

GMSD Board Work Session
January 20, 2026 5:30 PM
Board Room, GMSD Office

1. Revision of Policies - First Reading
2. Miscellaneous FY 25-26 Budget Amendments #4-6
3. Intercom System Project Phase 2 at Houston High School
4. Data Re-Cabling Project Phase 2 at Houston High School
5. Further Business

Germantown Municipal School District

Monitoring: Review: Annually	Charter Schools	Descriptor Term: 1.704	Descriptor Code: 1.704	Issued Date: 01/**/26 08/26/25 09/26/23 10/25/22
		Rescinds:	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
 3 be subject to all state and federal laws and constitutional provisions prohibiting discrimination on the
 4 basis of disability, race, creed, color, gender, national origin, religion, ancestry or need for special
 5 education services. A charter school shall not exclude students from enrollment based on race, color,
 6 ethnicity, national origin, religion, income level, disability, proficiency in the English language, or
 7 academic 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 notice of its intent of its plan to submit an application to operate a charter
 16 school sixty (60) calendar days prior to February 1 of the year preceding the year in which the proposed
 17 charter school plans to begin operation as a public charter school. The letter of intent shall be
 18 completed on the form provided by the TDOE. Failure to submit a letter of intent to the Tennessee
 19 Public Charter School Commission and the GMSD Superintendent by the aforementioned deadline
 20 shall exclude a charter school sponsor from submitting an application for that application cycle. **The
 21 GMSD Superintendent/designee shall confirm receipt of the letter of intent and provide the prospective
 22 charter school sponsor with current federal, state, and local per pupil funding estimates within five (5)
 23 business days of receiving the letter of intent.**

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

28 One (1) original, four (4) copies and one (1) electronic version of the initial state charter school
 29 application must be received by the GMSD Superintendent on or before 11:59 p.m., central time, on
 30 February 1 of the year preceding the year in which the proposed charter school plans to begin operation

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

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

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

15 **REVIEW TEAM**

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

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

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

24 An application shall be considered complete if:

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

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

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

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

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

13 APPROVAL OR DENIAL OF APPLICATION

14 The Germantown Board of Education shall rule by resolution, at a regular or special called meeting,
15 on the approval or denial of a charter application within ninety (90) calendar days of receipt of the
16 completed application or the application shall be deemed approved by law. If the GMSD Board of
17 Education fails to approve or deny a charter school application within the ninety (90) calendar day
18 time period, the charter school application shall be deemed approved.

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

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

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

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

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

1 Upon receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days from receipt
2 of the grounds for denial, within which to submit an amended application to correct the deficiencies.
3 The Germantown Board of Education shall have sixty (60) calendar days from receipt of the amended
4 application, either to deny or to approve the amended application or the application shall be deemed
5 approved by law.

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

12 **RENEWAL**

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

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

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

29 **AUTHORIZER FEE**

30 If GMSD becomes the authorizer of a charter school, GMSD shall receive an annual authorizer fee
31 that is a percentage of the charter school's per student state and local funding as allocated under T.C.A.
32 § 49-13-112. The annual authorizer fee shall be the lesser of three percent (3%) of the annual per
33 student state and local allocations or Thirty-Five Thousand Dollars (\$35,000) per school.

34 **INTERIM REVIEW**

35 The GMSD Superintendent or his designee shall conduct an interim review of the charter school in
36 the fifth year of the charter school's initial period of operation and in the fifth year following any
37 renewal of a charter agreement under guidelines developed by the Tennessee State Board of Education.

1 ANNUAL REPORT

2 The GMSD Board, through the GMSD Superintendent/designee, shall oversee and annually evaluate
3 each charter school to ensure it meets the performance standards and targets set forth in the charter
4 school agreements. The GMSD Superintendent/designee shall submit the charter school's evaluation
5 to the GMSD Board at its October Board Meeting.

