fees	Purpose	Course	Requester	Notes
Dogwood Elementary	\$20.00	Instructional Fee	School Wide	Woody	Consumable materials/computer programs/novels/AR
Dogwood Elementary	\$100.00	Orchestra Fee	5th	Thurman	Books, Uniforms, Sheet Music, Accessories
Farmington Elementary	\$100.00	Orchestra Fee	5th	Murdock	1 shirt, Method Books, NAFME Dues, miscellaneous supplies
Forest Hill Elementary	\$100.00	Orchestra Fee	5th	Smith	1 shirt, Method Books, NAFME Dues, miscellaneous supplies
Forest Hill Elementary	\$20.00	Instructional Fee	School Wide	Pickens	Consumable materials/computer programs/novels/AR

GOAL	\$25.00	PSAT	PSAT	Fisher	Cost of test and processing fee
GOAL	\$50.00	Application Fee	School Wide	Fisher	Application fee
GOAL	\$100.00	AP Exam	AP Courses	Fisher	AP Exams
Houston High	\$40.00	Course Fee	Audio/Visual Production	Hamilton	SD cards, Batteries, microphones, cables, and supplies
Houston High	\$35.00	Course Fee	Anat&Phys	M Smith	Lab fees
Houston High	\$10.00	Course Fee	Anat&Phys - DE	M Smith	Lab fees
Houston High	\$35.00	Course Fee	Anat&Phys - CTE	Kinler	Lab fees
Houston High	\$35.00	Course Fee	AP Bio	Wakefield	Lab fees
Houston High	\$10.00	Course Fee	AP Calculus	Ku	Class supplies
Houston High	\$35.00	Course Fee	AP Chemistry	Kennon	Lab Fees
Houston High	\$25.00	Course Fee	AP Computer Science Principles	Alsbrook	workbooks
Houston High	\$25.00	Course Fee	AP English Language	Cox/Steepleton	workbooks
Houston High	\$35.00	Course Fee	AP Environmental Scienc	Minton	Lab fees
Houston High	\$25.00	Course Fee	AP Macroeconomics	Lubin	workbooks
Houston High	\$30.00	Course Fee	AP U.S. Government	Brock	workbooks
Houston High	\$50.00	Course Fee	Adv. Mixed Media	Spillman	Materials and supplies
Houston High	\$20.00	Course Fee	Adv. Painting	Spillman	Materials and supplies
Houston High	\$153.00	Course Fee	Adv Painting	Spillman	Art kits
Houston High	\$35.00	Course Fee	Art 1	Jackson/Anderson	Materials and supplies
Houston High	\$15.00	Course Fee	Art 1 Honors	Jackson	Materials and supplies
Houston High	\$126.00	Course Fee	Art 1 Honors	Jackson	Art kits

Germantown Municipal School District
School Fees - Requested Student Fees
2025 - 26 School Year

