



Tuesday, July 9, 2024

Kingsport City Schools Board of Education Regular Meeting - 6:00 PM

Administrative Support Center, Tennessee Room (3rd Floor)

400 Clinchfield Street

Kingsport, TN 37660 Phone: (423) 378-2102

1. **CALL TO ORDER**
 - 1.1. Pledge of Allegiance Pierce and Elaina Nakhla
 - 1.2. Additions to and/or Acceptance of the Agenda (Mrs. Melissa Woods)
2. **RECOGNITIONS**
 - 2.1. Dobyys-Bennett High School Girls Softball Team 2024 TSSAA Class 4A State Champions (Mrs. Melissa Woods)
 - 2.2. Dobyys-Bennett High School 2024 TSSAA Class 3A Track State Champions (Mr. Tim Dean)
3. **PUBLIC COMMENT ON AGENDA ITEMS** (Mrs. Melissa Woods)
4. **CONSENT AGENDA**
 - 4.1. Personnel Considerations (Mrs. Jennifer Guthrie)
 - 4.2. Approval of Minutes - June 11, 2024 BOE Regular Monthly Meeting (Mrs. Melissa Woods)
 - 4.3. Approval of Projected Annual School Board Agenda for 2024-2025 (Mrs. Melissa Woods)
 - 4.4. Approval of Student Disciplinary Hearing Authority for 2024-2025 (Mr. Jim Nash)
 - 4.5. Approval of School Fees for 2024-2025 School Year (Dr. Andy True)
 - 4.6. Approval of Renewal Agreement with Frontier Health/Holston Children and Youth Services (Mr. David Frye)
 - 4.7. Approval of Renewal Memorandum of Understanding with Camelot Care Centers, Inc. (Mr. David Frye)
 - 4.8. Approval of Addendum to the Agreement with ESS South Central, LLC for Substitute Staffing Services for SY 2024-2025 (Mr. David Frye)
5. **BUSINESS ITEMS**
 - 5.1. Student Disciplinary Hearing Authority Placement Decision Appeal (Mr. Jim Nash)
 - 5.2. Budget Amendment #1 (Mr. David Frye)
6. **TIME AND DATES OF MEETINGS**
 - 6.1. July 19-20, 2024 - TSBA Summer Law Institute (Gatlinburg)
 - 6.2. July 23, 2024 - BOE Work Session (6:00 PM)
 - 6.3. August 13, 2024 - BOE Regular Monthly Meeting (6:00 PM)
 - 6.4. August 27, 2024 - BOE Work Session (6:00 PM)
 - 6.5. September 10, 2024 - BOE Regular Monthly Meeting (6:00 PM)
7. **ADJOURNMENT**

Kingsport City Schools Board of Education Regular Meeting Minutes June 11, 2024

The Kingsport City Schools Board of Education Regular Meeting was held on June 11, 2024, in the Administrative Support Center, Tennessee Room (3rd Floor) at 6:00 PM. The following Board of Education members were in attendance.

Julie Byers: Present (left meeting at 6:51 p.m.)
Tim Dean: Present
Dr. Brandon Fletcher: Present
Todd Golden: Present
Melissa Woods: Present

1. CALL TO ORDER

Mrs. Melissa Woods, Board President, called the meeting to order at 6:00 p.m.

1.1. Pledge of Allegiance (Belinda and Daisy Tenangueno)

Roosevelt Elementary School students Belinda and Daisy Tenangueno led the Board of Education and the audience in the Pledge of Allegiance.

1.2. Additions to and/or Acceptance of the Agenda (Mrs. Melissa Woods)

A motion was made by Mrs. Byers and seconded by Mr. Dean to approve the agenda as presented. The motion carried by a roll call vote of Yea: 5, Nay: 0.

2. RECOGNITIONS

2.1. Charlotte Ensminger, State of Tennessee Civics Bee Winner (Mrs. Julie Byers)

Mrs. Byers recognized Charlotte Ensminger, former 8th grader at Robinson Middle School and rising 9th grader at Dobyns-Bennett High School, for being named the winner in the National Civics Bee Tennessee State Finals competition held in Nashville on May 3, 2024. State champions are invited to Washington, D.C. to compete in the inaugural National Civics Bee national championship on November 12, 2024.

2.2. Adams Elementary School Named a National Model Professional Learning Community at Work School (Mr. Todd Golden)

Mr. Golden recognized Adams Elementary School for being named by Solution Tree as a National Model Professional Learning Community (PLC) at Work School for sustained success in raising student achievement. The implementation of the PLC at Work process was a major contributing factor in the improved achievement of its students. Adams Elementary is one of approximately 600 schools and districts in the United States and Canada to receive this honor. Adams is one of only seven schools in Tennessee to earn this status and one of only two elementary schools in the state.

2.3. Rotary Club of Kingsport Book Donation (Dr. Brandon Fletcher)

Dr. Fletcher recognized the Rotary Club of Kingsport and Mrs. Heather Cook, President, for their Book Donation during National Children's Book Week (May 6-12, 2024) to all pre-k and elementary students in Kingsport City Schools. The book, "Grace and Grumpy: A Tail of Giving" is about two puppies who are neighbors that set off to change the world by giving to others. At the back of the book is an activity section intended to provide a more in-depth learning experience about the message of "Service Above Self."

3. **PUBLIC COMMENT ON AGENDA ITEMS**

None

4. **CONSENT AGENDA**

4.1. Personnel Considerations (Mrs. Jennifer Guthrie)

4.2. Approval of Minutes - May 14, 2024 BOE Regular Monthly Meeting (Mrs. Melissa Woods)

4.3. Approval of Request to Apply for a Dobyys-Bennett High School Sparkle Squad Grant through Palmer Foundation (Dr. Rhonda Stringham)

4.4. Approval of Surplus Property (Mr. David Frye)

4.5. Approval of Consolidated Application for Federal Program FY 2024-2025 (Dr. Rhonda Stringham/Ms. Magen Jones)

4.6. Approval of Differentiated Pay Plan for 2024-2025 School Year (Mrs. Jennifer Guthrie)

5. **BUSINESS ITEMS**

5.1. Approval of Policy on Second Reading (Dr. Andy True)

Dr. Andy True, Assistant Superintendent – Administration, presented Policy 6.3071 - Student Drug Testing for review and approval on second and final reading. He noted the new policy has remained unchanged since first reading in May, except for a title change from "Student Alcohol & Drug Testing."