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

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

11 SITE VISITS

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

16 CHARTER SCHOOL REPORTING

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

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

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

27 This reporting requirement shall begin in the year after the year in which the charter school begins
28 operation.

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

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

1 AUTHORIZER REPORTING AND REVIEW

2 By December 1st, the GMSD Superintendent shall report to the Tennessee State Board of Education
3 detailing the total amount of authorizer fees collected in the previous school year and the authorizing
4 obligations fulfilled using the fee. By January 1st, the GMSD Board shall submit an annual authorizer
5 report to the Tennessee Department of Education and the State Board of Education. The GMSD
6 Superintendent/designee shall prepare the reports and provide the information to the GMSD Board
7 prior to submission.

8 CHARTER AGREEMENT

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

15 REVOCATION OF CHARTER AGREEMENT

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

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

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

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

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

- 36 (1) The GMSD Superintendent shall notify the charter school, in writing, of the possibility of
37 revocation and the reasons for the possible revocation. In the notification to the charter
38 school, the GMSD Superintendent shall notify the charter school that the charter school must

1 provide GMSD's review team with a proposed plan to remediate the charter school's
2 deficiencies which gave rise to the notice of possible revocation.

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

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

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

20 (a) Approve the re-submission; or

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

23 (c) Reject the re-submission.

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

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

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

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- 1 If the Germantown Board of Education revokes a charter agreement, then it shall clearly state in
 - 2 writing 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: Substitute Teachers	Descriptor Code: 5.103	Re-Issued Date: 01/**/26
		Rescinds:	Issued: 08/13/24

1 Substitute teachers are those used to replace teachers on leave or to fill temporary vacancies. Substitute
2 teachers may be employed and paid directly by the Germantown Municipal School District or by a third
3 party public or private employer.

4 APPLICATION/QUALIFICATIONS

5 1. All substitute teachers shall submit a fingerprint sample and pass a criminal history background
6 check conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation prior
7 to performing any work or service on behalf of GMSD and every five (5) years thereafter.

8 2. Persons with an educator license or certificate in the State of Tennessee or another state which is
9 in a revoked or suspended status may not work as a substitute teacher in any GMSD school.

10 3. All substitute teachers shall be required to receive the annual school safety training required by
11 T.C.A. § 49-6-805(7) and any other instruction on emergency response required by the
12 Superintendent/Designee.

13 4. Other qualifications for substitute teachers shall be determined by the Superintendent in
14 compliance with state laws and regulations.

15 CERTIFICATION

16 After the regular teacher has been absent for **thirty (30)** ~~twenty (20)~~ consecutive days of approved leave,
17 the person serving as the substitute must be licensed and hold the appropriate endorsement for the
18 assignment or must be a retired teacher and have held the appropriate endorsement. After the regular
19 teacher's accumulated leave is exhausted, the replacement teacher must be licensed and hold the
20 appropriate endorsement for the assignment or be a retired teacher and have held the appropriate
21 endorsement and must be paid based on the replacement teacher's training and experience record in
22 accordance with the state and local salary schedules.

23 EMERGENCY NEEDS

24 All teacher aides, secretaries and clerks are approved to work as substitute teachers in emergency
25 situations. Emergency use shall be defined as less than a full day due to the regular or substitute teacher
26 being unable to arrive on time or remain the full day.

1 Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would
2 receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay
3 for both positions at the same time.

4 **TRAINING AND ORIENTATION**

5 The Superintendent/Designee shall be responsible for ensuring that substitute teachers have received
6 appropriate training prior to serving as a substitute teacher.

7 **RESPONSIBILITIES**

8 Substitute teachers shall assume the same responsibilities as the regular teacher, including, but not
9 limited to, bus duty and playground supervision.

Legal References

[State Board of Education Rule 0520-01-02-.04](#)

[T.C.A. § 49-2-203](#)

[T.C.A. § 49-3-312](#)

[T.C.A. § 49-5-413](#)

[T.C.A. § 49-5-709](#)

Germantown Municipal School District

Monitoring: Review: Annually	Descriptor Term: <h2 style="margin: 0;">Student Wellness</h2>	Descriptor Code: 6.411	Issued Date: 01/**/26 08/29/23 10/26/21 12/09/19 09/16/19 08/21/17
		Rescinds: 6.411	Issued: 07/11/16

1 The Board recognizes the link between student wellness and academic achievement. In order to provide
 2 an environment conducive to overall student wellness, this policy shall be followed by all schools in the
 3 District. The board shall permit teachers, school health professionals, parents, administrators, and any
 4 interested citizens to participate in development of wellness polices.