08.26.25

Houston High	\$15.00	Course Fee	Art 2 Honors	Spillman	Materials and supplies
Houston High	\$167.00	Course Fee	Art 2 Honors	Spillman	Art kits
Houston High	\$25.00	Course Fee	Art Illustration	Spillman	Materials and supplies
Houston High	\$90.00	Course Fee	Art Illustration	Spillman	Art kits
Houston High	\$15.00	Course Fee	Biology	Brettel/Malloy	Lab fees
Houston High	\$35.00	Course Fee	AP Drawing	Spillman	Materials and supplies
Houston High	\$50.00	Course Fee	Beginner Mixed Choir	Healy	Supplies and materials
Houston High	\$35.00	Course Fee	Bio2 DE	Poole	Lab fees
Houston High	\$100.00	Course Fee	Clinical Internship	Coleman	Lab fees and medical supplies
Houston High	\$70.00	Course Fee	Diagnostic Med	Kinler	Lab fees, trip fees, supplies
Houston High	\$20.00	Course Fee	Environmental Science	M.Smith/Minton	Lab supplies
Houston High	\$60.00	Course Fee	Exercise Science	Coleman	Lab fees, trip fees, supplies
Houston High	\$70.00	Course Fee	Health Sci Ed	Coleman/Kinler	Lab fees, trip fees, supplies
Houston High	\$75.00	Course Fee	Honors Concert Choir	Healy	Supplies and materials
Houston High	\$75.00	Course Fee	Honors Treble Choir	Healy	Supplies and materials
Houston High	\$25.00	Course Fee	Human Studies	Boggan	Sewing, cooking supplies, egg babies, activities
Houston High	\$60.00	Course Fee	Jazz Band	Carpenter	Supplies and materials
Houston High	\$8.00	Course Fee	Latin	Purcell/Simone	National Latin Exam fees
Houston High	\$40.00	Course Fee	Life Skills Lab	TBD	Supplies, activities, and materials
Houston High	\$20.00	Course Fee	Lifespan Development	Boggan	Supplies, activities, Baby maintenance
Houston High	\$15.00	Course Fee	Mechatronics	Summy	Supplies and materials
Houston High	\$70.00	Course Fee	Medical Assisting	Coleman	Medical supplies
Houston High	\$70.00	Course Fee	Medical Therapeutics	Coleman	Lab fees and medical supplies
Houston High	\$50.00	Course Fee	Nutrition	Wilkins	Supplies and materials
Houston High	\$200.00	Course Fee	Orchestra	Short	membership fees, music, instrument repairs, travel expenses
Houston High	\$35.00	Course Fee	Organic Chemistry Honors	Kennon	Lab Fees
Houston High	\$25.00	Course Fee	Principles of Manufacturing	Summy	Supplies and materials
Houston High	\$70.00	Course Fee	Rehabilitation Therapy	Coleman	Lab fees and medical supplies
Houston High	\$35.00	Course Fee	Robotics	Phillips	Team registration, competitive events, parts/materials
Houston High	\$35.00	Course Fee	STEM 1	Phillips	Supplies and equipment
Houston High	\$35.00	Course Fee	STEM 2	Phillips	Supplies and equipment