A motion was made by Mr. Golden and seconded by Dr. Fletcher to approve Policy 6.3071 - Student Drug Testing on Second and Final Reading. The motion carried by a roll call vote of Yea: 5, Nay: 0.

5.2. Approval of Student Drug Testing Procedures (Dr. Andy True)

Dr. True reviewed proposed regulations and procedures for random student drug testing for the 2024-2025 school year. Per Policy 6.3071 - Student Drug Testing, students in grades 9-12 participating in voluntary extracurricular activities may be randomly selected for drug testing throughout the academic school year. Per the policy and Tennessee State Law, Boards of Education must approve the procedures and guidelines regarding such testing programs.

A motion was made by Mr. Golden and seconded by Dr. Fletcher to approve the proposed Student Drug Testing procedures as presented. The motion carried by a roll call vote of Yea: 4, Nay: 1 Julie Byers: Nay.

5.3. Approval of Districtwide Community Eligibility Provision (CEP) (Dr. Andy True/Mr. David Frye/Mrs. Jennifer Walker)

Dr. True, Mr. David Frye, Chief Finance Officer, and Mrs. Jennifer Walker, Supervisor of School Nutrition Services, presented information regarding the U.S. Department of Agriculture Community Eligibility Provision (CEP), which is an option for eligible schools to offer meals at no cost to all enrolled students without collecting household applications. Authorized by the Healthy, Hunger-Free Kids Act of 2010, CEP is a reimbursement alternative for eligible local educational agencies and schools participating in both the National School Lunch Program and School Breakfast Program. It includes a standard meal for free, but a la carte items and additional meals are available for purchase at the regular price.

Mrs. Walker explained the CEP program was implemented in KCS at Title I schools in 2015 and has been proven to be financially viable in the current KCS model. The proposal is to include all KCS schools in the program beginning with the 2024-2025 school year. The eligibility window is four years. Staff have been reviewing how to provide this level of service to the students to ensure their physical needs are met.

Mrs. Walker noted that eligibility is determined by calculating the Identified Student Percentage (ISP), based on the number of students enrolled in KCS on April 1, 2024. The KCS ISP is 52.85%. The minimum ISP for eligibility for 2024-2025 is 25% (was 40%). Lowering the minimum ISP will give states and schools greater flexibility to offer meals to all enrolled students at no cost when financially viable. She reviewed the investigation process timeline and how SNS can continue to be self-funded if KCS does this.

Dr. True reviewed the 2023-2024 Comparison of Revenues Non-CEP vs. CEP Vs. 1-% Increase in Participation - Lunch per school. These numbers are based on a 10% increase. CEP schools have a higher reimbursement rate. This is reimbursed by the federal government, but it flows to the district through the State of Tennessee. Dr. Hampton noted that the higher the ISP, the greater the return in reimbursement rate.

School Nutrition Services staff and KCS administration believe this program will ensure that every child has access to a free, healthy meal. Staff have done the due diligence to ensure it is financially viable, as well as eliminating student meal debt. The CEP program would begin at the start of the 2024-2025 school year. SNS staff will review the numbers each year, and if they are higher they will re-certify that year, which begins the new 4-year cycle over again. Dr. Hampton indicated nearly every district around Kingsport is providing this option for their students.

A motion was made by Mr. Golden and seconded by Mr. Dean to approve implementation of a Districtwide Community Eligibility Provision program beginning with the 2024-2025 school year. The motion carried by a roll call vote of Yea: 4, Nay: 0.

5.4. Approval to Award Bid for Nutrition Program Equipment for School Nutrition Services (Mr. David Frye)

Mr. Frye presented a proposed bid to purchase School Nutrition program equipment for Kingsport City Schools Nutrition Services for use in several KCS kitchens. Two bids were opened and reviewed on May 30, 2024. Trimark USA, LLC was the lowest responsible compliant bidder at a total cost of \$256,780.75. Funding for the purchase would come from the School Nutrition Services budget. All expenditures from this award are fully funded by the School Nutrition Services budget.

A motion was made by Mr. Dean and seconded by Dr. Fletcher to approve the award of the bid for Kingsport City Schools Nutrition Program Equipment to Trimark USA, LLC, for the not to exceed amount of \$256,780.75. The motion carried by a roll call vote of Yea: 4, Nay: 0.

6. TIME AND DATES OF MEETINGS

- 6.1. July 9, 2024 - BOE Regular Monthly Meeting (6:00 PM)
- 6.2. July 19-20, 2024 - TSBA Summer Law Institute (Gatlinburg)
- 6.3. July 23, 2024 - BOE Work Session (6:00 PM)
- 6.4. August 13, 2024 - BOE Regular Monthly Meeting (6:00 PM)

7. ADJOURNMENT

Mrs. Woods adjourned the meeting at 7:28 p.m.

Mrs. Melissa Woods, Board President

Vivian L. Altizer, Board Secretary

The Kingsport Board of Education is made up of five elected at-large members. Each member serves a four-year staggered term.


Elections are held in August during even-numbered years. New Board of Education members are seated on September 1 of each election year.

Regular monthly board meetings are held on the second Tuesday at 6 p.m. and work sessions are held on the fourth Tuesday at 6 p.m., unless otherwise noted. All meetings are open to the public and located at the KCS Administrative Support Center.

Regular monthly meetings include a public comment period on agenda items. To address the board concerning an issue not on the agenda, a written request to the Superintendent of Schools must be sent three business days prior to the scheduled meeting.

At the discretion of the Superintendent of Schools and the Board of Education President, concerns brought by members of the public may be placed on the board agenda or addressed privately at an appointed time.