5 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

6 All schools shall implement the CDC's Coordinated School Health approach to managing new and
 7 existing wellness related programs and services in schools and the surrounding community based on
 8 State law and State Board of Education CSH standards and guidelines. The district's Coordinated School
 9 Health Coordinator shall be responsible for overseeing compliance with the State Board of Education
 10 CSH standards and guidelines in the school district. A parent or legal guardian who wishes to excuse
 11 the parent's or legal guardian's student from participating in a health screening provided as part of a
 12 coordinated school health program must submit a request in writing to the student's school nurse. This
 13 excuse from participating in health screenings shall be in effect unless and until the student's parent or
 14 legal guardian revokes the excuse.

15 **SCHOOL HEALTH ADVISORY COUNCIL**

16 A school health advisory council shall be established to serve as a resource at school sites for
 17 implementing policies and programs and to develop an active working relationship with the community
 18 health council. The council shall consist of individuals representing the school and community, including
 19 parents, students, teachers, school administrators, health professionals, school food service
 20 representatives, and members of the public. The primary responsibilities of the council include but are
 21 not limited to:

- 22 1. Making recommendations regarding student physical activity and nutrition policies;
- 23 2. Ensuring that all schools within the district create and implement an action plan related to all
 24 School Health Index modules;
- 25 3. Ensuring that the results of the action plan are annually reported to the council; and
- 26 4. Ensuring that school level results include measures of progress on each indicator of the School
 27 Health Index.

1 The State Board of Education's Coordinated School Health and Physical Activity Policies shall be used
2 as guidance by the Council to make recommendations. The board will consider recommendations of the
3 Council in making policy changes or revisions.

4 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents,
5 community members, and administrators. The Team will hold Healthy School Team meetings during
6 the school year to assess needs and oversee planning and implementation of school health efforts. The
7 Superintendent /designee will ensure compliance with school wellness policy, to include an assessment
8 of the implementation of the wellness policy and the progress made in attaining policy goals. The
9 assessment shall be posted on the GMSD website.

10 **SCHOOL HEALTH INDEX**

11 All schools within the district shall annually administer a baseline assessment on each of the
12 recommended School Health Index modules. Results shall be submitted to the School Health Advisory
13 Council ~~and reported to the State Department of Education.~~

14 **NUTRITION GUIDLELINES**

15 The nutrition guidelines for all food and beverages offered for sale to students are follows:

- 16 • Will be consistent with the meal pattern requirements and nutrition standards for competitive
17 foods developed by USDA Smart Snacks in School nutrition standards.
- 18 • For other, non-sold foods and beverages made available on the school campus during the school
19 day, each school Principal shall monitor all such foods and beverages to ensure that non-sold
20 food and beverages comply as much as possible with USDA Smart Snack in School national
21 standards. However, it shall be the responsibility of each school Principal to ensure that non-
22 sold food and beverages that do not comply with the Smart Snacks guidelines are kept to a
23 minimum.

24 **COMMITMENT TO NUTRITION**

25 All schools within the District shall participate in the USDA child nutrition programs, which may include
26 but not be limited to, the National School Lunch Program, the School Breakfast Program, the Summer
27 Food Service Program, and the After-School Snack Program.

28 Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate
29 time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be
30 encouraged. All food, including vending machines, fundraising items, and concessions during the school
31 day, must meet guidelines set forth by the Healthy, Hunger-free Kids Act, 2010, Smart Snacks in
32 Schools. The school Ppprincipal/designee shall be responsible for overseeing the school district's
33 compliance with the State Board of Education Rules and Regulations for sale of food items in the school
34 district.