Germantown Municipal School District

School Fees - Requested Student Fees

2025 - 26 School Year

08.26.25

Houston High	\$35.00	Course Fee	STEM 3	Phillips	Supplies and equipment
Houston High	\$35.00	Course Fee	STEM 4	Phillips	Supplies and equipment
Houston High	\$50.00	Course Fee	Indoor Color Guard - A	Carpenter	Instruments, repairs, music, transportation, materials
Houston High	\$50.00	Course Fee	Indoor Color Guard - B	Carpenter	Instruments, repairs, music, transportation, materials
Houston High	\$50.00	Course Fee	Indoor Drumline	Carpenter	Instruments, repairs, music, transportation, materials
Houston High	\$8.00	Foreign Language Fair	German Honors	Penrod	Foreign Language Fair fees
Houston High	\$8.00	Foreign Language Fair	French classes	Johnson	Foreign Language Fair
Houston High	\$8.00	Foreign Language Fair	Latin classes	Simone	Foreign Language Fair
Houston High	\$4.00	French National Contest	French Honors	Johnson	French National Contest
Houston High	\$8.00	National German Exam	German Honors	Penrod/Latvatalo	National German Exam fees
Houston High	\$8.00	National Latin Exam	Latin	Purcell/Simone	National Latin Exam fees
Houston High	\$6.00	National Spanish Exam	Spanish Honors	Purcell/Ferryman/ Stewardson	National Spanish Exam
Houston High	\$25.00	PSAT	PSAT	Ross	Cost of test and processing fee
Houston Middle	\$25.00	Art Fee	Art	Wroblewski/Whittset/Hi gginbotham	Art supplies, sketchbooks, iPad apps, and printing needs
Houston Middle	\$120.00	Band Fee	Band	Nesvick	Mbrshp Fees, Venues, instrument maintenance, Registration Fees, Method Books, Sheet Music, Replacement Fees, travel costs, various band supplies
Houston Middle	\$25.00	Choir Fee - Semester	Choir	Timmerman	Sheet music, Membership fees, travel costs, various choir supplies
Houston Middle	\$50.00	Choir Fee - Year	Choir	Timmerman	Sheet music, Membership fees, travel costs, various choir supplies
Houston Middle	\$150.00	Orchestra Fee	Orchestra	Saunders	Mbrshp Fees, Venues, instrument maintenance, Registration Fees, Method Books, Sheet Music, Replacement Fees, travel costs, various orchestra supplies
Houston Middle	\$75.00	Choir Performance Uniform	New Choir Students	Timmerman	Choir Dress (students will have either the dress OR shirt&pants)
Houston Middle	\$50.00	Choir Performance Uniform	New Choir Students	Timmerman	Choir Shirt & Pants (students will have either the dress OR shirt&pants)
Houston Middle	\$25.00	Food Elective Fee	Science Students	Starks	Consumable items for lab activities
Houston Middle	\$25.00	Yearbook Elective Fee	Yearbook Students	Squires	Tshirts, class supplies
Houston Middle	\$10.00	PE Fee	PE Students	Spurlock/Cook/Day	New equipment and replacement parts, Fitness technology
Riverdale Elementary	\$20.00	Art Supplies/Clay	6th-8th	Sammons	Art Supplies for advanced art students
Riverdale Elementary	\$100.00	Orchestra Fee	5th	Short	This fee covers their 2 shirts, method book, buses for concert festival and

Germantown Municipal School District

School Fees - Requested Student Fees

2025 - 26 School Year

08.26.25

Riverdale Elementary	\$100.00	Orchestra Fee	6th-8th	Short	This fee covers their 2 shirts, method book, buses for concert festival and field trips, NAFME membership dues, and miscellaneous supplies.
Riverdale Elementary	\$50.00	Choir Fee	6th-8th	Caudle	Music/Supplies/T-shirt
Riverdale Elementary	\$150.00	Band Fee	6th-8th	Woodring	Music/Supplies/T-shirt
Riverdale Elementary	\$20.00	PE Uniform	5th-8th	Thompson	Required PE uniform for all 5th-8th grade students

Germantown Municipal School District
School Fees - Activity Costs
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ACTIVITY COSTS - Costs for activities which occur outside the regular school day and are not part of a credited course