 (423) 378.2100

 1400 Clinchfield Street, Ste. 200
Kingsport, TN 37660

 info@k12k.com

 www.k12k.com



2024-2025 Projected Annual School Board Agenda

2024-2025 SCHOOL YEAR PROJECTED ANNUAL SCHOOL BOARD AGENDA

✓ July 2024

- Review of BOE Responsibilities
 - Approval of Disciplinary Hearing Authority
 - Approval of Projected School Board Agenda
 - Approval of School Fees
 - Set BOE Meeting Schedule
 - TSBA Summer Law Institute
 - Work Session
 - Safety report
 - Superintendent End of Year report
-

✓ August 2024

- BOE Officer Election
 - Announce TSBA Fall District Meeting schedule
 - Quarterly Financial report
 - Work Session
 - Student Services report (bullying, student discipline data, attendance)
 - Summer Learning report
-

✓ September 2024

- Review and approval of KCS Strategic Plan
 - BOE Committee Assignments
 - Banking Resolutions
 - TSBA Fall District Meeting
 - TSBA Resolutions
 - Work Session
 - 2023-24 Facilities/Maintenance report
 - Curriculum and Instruction report
 - Technology report
 - Draft Calendar review
-

✓ October 2024

- Adopt School Year Calendar
 - National Merit Semi-Finalist/Commended Student recognition
 - Audit report
 - Work Session
 - KCS Education Foundation report
 - 1st Quarter Donation report
-

✓ November 2024

- American Education Week announcement
 - TSBA Leadership Conference and Annual Convention
 - Annual Christmas Card recognition
 - Work Session
 - LEA Compliance report
 - Q1 SIP update
 - Superintendent Mid-Year Progress report
-

✓ December 2024

- All-State Athlete recognition
 - Set Budget timeline
 - Surplus Property Distribution
 - Quarterly Financial report
-

✓ January 2025

- TVAAS Level 5 and Reward School recognition (possibly earlier in year)
 - KCS Teachers/Principal/Supervisor of the Year
 - Budget Materials review
 - Tenure Consideration
 - Superintendent Self-Evaluation
 - Work Session
 - Annual Report presentation
 - Communications report
 - 2nd Quarter Donation report
 - School Board Appreciation Week presentation
-

✓ February 2025

- Recognize National Merit Finalists
 - TSBA Legislative and Legal Institute
 - Employee Survey and Superintendent Self-Evaluation review
 - Quarterly Financial report
 - Work Session
 - Special Education report
-

✓ March 2025

- Superintendent Review/Contract Adjustment
-

✓ April 2025

- Band/Chorus/Orchestra All-State students
 - Special Course approval
 - Budget Work Session and presentation
 - Quarterly Financial report
 - Q3 SIP update
 - 3rd Quarter Donation report
-

✓ May 2025

- Teacher Appreciation Week announcement
 - Food and Nutrition Meal Price consideration
 - Budget approval
 - Present Budget to Board of Mayor and Aldermen
 - Work Session
 - SCOPE Students recognition/report
 - Student Services report
 - Early Childhood report
-

✓ June 2025

- Consolidated Plan for Federal Programs approval
- Approval of Differentiated Pay Plan
- Surplus Property Distribution
- All-State Athlete recognition
- Work Session
 - Policy planning
 - 4th Quarter Donation report

Memo

To: Vivian Altizer
From: Jim Nash
cc: Hampton, Tate, Jones, & Harrell
Date: 6/2/2024
Re: SDHA Committee 2024-25

For the upcoming 2024-2025 school year, I am requesting the Board appoint the following members to the 2024-25 Student Disciplinary Hearing Authority:

Jim Nash, Chief Student Services Officer

Matthew Smith, Attendance Supervisor

Bo Ford, Assistant Principal at Dobyngs-Bennett High School

Ben Robertson, Assistant Director of Special Education

Kandy Thompson, Associate Principal at John Adams Elementary School

Kingsport City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Disciplinary Hearing Authority	Descriptor Code: 6.317	Issued Date: 07/11/23
		Rescinds: 6.317	Issued: 11/12/19

1 The Board shall establish a Disciplinary Hearing Authority (DHA) to conduct appeal hearings, if
2 requested, for students who have been suspended/expelled/remanded for more than ten (10) days.¹ The
3 Board shall appoint members to the DHA which shall consist of a minimum of three (3) members,
4 (maximum number must not exceed total membership of Board) at least two (2) of which shall be
5 licensed employees of the board, appointed to one (1) year terms and subject to reappointment. Board
6 members shall not serve on the DHA.

7 The director of schools shall appoint a chairman of the DHA from the members appointed by the
8 Board. The chairman shall perform the following duties:

- 9 1. Identify the members of the DHA assigned to hear each individual case;
- 10 2. Prepare and disseminate the minutes of each meeting; and
- 11 3. Set the time, place and date for each hearing.

12 At the conclusion of each hearing, the chairman shall sign and maintain a copy of the minutes of the
13 meeting.

14 The DHA shall notify the parent or guardian of the student, the student, and any other appropriate
15 person of the time, place and date of the hearing within forty-eight (48) hours of receiving notification
16 of the suspension/expulsion.

17 Each hearing shall be conducted by at least three (3) members of the DHA, one of which must be a
18 licensed employee of the Board. The hearing must be held, a decision must be rendered, and
19 notification of the decision must be provided to the parents and/or student and the principal no later
20 than ten (10) days after the beginning of the suspension/expulsion.¹ Notification of the decision shall
21 include a statement of the right of either party within five (5) days after receiving the decision to
22 request a review by the Board.

23 The DHA may take the following disciplinary actions:²

- 24 1. Affirm the decision of the school principal;
- 25 2. Order removal of the suspension/expulsion unconditionally;
- 26 3. Order removal of the suspension/expulsion upon such terms and conditions as it deems
27 reasonable;

1 4. Remand the student to alternative placement; or

2 5. Suspend/Expel/Remand the student for a specified period of time.*

3 If the student, principal, principal-teacher or assistant principal requests a review, then the Board shall
4 either review the record or grant a second hearing.

5 If the Board chooses to review the record it shall:

6 1. Affirm the decision of the hearing authority; or

7 2. Modify the decision to a lesser penalty*; or

8 3. Grant a hearing before the Board.

9 If the Board chooses to grant a hearing, it may:

10 1. Affirm the decision of the hearing authority; or

11 2. Modify the decision in any manner*; or

12 3. Impose a more severe penalty than that of the hearing authority.³

13 The notice of the hearing shall include a statement that, unless the student's parent or guardian requests
14 an open hearing in writing within five (5) days of receipt of the notice, any hearing will be closed to
15 the public.³

16 *** Note: Zero-tolerance offenses set forth in statute (firearms, drug possession and battery upon**
17 **a school employee) require mandatory calendar year expulsion or assignment to alternative**
18 **placement for a calendar year unless modified by the director of schools.**

Legal References

1. TCA 49-6-3401(c)(4)(A)
2. TCA 49-6-3401(c)(5)
3. TCA 49-6-3401(c)(6)

Cross References

Procedural Due Process 6.302
Suspension/Expulsion/Remand 6.316
Alternative School Programs 6.319
Student Records 6.600



According to KCS Board of Education policy, fees shall not be charged to any student as a condition of attending school, with the exception of applicable tuition fees for students residing outside the city limits.