35 **DISTRICT GOALS**

36 The district will promote provide healthy nutrition through various activities, including nutrition related
37 newsletters, informational links on the district website, healthy eating posters and bulletin boards in

1 dining areas, and informational booths at various community functions. Nutrition education will be
2 offered as a part of a standards based program designed to provide students with the knowledge and
3 skills needed to promote and protect their optimum health as outlined in the State Board of Education
4 Health Education and Lifetime Wellness Standards. Nutrition education shall encourage students to start
5 each day with a health breakfast. ~~Nutrition education will discourage~~ Teachers are discouraged from
6 using foods high in fat, sugar, and sodium foods as rewards for students ~~and encourage student to start~~
7 ~~each day with a healthy breakfast.~~

8 **FOOD AND BEVERAGE MARKETING**

9 Only those foods and beverages that meet the nutritional standards 7 C.F.R. § 210.11 may be marketed
10 on GMSD campuses. U.S.D.A. Smart Snacks requirements shall not apply to fundraisers; provided that
11 fundraisers do not exceed one (1) per quarter. Provided also that each school shall document all such
12 fundraisers, including the type and date of said fundraiser. Marketing and advertising of food and
13 beverages other than that sold on the school campus is prohibited

14 **COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION⁷**

15 The board recognizes that physical activity is extremely important to the overall health of a child.

16 Physical Education classes shall be offered as part of a standards based program designed to provide
17 developmentally appropriate, moderate to vigorous physical activity as an integral part of the class. All
18 physical education classes shall comply with the State Board of Education's Physical Education
19 standards.

20 Unstructured physical activity periods shall be offered in addition to the school district's physical
21 education program. Elementary school students shall receive a minimum of forty (40) minutes of
22 physical activity each full school day. Middle and high school students shall receive a minimum of
23 ninety (90) minutes of physical activity each full school week.

24 Physical activity shall be conducted outside, if weather permits. The following activities shall not be
25 considered physical activity: walking to and from class, time spent on an electronic device, and time
26 spent in a physical education class.

27 Schools shall continue to offer after school sports and activities. Physical activity shall not be employed
28 as a form of discipline or punishment. Physical activity shall not be withheld from a student as a form
29 of punishment.

30 **COMMITMENT TO CURRICULUM**

31 All applicable courses of study should be based on Lifetime Wellness Curriculum Standards, the K-8
32 Healthful Living Curriculum Standards, and the K-12 Physical Education Curriculum Standards.

33 **RECORD KEEPING COMPLIANCE**

34 The district's Coordinated School Health Supervisor shall ensure that records demonstrating
35 stakeholder's involvement requirements are maintained. The Coordinated School Health Supervisor

- 1 shall additionally document the school wellness policy and ensure triennial assessments are made
- 2 available to the public.
- 3 This Policy shall be included in school handbooks.

Legal References

T.C.A. § 49-1-1002
T.C.A. § 49-6-1021
T.C.A. § 49-6-1022
T.C.A. § 49-6-2303
State Board of Education Policy 4.204
State Board of Education Policy 4.206
State Board of Education Rule 0520-01-06
42 USCA § 1758b
7 CFR § 210.10
7 CFR § 210.20
7 CFR § 210.31

Germantown Municipal School District

Monitoring: Review Annually	Descriptor Term: Expenses and Reimbursements	Descriptor Code: 2.804	Issued Date: 01/**/26
		Rescinds:	Issued: 01/**/26

1 **GMSD EMPLOYEES**

2 **GMSD employees who incur expenses in carrying out the duties of their jobs will be reimbursed,**
3 **provided that the expenditures have been pre-approved. In order to be reimbursed for travel**
4 **expenses incurred in carrying out the employee's job duties, employees are required to comply**
5 **with the GMSD Travel Procedure.**

6 **BOARD MEMBERS**

7 **The members of the GMSD Board shall be reimbursed for transportation, lodging, meals, and other**
8 **pertinent expenses when traveling on Board business, provided that the Board Member submits**
9 **the request for reimbursement on a form approved by the District, and the request is within the**
10 **Board's operational budget.**

11 **REIMBURSEMENT FOR SALES TAX**

12 **Generally sales tax will not be reimbursed. However, if GMSD employees or Board Members are**
13 **charged sales tax on restaurant bills which are incurred in carrying out their duties, which are paid**
14 **for using a personal form of payment, GMSD employees and Board Members shall be reimbursed**
15 **for sales tax charges up to Twenty Dollars (\$20.00) for each restaurant receipt evidencing the**
16 **payment of sales tax.**

[Redacted]

Legal References

T.C.A. § 49-2-2001
Internal School Funds Manual, 5-17
Internal School Funds Manual, Frequently Asked Questions, #10