School	ACTIVITY COSTS	Purpose	Club/Athletic Team/Booster Club	Sponsor/Coach	Notes
Dogwood Elementary	\$15.00	T-shirt	K Kids	Boyce	T-shirt, perform service
Dogwood Elementary	\$25.00	Supplies	Student Ambassadors	Fitchpatric	T-shirts, meeting refreshments, parties
Dogwood Elementary	\$45.00	Supplies	Safety Patrol	Martin/Guntharp	Belts, badges, award Pins, t-shirt, supplies & food for two parties (Fall & Spring), end of the year awards, patrol flags
Dogwood Elementary	\$120.00	Registration and Supplies	Cross Country	Martens	MYA fee, banquet, uniform, incentives, awards, and some meet fees
Dogwood Elementary	\$25.00	Supplies	Steel Drum Band	Smith	Shirt, music, supplies
Dogwood Elementary	\$25.00	Supplies	Art Club	Luyendyk	Consumable materials used for art activities
Dogwood Elementary	\$25.00	Supplies	Reading Club	Moak	Books, supplies
Dogwood Elementary	\$100.00	Supplies	Guitar Club	Brookshire	Music, t-shirt, stipend
Dogwood Elementary	\$100.00	Supplies	Deep Blue Drama Club	McKinney	T-shirt, supplies
Dogwood Elementary	\$25.00	Supplies	Dolphin Jr. Leadership League	Phipps	T-shirt, events
Dogwood Elementary	\$20.00	Supplies	Science Club	Stidham	Supplies
Farmington Elementary	\$160.00	Costumes, uniforms, operations	Falcon Footlights (play)	Eaton, Benzing, Noffsinger	Script, t-shirts, set design, costumes, choreography, direction
Farmington Elementary	\$160.00	Materials	FES 5K club	Brasfield	Entrance into races and materials - uniforms, warm ups, water bottles, etc.
Farmington Elementary	\$5.00	Supplies	Chess Club	Lane	Supplies
Farmington Elementary	\$40.00	Supplies	Guitar Club	Brookshire	Music supplies, t-shirts
Farmington Elementary	\$40.00	Supplies	Choir	Assad	Music supplies, t-shirts, props
Farmington Elementary	\$40.00	Supplies	Choir	Assad	Supplies
Farmington Elementary	\$70.00	Crew fee	Falcon Footlights	Eaton, Benzing, Noffsinger	T-shirts, set design, scripts
Forest Hill Elementary	\$35.00	Supplies	Choir	Simons	Shirts and materials
Forest Hill Elementary	\$35.00	Registrations and Jersey	FHES Running	Wood	Registrations and jerseys
GOAL	\$125.00	Graduation	N/A	Fisher	Senior graduation, Caps/Gowns
Houston High	\$500.00	Annual Dues	Band	Carpenter/Sims	Memberships, transportation, clinics, instruments/repair, music, miscellaneous
Houston High	\$1,500.00	Annual Dues	Baseball	McCarter	Field maintenance, equipment, officials, team materials
Houston High	\$600.00	Annual Dues	Basketball Boys	Sabau	Travel, equipment, supplies, miscellaneous
Houston High	\$750.00	Annual Dues	Basketball Girls	Caraway	Travel, equipment, supplies, miscellaneous, officials
Houston High	\$160.00	Annual Dues	Bowling	Quinn	Entry fees, miscellaneous
Houston High	\$5,000.00	Annual Dues	Cheer	Simpson	Tumbling, entry fees, instruction, travel, competition fees
Houston High	\$450.00	Annual Dues	Cross Country	R. Randall	Entry fees, team materials and supplies
Houston High	\$100.00	Annual Dues	Cross Country	R. Randall	Uniform
Houston High	\$350.00	Annual Dues	Football	J. Thomas	Travel, equipment, supplies, miscellaneous, officials
Houston High	\$500.00	Annual Dues	Golf	Brock/Gaylord	Travel, equipment, supplies, miscellaneous, team materials
Houston High	\$300.00	Annual Dues	Honors A Cappella	Healy	Performances, custom arrangements, clinicians, supplies and materials
Houston High	\$800.00	Annual Dues	Lacrosse - Boys	Anderson	Travel, equipment, supplies, miscellaneous, team materials, officials