Under some circumstances, fees are needed to fund certain activities. School fees may be waived, upon parental request. This annual waiver process shall conform to the guidelines established by the State Department of Education. For information on the fee waiver process, please contact your child's school.

2024-2025 Kingsport City Schools Fees

Fee Category	Fee	School
Local Field Trips	TBD	District-Wide
Extended Field Trips	TBD	District-Wide
Art Supply Fees		
Advanced Drawing Supplies	\$30 Max	Dobyns-Bennett High School
Advanced Pottery Supplies	\$30 Max	Dobyns-Bennett High School
Art & Design Supplies	\$30 Max	Dobyns-Bennett High School
Drawing Supplies	\$30 Max	Dobyns-Bennett High School
Fiber Arts Supplies	\$30 Max	Dobyns-Bennett High School
Intro to Visual Arts	\$30 Max	Dobyns-Bennett High School
Painting Supplies	\$30 Max	Dobyns-Bennett High School
Pottery Supplies	\$30 Max	Dobyns-Bennett High School
Classroom Magazine/Journal Fees	\$5 Max	District-Wide
Performing Arts Fees		
Band Dues	\$325	Dobyns-Bennett High School
Band Dues	\$50	Sevier/Robinson Middle Schools
Band Shoes	\$30	Dobyns-Bennett High School
Color Guard Warm-up	\$55	Dobyns-Bennett High School
Color Guard Equipment Bag	\$25	Dobyns-Bennett High School
Color Guard Shoes	\$30	Dobyns-Bennett High School
Chorus Costume	\$50	Dobyns-Bennett High School
Orchestra Fees	\$75	Dobyns-Bennett High School
Orchestra Fees	\$50	Sevier/Robinson Middle Schools
Orchestra, Band, Chorus Shirts	\$15-20	Sevier/Robinson Middle Schools
Recorder Fees	\$5 Max	Elementary Schools

Kingsport City Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Student Fees and Fines	Descriptor Code: 6.709	Issued Date: 11/12/19
		Rescinds: 6.709	Issued: 06/14/18

1 FEES¹

2 School fees are defined as follows:

- 3 1. Fees for activities that occur during regular school hours, including field trips;
- 4 2. Fees for activities and supplies required to participate in all courses offered for credit or grades;
- 5 3. Equipment and supplies required to participate in interscholastic athletics and marching band, if
- 6 taken for credit;
- 7 4. Fees or tuition for courses taken for credit or grade during summer school;
- 8 5. Fees required for graduation ceremonies;
- 9 6. Fees for a copy of the student's records; and
- 10 7. Refundable deposits for locks or other security devices required for protection of school
- 11 property when used in conjunction with courses taken for credit or a grade.

12 School fees are not:

- 13 1. Fines for overdue library books;
- 14 2. Fines for the abuse of school parking privileges and other school rules developed for the safe
- 15 and efficient operation of the school;
- 16 3. Charges for lost, damaged, or destroyed textbooks, library books, workbooks, or other school
- 17 property;
- 18 4. Charges for debts owed the school;
- 19 5. Refundable deposits for locks or other security devices required for protection of school
- 20 property when used in not-for-credit extracurricular activities;
- 21 6. Costs to participate in not-for-credit extracurricular activities, including athletics; and
- 22 7. Tuition for non-resident students.

23 No fee will be charged any student as a condition to attending school, but students shall be responsible

24 for normal school supplies, such as pencils and paper.

25 School fees shall be waived for students who receive free or reduced-price school lunches.¹ The

26 application for determining eligibility for free or reduced-price lunches on a form supplied by the State

27 Department of Education shall be used to verify student eligibility for fee waivers.

28 At the beginning of the school year, each principal shall be responsible for providing to all students

29 and their parents or guardians written notice of the required student fees and the process for fee waiver

30 for students who receive free or reduced-price lunches. The parent or guardian of an eligible student

31 must sign the appropriate application for free or reduced-price lunches and the waiver of school fees,

32 but may pay for all or a portion of the school fees.

1 Written notice of approval or denial of request for fee waivers shall be provided to all parents or
2 guardians. Any denial shall contain specific grounds for denial and an opportunity for the parent or
3 guardian to meet with appropriate school personnel.

4 Persons collecting fees shall be provided a list containing only the names of those students eligible for
5 waivers and for whom they are responsible for collecting fees. Any records related to this program
6 which identify particular students shall be maintained in strictest confidence.

7 Prior to the beginning of school each year, the Board, upon the recommendation of the principals and
8 director of schools, shall approve all student fees for the upcoming school year. Additional fees may
9 be approved during the year as needed. The director of schools shall be responsible for maintaining
10 copies of all correspondence relating to this program.

11 No employee may charge a student for any service rendered on the school premises. Tutoring one's
12 own student for pay is prohibited.

13 **FINES²**

14 Students who destroy, damage, or lose school property, including but not limited to buildings, school
15 buses, books, equipment, and records, will be responsible for the actual cost of replacing or repairing
16 such materials or equipment.

17 The grades, grade cards, diploma or transcript of a student who is responsible for vandalism or theft or
18 who has otherwise incurred a debt to a school may be held until the student or the student's
19 parent/guardian has paid for the damages. When the student and parent are unable to pay the debt, the
20 district may provide a program of voluntary work for the minor. Upon completion of the work, the
21 student's grades, diploma, and/or transcripts shall be released. Such sanctions shall not be imposed if
22 the student is not at fault.

23 Failure to remit the cost of replacing or repairing such materials or to make satisfactory arrangements
24 with the administration for payment may result in suspension of the student. If payment is not
25 remitted, the matter will be referred to the Board for final disposition.

26 Textbooks are available free to students as a loan. Parent(s) will accept full responsibility for the
27 proper care, preservation, return, or replacement of textbooks issued to the student(s). The condition of
28 each book and a book number shall be recorded by the teacher issuing it.

29 The life of the book is considered to be six (6) years. Charges for lost books will be the remaining life
30 of the book. Damage fines will be based on the wear beyond that normally expected for one year. For
31 one year's wear there will be no charge.

32 Fines may be assessed for overdue, damaged, or lost library books. In no event will the fine exceed the
33 current cost of replacing the book.