Germantown Municipal School District Budget Amendment

Fiscal Year: 2025-2026

Amendment # 4

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-71100-722	Instructional Equipment - ISM Grant			190,000	190,000
141-71300-471	Software - ISM Grant			10,000	10,000
141-71300-499	Other Supplies and Materials - ISM Grant			10,000	10,000
141-71300-599	Other Charges - ISM Grant			259,880	259,880
141-71300-730	Vocational Equipment - ISM Grant			606,304	606,304
141-72130-123	Guidance Personnel - ISM Grant			90,788	90,788
141-72130-201	Social Security - ISM Grant			5,629	5,629
141-72130-204	TCRS/Retirement - ISM Grant			5,238	5,238
141-72130-206	Life Insurance - ISM Grant			150	150
141-72130-207	Medical Insurance - ISM Grant			4,512	4,512
141-72130-212	Medicare - ISM Grant			1,361	1,361
141-72130-524	In-Service/Staff Development - ISM Grant			43,869	43,869
141-72250-399	Other Contracted Services Technology - ISM Grant			70,000	70,000
141-76100-399	Other Contracted Services Capital Outlay - ISM Grant			194,702	194,702
141-46790-802	Revenues - ISM Grant			1,492,433	1,492,433

Program 802

REASON FOR AMENDMENT:

Initial Innovative School Models (ISM) Grant (Program 802) Funding for FY26 approved by State. Funds will be used to create appropriate environments that align to our Business Management, Digital Arts, Marketing Management, and Audio/Visual Production programs of study. The goal is to redesign these spaces so they operate more like real businesses-creating environments that are conducive to authentic, real-world learning by purchasing repair manual, tools, and other CTE furniture/material as well as cover the cost of several industry certifications for the students.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair _____
Date

GMSD Superintendent _____
Date



Germantown Municipal School District Budget Amendment

Fiscal Year: 2025-2026

Amendment # 5

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-72120-196	Certified Subs - Healthy Students Stronger Learning			1,000	1,000
141-72120-355	Travel - Healthy Students Stronger Learning			1,000	1,000
141-46980-622	Revenues - Healthy Students Stronger Learning			2,000	2,000
				-	-
				-	-
				-	-
				-	-
				-	-

Program 622

REASON FOR AMENDMENT:

Healthy Students Stronger Learning Grant (Prgram 622) Funding to support travel and substitute cost for two (2) physical education teachers to attend the associated training to implement the program.

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair Date _____

GMSD Superintendent Date _____



Germantown Municipal School District Budget Amendment

Fiscal Year: 2025 - 2026

Amendment # 6

GMSD Acct #	GMSD Acct	Original Budget	Approved Changes	Requested Changes	Amended Budget
141-39000	Reserves - General Purpose Fund	23,691,044	(3,500,000)	(392,414)	19,798,630
141-76100-707	Building Improvements- Capital Outlay	462,831	-	392,414	855,245

REASON FOR AMENDMENT:

Revenue from reserve to cover 2 projects at Houston High School: Phase 2 of the installation of a new intercom system and phase 2 of data re-cabling above

APPROVAL / DENIAL:

_____ Budget revision is approved effective _____.

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

GMSD Board Chair Date

GMSD Superintendent Date

Dec 15, 2015

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

Re: Proposal for PHASE 2 School Intercom System for Houston HS.

The following is a proposal for the furnishing & installation of (PHASE 2) new school intercom system for Houston HS. The installation is based on design build and per the requirements that were outlined in meeting that took place with Germantown school system onsite.

This design is based on (PHASE 2) installation. Phase 2 renovation is for the renovation to the 1st floor areas as outlined in design drawings of school building replacing intercom system cable, speakers, call switches and adding new IDF locations in C section of the building.