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Houston High	\$800.00	Annual Dues	Lacrosse - Girls	J. Ross	Travel, equipment, supplies, miscellaneous, team materials, officials
Houston High	\$5,000.00	Annual Dues	Pom	H. Thomas	Entry fees, instruction, travel, competition fees
Houston High	\$850.00	Annual Dues	Soccer Boys	Wolff	Field maintenance, equipment, officials, team materials
Houston High	\$850.00	Annual Dues	Soccer Girls	Wolff	entry fees, team materials, miscellaneous
Houston High	\$1,000.00	Annual Dues	Softball	Jackson	Field maintenance, team materials, equipment, officials
Houston High	\$350.00	Annual Dues	Boys Tennis	Benzing	Field maintenance, team materials, equipment, officials
Houston High	\$350.00	Annual Dues	Girls Tennis	Benzing	Field maintenance, team materials, equipment, officials
Houston High	\$300.00	Annual Dues	Track and Field	S. Hamlett	Entry fees and supplies
Houston High	\$100.00	Annual Dues	Track and Field	S. Hamlett	uniform
Houston High	\$2,500.00	Annual Dues	Volleyball	Pendleton	Entry fees, team gear, miscellaneous
Houston High	\$850.00	Annual Dues	Wrestling	Shirley	Entry fees, TSSAA weight management fees, travel, miscellaneous
Houston High	\$20.00	Club Dues	30 and Above	Handy/Ku	Zoo trip, graduation cords, supplies
Houston High	\$35.00	Club Dues	American Chemistry Society	Kennon	Supplies
Houston High	\$400.00	Club Dues	Archery	Kinler	Travel, equipment, supplies, team materials
Houston High	\$10.00	Club Dues	Asian American/Pacific Islanders	Brock	Supplies
Houston High	\$25.00	Club Dues	Badminton Club	Minton	Equipment, and supplies
Houston High	\$500.00	Club Dues	Basketball Cheer	TBD	Team materials and instruction
Houston High	\$20.00	Club Dues	Beautifully Unique	Fisher	Activities
Houston High	\$25.00	Club Dues	Best Buddies	Clarke	Membership fees
Houston High	\$65.00	Club Dues	Beta Club	J. Smith	Activities and supplies
Houston High	\$10.00	Club Dues	Book Club	Hopkins/Underwood	Activities, materials
Houston High	\$25.00	Club Dues	Computer Science	Alsbrook	Supplies
Houston High	\$20.00	Club Dues	Computer Skills USA	Juneau	Activities, supplies, competitions
Houston High	\$20.00	Club Dues	Cook Off Club	Vezina	Supplies
Houston High	\$20.00	Club Dues	Cosmetology	Gladney	Supplies
Houston High	\$100.00	Club Dues	Cyber Patriot	Wartenberg	Registration fees, competitions, competition expenses
Houston High	\$25.00	Club Dues	Debate	Steepleton	Membership fees
Houston High	\$50.00	Club Dues	DECA	Reed	Membership dues and State competition
Houston High	\$20.00	Club Dues	Drama	Christie	Supplies
Houston High	\$25.00	Club Dues	DRIP	Condra	Supplies
Houston High	\$10.00	Club Dues	Duck Cluck Goose	Wohlschlegel	Supplies
Houston High	\$20.00	Club Dues	Educators Rising	Purcell/Abel	National dues and club activities
Houston High	\$75.00	Club Dues	Electronic Sports	McKinney	Unlimited pass, materials, masks, and equipment
Houston High	\$20.00	Club Dues	Environmental	TBD	Activities, supplies
Houston High	\$35.00	Club Dues	Fantasy Sports Club	Harvey/Collins	Supplies
Houston High	\$20.00	Club Dues	Fashion Club	Becker	Supplies
Houston High	\$30.00	Club Dues	FBLA	TBD	Local, state competitions
Houston High	\$15.00	Club Dues	FCA	TBD	Materials, activities
Houston High	\$40.00	Club Dues	FCCLA	Wilkins/Boggan	Local and national dues, tees
Houston High	\$30.00	Club Dues	FFA	Rose	Membership, dues
Houston High	\$10.00	Club Dues	Folk Dancing	Penrod	Folk Dance Outfits
Houston High	\$10.00	Club Dues	French Club	Johnson	supplies
Houston High	\$25.00	Club Dues	German Club	Penrod	Gift cards, consumables, folk dance outfits
Houston High	\$20.00	Club Dues	Hindu Student Association	Puri	Supplies
Houston High	\$5.00	Club Dues	Hispanic/Latino Student Assoc.	Seboldt	Supplies
Houston High	\$35.00	Club Dues	Horizons	Sadler/King	field day