Legal References

1. TCA 49-2-114; TRR/MS 0520-01-03-.03(12)
2. TCA 37-10-101, 102

Cross References

Revenues 2.400
Textbooks 4.401
Graduation Activities 4.606
Care of School Property 6.311



TO: Board of Education
Dr. Chris Hampton, Superintendent

FROM: David J. Frye, Chief Finance Officer DJF

DATE: July 9, 2024

SUBJECT: Renewal of Agreement with Frontier Health/Holston Children & Youth Services
(SY 2024-2025)

The administration desires to enter into an agreement for the purpose of continuing current services provided by Frontier Health/Holston Children and Youth Services for alcohol and drug prevention, behavioral health interventions, and student assistance services.

The agreement total will be \$135,000.00.

Funding for this agreement is contained in General Purpose fund 141-7250-773.03-99.

Inspire. Cultivate. Impact

Facebook: KptSchools Instagram: KCS_District Twitter: @KCS_District

WWW.K12K.COM

**FRONTIER HEALTH
Holston Children and Youth Services**

**And
City of Kingsport for**

**KINGSPORT CITY SCHOOLS
CONTRACTUAL AGREEMENT**

**Local Program
SY 2024-2025**

PARTIES:

Holston Children and Youth Services/Frontier Health (FH) and the City of Kingsport for its Kingsport City Schools (herein Kingsport City School System of Kingsport Board of Education) are the parties to this contract (herein Contract) for alcohol and drug prevention, behavioral health interventions, and student assistance services.

CONTRACT:

For, and in consideration of mutual advantages occurring to each of the parties hereto, said parties have agreed and do hereby obligate and bind themselves as follows:

- A. In accordance with school safety and mental health service needs, Frontier Health will provide the personnel to deliver Student Assistance services and Behavioral Health intervention services to all referred students.
- B. Counseling services will be provided on a full-time basis with the following guidelines:
 - a. Student Assistance Counselor will be available at John Sevier and Ross N. Robinson Middle Schools for four (4.5) days per week (36 hours) or 65% of their time dedicated to the school system with allowance for billing third party sources as deemed medically necessary at 35% of their time.
 - b. One Masters level School Wide Behavioral Therapist will be available to the school system for any school needing specialized services working with any student in the school population and with the two current school behaviorists for four and a half (4.5) days per week (36 hours) or 70% of their time dedicated to the school system with allowance for billing third party sources as deemed medically necessary at 30% of their time.
 - c. Frontier Health will provide Kingsport City School System the necessary education, training, supervision, consultation, and other resources to school personnel for the purpose of instituting ongoing substance abuse prevention and behavioral health intervention to K-12 students.
 - d. Frontier Health will assist students and their families in accessing additional behavioral health services which may be indicated to insure student safety and well-being.
- C. Frontier Health will provide training, supervision and oversight for all contracted mental health services, participate in management team meetings, actively participate in the collaboration with all partners, and provide all information needed for the evaluation of this project. Evidence-based and trauma informed practices selected and described in this project will be implemented in coordination with Kingsport City School System.

- D. Payment for services described in section B will be \$135,000.00 for the contract period. This includes all salary costs, fringe benefits, supplies, clinical supervision, and professional liability insurance and travel. It is agreeable by Kingsport City School System for FH staff to bill third party payer sources as appropriate for additional clinical services as deemed medically necessary.
- E. The contract sum is to be paid in three installments.
- F. Frontier Health will hold the Kingsport Board of Education, its employees, agents and assigns harmless from any negligent wrongful acts, omissions, misfeasance, or malfeasance on the part of its officers, agents, or employees in the performance of its duties and responsibilities pursuant to the terms and provisions of this Contract, and shall maintain liability insurance in an amount not less than \$1,000,000, and provide evidence of such insurance to the Kingsport City Board of Education.
- G. Frontier Health warrants that all employees and/or agents who will provide services under this Contract are duly certified, trained and licensed and accredited to offer and perform such services and that such employees and/or agents have undergone appropriate background checks and are fit to perform these services.
- H. Frontier Health and all employees and agents utilized in the performance of this Contract agree to carry and maintain adequate professional and/or liability insurance to provide coverage for Frontier Health's conduct and duties in the fulfillment of this Contract. Frontier Health agrees that it will hold the Kingsport City Board of Education, its employees, agents and assigns harmless from any negligent wrongful acts, omissions, misfeasance, or malfeasance on the part of its officers, agents, or employees in the performance of its duties and responsibilities pursuant to the terms and provisions of this Contract.
- I. Individuals engaged by Frontier Health to perform services under this Contract shall not be considered employees of the Kingsport City School System and shall not be entitled to any benefits or compensation arising there from, other than those specifically provided for under this Contract.
- J. The further development and alteration of these services will be reviewed and negotiated formally in April of each year by designated personnel of Holston Children and Youth Services/Frontier Health and the Kingsport City School System. Changes in services rendered by joint examination will be communicated to all appropriate personnel.
- K. Frontier Health will fully comply and require its contractors and agents to fully comply with the requirements contained in Tenn. Code Ann. § 49-5-413(d) pertaining to required background checks for individuals, who will have direct contact with school children or a child care center or have access to the grounds of a school when children are present. Frontier Health will have mandatory background checks as set out in the statute, and Frontier Health has a duty to require such individuals to supply a fingerprint sample and submit to a criminal history records check to be conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation prior to permitting the person to have contact with the children or to enter school grounds. Frontier Health agrees that no employee or contractor of vendor to whom Tenn. Code Ann. § 49-5-413(d) applies, shall come in direct contact with school children or with children in a child care program or enter the grounds of a school or child care center when children are present if the criminal history records check indicates that the employer or employee has ever been convicted of any of the offenses listed in Tenn. Code Ann. § 49-5-413 including the following offenses, or the same or similar offense in any jurisdiction, including convictions for the solicitation of, attempt to commit, conspiracy, or acting as an accessory to:
- (i.) A sexual offense or a violent sexual offense as defined in T.C.A. § 40-39-202;
 - (ii.) Any offense in title 39, chapter 13 (offenses against persons);

- (iii.) T.C.A. §§ 39-14-301 AND 39-14-302 (arson, aggravated arson);
- (iv.) T.C.A. §§ 39-14-401 through 39-14-404 (Definitions for burglary and related offenses; burglary; aggravated burglary; especially aggravated burglary);
- (v.) T.C.A. §§39-15-401 through 39-15-402 (child abuse and child neglect or endangerment; Haley's Law – aggravated child abuse and aggravated child neglect or endangerment);
- (vi.) T.C.A. § 39-17-417 (controlled substances offenses)
- (vii.) T.C.A. § 39-17-1320 (providing handgun to juveniles); or
- (viii.) Any other offense in title 39, chapter 17, part 13 (weapons).