Inclusion of items in cost:

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

- Basis of design is to upgrade the additional 90 station port within the intercom system
- A quantity of (one) new Intercom Master phone Stations will be installed on second floor.
- Installation of new Station Cable and Speaker cabling for (Qty 90) room locations to include Classrooms, TWA, office space, for 1st floor A, B C&D wing of main school building
- Furnishing and installation of (Qty 224) 2x2 ceiling speakers for Classrooms, Hallways, Office within 1st floor of main building.
- Installation of new network switches for new (C) IDF location on first floor.
- The furnishing and installation of (Qty 90) new call switches.
- The installation of the new J-hook cable support system for first floor building.
- New IDF equipment racks with UPS battery backup systems (Qty1) for Phase 2 installation.
- The Demolition of old cabling for currently installed intercom system on first floor building.
- Coordination with GC and Electrical contractor.
- Low voltage permits and inspections.
- ACCI will require storage location onsite for intercom equipment.
- Training of Intercom system use with owner.

Exclusion of Items not included in Cost:

- The following cost for repair or replacement of exiting station cable, speakers, call switches, trouble shooting of non-working locations within Phase 2 locations.
- The furnishing or installation AC power for MDF, IDF locations for Intercom System.
- Any custom color painting of any devices.
- All core drills between floors are to be supplied by others.
- The removal of ceiling speakers from ceiling tiles.
- Any trash, dumpsters or fees associated with debris removal.
- The furnishing of performance or payment bonds.

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

PHASE 2
Intercom System Base Cost \$ 180,514.00

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

Sincerely

Walter Wilhelm



Datacomm Services Corporation
 4739 S Mendenhall Rd
 Memphis, TN 38141
 Office: 901-795-8200

Date: November 18, 2025

**RE: Germantown Municipal School District
Houston High School 1st Floor Cat 6A rewire
John Pierce**

Proposal to be billed under TIPS contract #230105

Total Project: \$211,900.00

- Remove all Cat 6 and older cable on 1st floor MDF, IDF1, and IDF3
- Replace all data, phone, CCTV, WAP, and Systems cabling with Siemon Cat 6A cable
- Provide 1' 28 ga. patch cords for MDF and IDFs
- All cabling, jacks, and patch cords to be colored:
 - Data-Orange
 - Phone – Black
 - Camera – Yellow
 - WAPs – Blue
 - Systems – Green
- Install new J-hook pathways
- Test all cabling with Fluke tester and provide FLW results to GMSD

Quantity	Manufacturer	Item Description	Part Number	Unit Price	Total Price	MSRP
47000	Siemon	Cat 6A cable Orange	9C6P4-A5-09A R1A	\$0.79	\$37,130.00	\$1.34
9000	Siemon	Cat 6A cable Black	9C6P4-A5-01A R1A	\$0.79	\$7,110.00	\$1.34
15000	Siemon	Cat 6A cable Blue	9C6P4-A5-06A R1A	\$0.79	\$11,850.00	\$1.34
13000	Siemon	Cat 6A cable Yellow	9C6P4-A5-05A R1A	\$0.79	\$10,270.00	\$1.34
2000	Siemon	Cat 6A cable Green	9C6P4-A5-07A R1A	\$0.79	\$1,580.00	\$1.34
154	Siemon	Cat 6A faceplate - 2 port	MX-FP-S-02-02	\$3.33	\$512.82	\$3.74
125	Siemon	Cat 6A 1 port SMB	MX-SMZ1-02	\$5.31	\$663.75	\$6.00
180	Siemon	Cat 6A Jack - Orange	Z6A-09	\$8.86	\$1,594.80	\$17.00
36	Siemon	Cat 6A Jack - Black	Z6A-01	\$8.86	\$318.96	\$17.00
55	Siemon	Cat 6A Jack - Blue	Z6A-06	\$8.86	\$487.30	\$17.00
45	Siemon	Cat 6A Jack - Yellow	Z6A-05	\$8.86	\$398.70	\$17.00
4	Siemon	Cat 6A Jack - Green	Z6A-07	\$8.86	\$35.44	\$17.00
9	Siemon	Cat 6A 48 port modular patch panel - 1RU	Z-PNL-U48E	\$75.99	\$683.91	\$104.16
3	Siemon	Cat 6A 24 port modular patch panel - 1RU	Z-PNL-U24E	\$66.18	\$198.54	\$94.99
320	Siemon	Cat 6A panel jack	Z6A-P	\$8.28	\$2,649.60	\$15.32
180	Zero Connect	1' Cat 6A 28 ga. patch cord - Orange	6AM170-001	\$3.45	\$621.00	\$5.50