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Houston High	\$40.00	Club Dues	HOSA	Coleman	National & state membership dues, materials
Houston High	\$350.00	Club Dues	HOSA	Coleman	Travel expenses - State competition
Houston High	\$850.00	Club Dues	HOSA	Coleman	Travel expenses - National competition
Houston High	\$20.00	Club Dues	Investment	Seboldt	Supplies
Houston High	\$20.00	Club Dues	International	Penrod	Consumables, gift cards, Extravaganza, Project Grad
Houston High	\$30.00	Club Dues	Key Club	J. O'Brien	Fees, activities, materials
Houston High	\$25.00	Club Fees	Knitting/Crochet Club	Bansal	Yarn, hooks, needles, other supplies
Houston High	\$25.00	Club Dues	Knowledge Bowl	Poole/Williamson	Competition fees, team materials
Houston High	\$25.00	Club Dues	Latin Club/Jr Classical League	Simone	Dues, National Latin Exam
Houston High	\$200.00	TJCL Latin Convention	Latin Club	Simone	TJCL Convention fees
Houston High	\$5.00	Latin Fall Festivus	Latin Club	Simone	Latin Fall Festivus
Houston High	\$8.00	U of M Language Fair	Latin	Simone	Entry fee
Houston High	\$20.00	Club Dues	Nat'l Art Honor Society	Spillman	Dues, activities, supplies, materials
Houston High	\$5.00	Club Dues	National Latin Honor Society	Simone	Supplies, honor cords
Houston High	\$20.00	Club Dues	National German Honor Society	Penrod	Membership and supplies
Houston High	\$20.00	Club Dues	Mahjong	Harvey	Supplies
Houston High	\$25.00	Club Dues	Math	Lee	Supplies and competition entry fees
Houston High	\$20.00	Club Dues	Model UN	Brock	Conference fees
Houston High	\$20.00	Club Dues	Mu Alpha Theta	Bansal	Membership, honor cords
Houston High	\$20.00	Club Dues	Muslim Student Association	Khawaja	Supplies
Houston High	\$20.00	Club Dues	Mustang Mentors	Wells	activities
Houston High	\$30.00	Club Dues	Nat'l Honor Society	Seboldt	Membership, honor cords
Houston High	\$50.00	Club Dues	Nat'l Technical Honor Society	Coleman	National membership, induction services
Houston High	\$40.00	Club Dues	Pickleball Club	A. Martin	Tournament fees and supplies
Houston High	\$20.00	Club Dues	Ping Pong Club	R. Martin	Supplies
Houston High	\$150.00	Club Dues	Plays (Fall Play)	Christie	Royalties, scenic design, costumes, scripts and professionals
Houston High	\$200.00	Club Dues	Plays (Spring Musical)	Christie	Royalties, scenic design, costumes, scripts and professionals
Houston High	\$25.00	Club Dues	Pride	M. Smith/Minton	Activities, supplies
Houston High	\$40.00	Club Dues	School Newspaper	Becker	Annual subscription cost for the newspaper website
Houston High	\$20.00	Club Dues	RAK	TBD	Monies used to randomly help people
Houston High	\$30.00	Club Dues	Rescue Paws	Plaisance	Activities, supplies, materials
Houston High	\$30.00	Club Dues	Rho Kappa	Robinson	Honor cords, lecture series
Houston High	\$20.00	Club Dues	SADD	Fisher	Activities, materials
Houston High	\$40.00	Club Dues	Science Club	Minton/Perry/Malloy	Activities, materials and competition fees
Houston High	\$20.00	Club Dues	SGA	Spain	Activities, supplies, materials
Houston High	\$25.00	Club Dues	St. Jude Club	TBD	Activities, service project supplies
Houston High	\$30.00	Club Dues	Social Media	Riley	Activities, supplies, materials
Houston High	\$30.00	Club Dues	Spanish Club	Almonte	Membership, fees, activities & materials
Houston High	\$20.00	Club Dues	Spanish Honor Society	Ferryman	National dues, induction expenses, Quia, supplies
Houston High	\$20.00	Club Dues	Spanish Honor Society	Ferryman	Honor cords
Houston High	\$30.00	Club Dues	SWENext	Phillips	Activities, materials
Houston High	\$20.00	Club Dues	Student Impact	TBD	Dues, donations, tees
Houston High	\$25.00	Club Dues	Tennis	Benzing	Supplies
Houston High	\$1,500.00	Club Dues	Trap	Parham	Full membership, practice materials, competitions
Houston High	\$100.00	Club Dues	TSA	Phillips	State and national dues/fees; competitions
Houston High	\$350.00	Club Dues	TSA	Phillips	Hotel & transportation - State conference
Houston High	\$30.00	Club Dues	Yearbook	Cox	T-shirts
Houston High	\$601.65	Course Fee	3rd 3-hour DE course	Varied/Akey	University tuition