Frontier Health shall certify in writing to District that all employees of Frontier Health or its contractors providing services to students or entering on school grounds when children are present have successfully completed the required background check or otherwise complied with Tenn. Code Ann. § 49-5-413(d) and that such employees have none of the convictions listed above, are not registered sex offenders and have no other disqualifications under Tenn. Code Ann. § 49-5-413(d).

ASSURANCES:

Both parties agree to comply with the following statutes, regulations, standards, policies and procedures in the operation of the program which is the subject of this Contract:

- A. All applicable federal and state laws and regulations for the assurance of the individual rights of clients served by the program.
- B. In accordance with Titles VI and VII of the Civil Rights Act of 1964, as amended, Sections 503 and 504 of Rehabilitation Act of 1978, as amended, and Age Discrimination Act of 1975, and subsequent amendments, and regulations developed pursuant thereto, to the effect that no person shall, on the grounds of handicap, race, sex, age, religious affiliation, or national origin be excluded from participation in, or be denied benefits of, or be otherwise subject to discrimination in the performance of this Contract or in the employment practices of either party.

OTHER PROVISIONS:

- A. This Contract, together with the other agreements specifically required herein, represents the entire agreement between the parties. All previous communications between parties, either verbal or written, are hereby superseded or abrogated. Any modification or deletion of any of the terms and conditions of the Contract shall not be binding unless assented to by all parties in writing.
- B. This Contract shall be effective as of July 1, 2024 through June 30, 2025.
- C. This Contract may be terminated by either party by giving written notice to the other at least sixty (60) days before the effective date of termination. In that event, FH shall be entitled to receive just and equitable compensation for any satisfactory work completed as of the termination date.
- D. Neither Party is, nor shall be deemed to be, an employee, agent, or legal representative of the other Party for any purpose. Neither Party shall be entitled to enter into any contracts in the name of, or on behalf of the other Party, nor shall either Party be entitled to pledge the credit of the other Party in any way or hold itself out as having the authority to do so. Neither party shall engage in the recruitment, solicitation, enlistment, or contracting of active employees of the other party for the purpose of employment during the duration of this agreement, and shall avoid the hiring of active contracted employees who are working in positions identified within this agreement.

IN **WITNESS WHEREOF**, this Contract is executed by the parties through their authorized officers or representatives.

President, Frontier Health

Date

Mayor, City of Kingsport

Date

APPROVED AS TO FORM

City Attorney

ATTEST

City Recorder



TO: Board of Education
Dr. Chris Hampton, Superintendent

FROM: David J. Frye, Chief Finance Officer

DATE: July 9, 2024

SUBJECT: Renewal of Camelot Care Centers Memorandum of Understanding
(SY 2024-2025)

The administration desires to enter into an agreement for the purpose of continuing current services provided by Camelot Care Centers. Camelot mental health professionals work with children, families of KCS Students, and School Staff to develop and implement treatment plans and provide services in accordance with the established treatment plans. Camelot will have eight counselors in the system in order to meet the needs of the students, while eliminating the disruption to the educational process by allowing counselors to meet with students at the school facility instead of offsite.

The agreement total will be \$144,000.00.

Funding for this agreement is contained in the following accounts:
Schools General Purpose fund (\$36,000) 141-7250-773.03-99,
Coordinated School Health fund CSH025 (\$18,000) 141-7250-772.03-99, and
Safe Schools Grant fund SSA025 (\$90,000) 141-7250-773.03-99.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the "Agreement") is entered into on this 17th day of July 2024, by and between the City of Kingsport for its Kingsport City School System ("School System") and Camelot Care Centers, Inc. ("Provider").

WHEREAS, School System recognizes that offering mental health and/or other counseling services on-site provides significant benefits to the students without substantial disruption to the educational process.

WHEREAS, Provider is a provider of children and adolescent behavioral health services and has the necessary qualifications, experience, and abilities to provide behavioral health services to students at the following locations: Dobyons-Bennett HS, Ross N. Robinson MS, John Sevier MS, D-B EXCEL, Cora Cox Academy, Andrew Jackson ES, Theodore Roosevelt ES, Abraham Lincoln ES, John F. Kennedy ES, George Washington ES, Thomas Jefferson ES, Andrew Johnson ES, and John Adams ES.

THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties agree as follows:

1. **Children Served:** Provider will work with each school listed above to offer individual and group therapy services to eligible students and will respond to any crisis or behavioral issues that may arise at the school, upon request of the principal or principal's designee. Participating children must be determined eligible for services based on assessment by a Provider qualified mental health professional staff member. A parent or guardian must give written consent and must complete all necessary documentation for their child to participate in the program. Eligibility for services will be determined by Provider, based upon payers' eligibility criteria.
2. **Staffing:** Provider shall undertake all reasonable steps necessary to provide Eight (8) qualified mental health professionals who will provide services for the School System. Provider's staff will work with the child, the child's family, and the educational staff at the School to develop and implement treatment plans and provide services in accordance with the established treatment plans. In the event Provider is unable to Provide the full contingent of Staff the compensation due provider shall be as set forth in Paragraph 9.
3. **Assessment of Eligibility:** Provider will provide all referred students with an appropriate assessment of eligibility to receive services in accordance with applicable payer guidelines, and in accordance with all applicable Federal, State and Provider guidelines. Provider will bill insurance, Medicaid or responsible parties for children who have Medicaid, private insurance or other means of payment. For uninsured children who are referred for services, Provider will provide services on a pro bono basis, as time and resources allow. If Provider is not able to provide pro bono services to all children in need of services, Provider will assist with making appropriate referrals for outpatient services with another organization.
4. **Service Goals:** Provider will provide services that meet the following goals:
 - a. Work with School administrative staff to identify children needing services.
 - b. Coordinate all activities through the Principal or designated staff member to effectively maintain a therapeutically sound clinical service.
 - c. Improve or maintain the child's level of functioning as associated with the targeted behaviors.
 - d. Provide quality, comprehensive and culturally competent services that are age appropriate to respond to the unique needs of each child.