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Houston High	\$800.00	Course Fee	4-hour DE course	Varied/Akey	University tuition
Houston High	\$125.00	Graduation Fee	12th Grade Students	H. Ross	Costs associated with graduation
Houston High	\$5.00	Optional Exam	Latin	Purcell/Simone	National Classical Civilization Exam fees
Houston High	\$9.00	Optional Exam	Latin	Purcell/Simone	National Latin Exam fees
Houston High	\$5.00	Optional Exam	Mythology	Purcell/Simone	National Mythology Exam fees
Houston High	\$3.00	Optional Exam	Translation	Purcell/Simone	CAMWS Translation Contest fees
Houston High	\$25.00	Lit Mag Fee	Literary Magazine	Chandler	Materials for magazine/final product
Houston High	\$5.00	Locker Fee	Students Using Lockers	Suchman	Locker rental
Houston High	\$50.00	Parking Fee	Students Parking on Campus	P. Ross/Suchman	Parking pass
Houston High	\$75.00	Parking Fee w/painting	Students Parking on Campus	P. Ross/Suchman	Optional painting of parking spot
Houston Middle	\$150.00	Theatre Fee	Musical Theatre Performance	Timmerman/Bell	Music/script, sets, costumes, promotion, production supplies, team building
Houston Middle	\$100.00	Club Dues	Science Olympiad	Martin/Jordan	Supplies for test binders, build/lab event materials, digital practice tests, and registration fees
Houston Middle	\$20.00	Club Dues	National Junior Honor Society	Fowler/Hosea/Roth	Induction, activities, and supplies
Houston Middle	\$25.00	Club Dues	Beta Club	Schoonover	Induction, activities, and supplies
Houston Middle	\$30.00	Club Dues	Mythology Club	Hosea/Simone	National exam, Fesitvus event, tshirt, club activity supplies
Houston Middle	\$500.00	Team Fee	Football	Breen/Harris	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Volleyball	Pratt	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$150.00	Varsity Team Fee	Girls Soccer	Ammons	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$100.00	JV Team Fee	Girls Soccer	Ammons	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Boys Soccer	Pratt	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Girls Basketball	Squires	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Boys Basketball	Starks	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$250.00	Team Fee	Cross Country	Gunnell	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$250.00	Team Fee	Track	Andereck	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$300.00	Team Fee	Swimming	Roth	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$350.00	Team Fee	Tennis	Pohlman	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$350.00	Team Fee	Golf	Watson	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Girls Lacrosse	Hume/Heim/Hosea	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Boys Lacrosse	Bell/Watson	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$500.00	Team Fee	Baseball	Breen/Barthallow/Betchick	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events

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Houston Middle	\$500.00	Team Fee	Softball	Squires	Coaching, sponsors, equipment & supplies, tournament & officials fees, uniforms, events
Houston Middle	\$575.00	Team Fee	Basketball Sideline Cheer	Taylor	Coaching, sponsor, uniforms, equipment & supplies, events
Houston Middle	\$4,865.00	Total amount split into monthly dues	Cheer Team	Higginbotham	Coaching fee, sponsor fee, camps, Pride tumbling, practice clothes, uniforms, bag, travel, Nationals airfare and Land Package
Houston Middle	\$4,950.00	Total amount split into monthly dues	Pom Team	Kerr/Strickland	Coaching fee, sponsor fee, camps, choreography, competition registration, Nationals, equipment, team morale happies, music, yearbook ads, supplies
Riverdale Elementary	\$4,000.00	Cheer	Booster Club	Woolfolk	Coaching fee, sponsor fee, camps, Pride tumbling, practice clothes, uniforms, bag, travel, Nationals airfare and Land Package
Riverdale Elementary	\$20.00	Dues	NJHS	Young	Annual Dues-certificates/pins
Riverdale Elementary	\$15.00	Dues	Beta Club	Harbin	Dues
Riverdale Elementary	\$20.00	Fee	Kids Care	Padgett	T-shirt/supplies/pizza party
Riverdale Elementary	\$75.00	Fee	Riverdale Theatre	Moss	Participation fee for Spring Musical to help cover expenses
Riverdale Elementary	\$150.00	JV Basketball	6th/7th	Freeman	League Fees, shirt, awards/party
Riverdale Elementary	\$276.00	Girls Basketball	6-8th	Owsley	Warm up shirt, warmup pants/jacket, shoes, socks, and athletic bag
Riverdale Elementary	\$15.00	Glee Club	1-5th	Caudle	Shirt, decorations for show
Riverdale Elementary	\$100.00	Raider Theater	1-8th	Moss/Stevens	T-shirt, costumes, set, material
Riverdale Elementary	\$20.00	Production Club	5-8th	Moss/Stevens	T-shirt, materials
Riverdale Elementary	\$5.00	Riverdale Rocks	3-5th	Sutton	Paint, supplies
Riverdale Elementary	\$15.00	Intramural Club	4-6th	Huggins	Shirt, supplies
Riverdale Elementary	\$80.00	Cross Country	3-8th	Faught	MYA fees and supplies
Riverdale Elementary	\$75.00	Track	3-8th	Dodge	MYA fees, jersey
Riverdale Elementary	\$6.00	Junior Honors Academy	8th	Ward/Ponder	Optional shirt
Riverdale Elementary	\$25.00	Ambassadors	8th	Fisher	2 shirts
Riverdale Elementary	\$3.00	Pay It Forward Club	6-7th	Dodson/Curtis/Edens	Supplies, end of year party
Riverdale Elementary	\$140.00	Honors Choir	6-8th	Caudle	Shirt, music, festivals, busses, attire rental (trip is separate)
Riverdale Elementary	\$10.00	Girls Club	3-5th	Greenberg	Art supplies, snacks
Riverdale Elementary	\$255.00	Swim Team	6-8th	Fristick	League Fees, shirt, cap, t-shirt, Germantown Athletic Club use
Riverdale Elementary	\$255.00	Soccer	6-8th	Lawton	Equipment, uniforms and fees
Riverdale Elementary	\$220.00	Golf	6-8th	Young/Byrd	Equipment, uniforms and fees
Riverdale Elementary	\$500.00	Volleyball A/B teams	6th-8th	Carlyle	Equipment, uniforms and fees
Riverdale Elementary	\$300.00	Volleyball Blue and Gray Team	6th-8th	Carlyle	Equipment, uniforms and fees
Riverdale Elementary	\$85.00	Tennis	6th-8th	Darder	Uniforms and fees
Riverdale Elementary	\$950.00	Trap	6th-8th	Edens	Equipment, uniforms and fees
Riverdale Elementary	\$25.00	Club Dues	Chess	Brashier/Lawton	T-shirt, materials
Riverdale Elementary	\$30.00	Club Dues	MythMaker	Simone	T-shirt, materials, snacks, awards