5. Expectations for School:
 - a. Refer children who have been identified as needing services to Provider for assessment.
 - b. Provide appropriate workspace for Provider's staff during regular School business hours, including, but not limited to:
 - i. Private space for use during times when individual therapy or parent meetings are necessary;
 - ii. Private group meeting space for group therapy;
 - iii. Access to classroom if classroom observation and/or classroom interventions are determined therapeutically beneficial.
 - c. Provide access to and use of classroom materials for therapeutic activities.
 - d. Provide access to children who have been identified as in-need of services and whose parents/guardians have consented to an assessment for services and treatment.
 - e. Assist Provider in obtaining consent from parents to permit the exchange of information about the child, between School and Provider.
6. Expectations of Provider:
 - a. Provide clinically competent services within the dynamics of a school milieu.
 - b. Be accountable for its staff involved in the provision of services at School.
 - c. Provide all staff supplies and equipment needed for the provision of services at School.
 - d. Assure professional staff are appropriately licensed or credentialed to provide services to School System's students.
 - e. Provide crisis intervention on-site for emergencies with staff and children who are receiving services.
7. Duration of Agreement: This Agreement is for school year 2024-2025, starting August 2024 and ending June 2025. This Agreement is renewable on a yearly basis. Either party may terminate this Agreement upon 60 days' notice, with or without cause, by providing written notice to the other party.
8. Coordination: Any policy changes, concerns, or problems with this Agreement will be addressed by Provider's Assistant State Director and/or staff supervisor and the designated School System contact.
9. Compensation: Provider will bill Medicaid, private insurance or responsible parties for services rendered to the children. School System will be billed a fee not to exceed One Hundred Forty-Four Thousand Dollars and No Cents (\$144,000.00) for the services provided by Provider for the term of this Agreement as specified in Section 7. The Provider will issue two (2) invoices neither of which shall exceed Seventy-Two Thousand Dollars and No Cents (\$72,000.00) to the School System. One invoice issued in December 2024 and one in May 2025. In the event that Provider has less staff than mentioned in paragraph 2, the School System will pay \$18,000 per qualified mental health professional provided.
10. Licensure: Provider certifies that it has the necessary licensure and/or credentials to perform the services contemplated by this Agreement based on the laws of the State of Tennessee. Provider will maintain valid licensure and/or credentials and agrees to keep licensure and/or credentials in good standing at all times during the term of this Agreement. In the event that Contractor's licensure and/or credentials are revoked, suspended, invalidated, and/or terminated during the Agreement term, it must notify School System immediately upon such revocation, suspension, invalidation, and/or termination.
11. Confidentiality of Records: Provider shall comply with the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g, et seq.; 34 CFR Part 99). Provider acknowledges that the requirements and terms set forth under FERPA are additional terms under this Agreement and,

therefore, fully incorporated herein and made a part hereof. Provider will adhere to requirements as established by School System policies and procedures and FERPA, as specified in 34 C.F.R. Part 99.30, for disclosure of "educational records."

12. Indemnification: Provider shall indemnify School System, its board members, officers, employees, or agents harmless from any liability for any injury (including death) to any persons or damage to any property arising out of the acts, errors, or omissions committed or alleged to have been committed by Provider or its employees. Provider will defend and pay costs to indemnify and hold School System harmless from any and all demands, claims, suits, actions and legal proceedings, including allegations of negligence, brought against School System, its board members, officers, employees or agents arising out of alleged acts or omissions by Provider in the course of performing services pursuant to this Agreement.
13. Insurance: Provider will furnish to School System Certificates of Insurance, or certified copies of policies if so requested at any time, indicating that the following insurance coverages (underlined) have been obtained, which meet the minimum requirements as outlined below:

Professional Liability Insurance in the name of the Provider, pertinent to Provider's profession, including the employees as insureds, at an amount not less than \$1,000,000 per occurrence or claim, \$2,000,000 aggregate.

For any claims related to this Agreement, Provider's insurance coverage shall be primary insurance with respect to School System, its officers, officials, employees, and agents. Any insurance or self-insurance or other funding mechanism(s) maintained and/or carried by School System, its officers, officials, employees, or agents shall be excess of the Provider's insurance with no right of contribution. Policy or Policies shall provide crossclaim and severability of interest coverage for losses due to the negligence, omission, or other conduct of Provider.

Provider shall provide no less than thirty (30) days written notice to School System at the address listed in this Agreement prior to cancelling any insurance policy coverage required by this Agreement.

14. Notice: Whenever any notice, statement or other communication is required under this Agreement, it shall be sent to the following addresses, unless otherwise specifically advised in writing:

Notice to School System shall be sent to the following:

Jim Nash
Chief Student Services Officer
Kingsport City Schools
400 Clinchfield Street, Suite 200
Kingsport, TN 37660
423-378-2169
jnash@k12k.com

Notice to Provider shall be sent to the following:

Aaron Shankle, MA
Director of Business Development
Camelot Care Centers, Inc.
2971 Fort Henry Drive
Kingsport, TN 37664
423-392-2975 Ext. 1010
ashankle@camelotcare.com

15. **Governing Law:** This Agreement is made in the State of Tennessee and shall be governed and interpreted according to the laws of the State of Tennessee without giving effect to conflict of law principles. Exclusive jurisdiction and venue of any dispute or legal action relating to this Agreement, including, but not limited to, enforceability of this Agreement, to interpret any provision of this Agreement, or to remedy any breach of this Agreement, shall be brought in the state or federal court(s) of Sullivan County, Tennessee. No claim or cause of action described in this paragraph shall be pursued in any other state or federal jurisdiction.
16. **Independent Contractor:** Provider is, and shall be, in the provision of all services under this Agreement, an Independent Contractor, and not an employee, agent, or servant of School System. All persons engaged in any of the services performed pursuant to the Agreement shall at all times, and in all places, be subject to Provider's sole direction, supervision and control. Provider shall exercise control over the means and manner in which it and its employees perform the services, and in all respects the Provider's relationship and the relationship of its employees to School System shall be that of an Independent Contractor and not as employees or agents of School System.
17. **General Compliance with Laws:** Provider certifies that it is qualified to do business in the State of Tennessee and that it will take such action as, from time to time, may be necessary to remain so qualified and it shall obtain, at its expense all licenses, permits, insurance, and governmental approvals, if any, necessary to the performance of its obligations under this Agreement. Provider shall maintain all current certifications, licenses, and registrations relevant to providing services during the term of the Agreement.
18. **Severability:** If any provision of this Agreement is held to be unlawful, invalid or unenforceable, such provision shall be fully severable; and this Agreement shall then be construed and enforced as if such unlawful, invalid or unenforceable provision had not been a part hereof. The remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by such unlawful, invalid or unenforceable provision or by its severance here from. Furthermore, in lieu of such unlawful, invalid, or unenforceable provision, there shall be added automatically as a part of this Agreement a provision as similar in terms to such unlawful, invalid or unenforceable provision as may be possible, and be legal, valid and enforceable.
19. **Backgrounds Checks Required.** Provider will fully comply and require its employees and contractors to fully comply with the requirements contained in T.C.A. § 49-5-413(d) pertaining to required background checks for contractors who will have employees or subcontractors and employees that have direct contact with school children or a child care center or have access to the grounds of a school when children are present will have mandatory backgrounds checks as set out in the statute, and Provider has a duty to require such employee to supply a fingerprint sample and submit to a criminal history records check to be conducted by the Tennessee bureau of investigation and the federal bureau of investigation prior to permitting the person to have contact with the children or enter school grounds. Provider agrees that no employer, or employee of the employer, including contractors of Provider, to whom T.C.A. § 49-5-413(d) applies, shall come in direct contact with school children or with children in a child care program or enter the grounds of a school or child care center when children are present if the criminal history records check indicates that the employer or employee has ever been convicted of any offenses, or the same or similar offense in any jurisdiction, including convictions for the solicitation of, attempt to commit, conspiracy, or acting as an accessory to:
 - (i) A sexual offense or a violent sexual offense as defined in § 40-39-202;
 - (ii) Any offense in title 39, chapter 13; (Offenses Against Person)
 - (iii) §§ 39-14-301 and 39-14-302; (Arson; Aggravated Arson)

- (iv) §§ 39-14-401-39-14-404; (Definitions for burglary and related offenses; Burglary; Aggravated burglary; Especially Aggravated Burglary)
- (v) §§ 39-15-401 and 39-15-402; (Child abuse and child neglect or endangerment; Haley’s Law – Aggravated child abuse and aggravated child neglect or endangerment – Definitions)
- (vi) § 39-17-417; (Criminal offenses and penalties) pertains to controlled substances
- (vii) § 39-17-1320; (Providing handgun to juveniles – Penalties) or
- (viii) Any other offense in title 39, chapter 17, part 13. (Weapons)

Prior to Provider providing service to School System pursuant to this Memorandum of Understanding, Provider shall certify in writing to School System that all employees of Provider or its contractors providing service to students or entering on school grounds when children are present have successfully completed the required background or otherwise complied with T.C.A. § 49-5-413(d) and that such employees have none of the convictions listed above, are not registered sex offenders and have no other disqualification under T.C.A. § 49-5-413(d).

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

Agreed and Accepted by:

PROVIDER:
CAMELOT CARE CENTERS, INC.

SCHOOL SYSTEM:
CITY OF KINGSPORT FOR ITS
KINGSPORT CITY SCHOOLS

By: _____

By: _____

Name: _____

Name: Patrick W. Shull

Title: _____

Title: Mayor

Date: _____

Date: _____

ATTEST:

Angie Marshall, Deputy City Recorder

APPROVED AS TO FORM:

Rodney B. Rowlett, III, City Attorney



TO: Board of Education
Dr. Chris Hampton, Superintendent

FROM: David J. Frye, Chief Finance Officer

DATE: July 9, 2024

SUBJECT: Addendum 11 to the Agreement with ESS South Central for Substitute Staffing
(SY 2024-2025)

On January 21, 2020 the BMA adopted Resolution No. 2020-118, which approved an agreement with ESS South Central, LLC, (f/k/a ESS Southeast, LLC), for substitute staffing services for Kingsport City Schools. ESS South Central, LLC specializes in providing qualified staff for positions such as substitute teachers and other school support staff for daily, long-term and permanent assignments.

The administration recommends approving Addendum 11 which extends the agreement through school year 2025 and updates pay rates for positions provided.

Funding for this service comes from General Purpose School Fund.

ADDENDUM ELEVEN

This is an Addendum to the Agreement between the **Kingsport City Schools** (hereinafter referred to as “LEA” for Local Education Agency) and **ESS South Central, LLC** (the “Company”) for the services of Substitute Teachers and Staff:

WHEREAS, the LEA and the Company entered into an Agreement whereby Company is to provide substitute staffing to fill positions at the request of the District for a period ending June 30, 2024;

WHEREAS, LEA and Company are desirous of extending the term of the Agreement through June 30, 2025 with the provisions set forth below;

Now, therefore, based upon the exchange of good and valuable consideration between the parties, the receipt and sufficiency of which is hereby acknowledged, the parties hereby agree to modify the Agreement as follows:

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2024 through June 30, 2025;
2. Effective July 1, 2024 the following positions and rates are added in Exhibit A:

Position	Pay Rate	Bill Rate	Rule
Full Day Substitute Teachers	\$95.00	\$120.65	
Half Day Substitute Teachers	\$47.50	\$60.33	
Full Day Retiree Substitute Teachers	\$120.00	\$152.40	
Half Day Retiree Substitute Teacher	\$60.00	\$76.20	
Full Day Substitute Long Term Teacher	\$230.00	\$292.10	Day 1
Half Day Substitute Long Term Teacher	\$115.00	\$146.05	Day 1
Full Day Substitute Teacher - Certified	\$95.00	\$120.65	
Half Day Substitute Teacher - Certified	\$47.50	\$60.33	
Full Day Substitute Teacher - Non-Certified	\$95.00	\$120.65	
Half Day Substitute Teacher - Non-Certified	\$47.50	\$60.33	
Full Day Building Based Substitute Teacher Certified	\$95.00	\$120.65	
Half Day Building Based Substitute Teacher - Certified	\$47.50	\$60.33	
Full Day Building Based Substitute Teacher Non-Certified	\$95.00	\$120.65	
Half Day Building Based Substitute Teacher - Non-Certified	\$47.50	\$60.33	
Full Day Building Based Substitute Teacher -Retiree	\$120.00	\$152.40	
Half Day Building Based Substitute Teacher - Retiree	\$60.00	\$76.20	
Full Day Paraprofessional - Certified	\$95.00	\$120.65	
Half Day Paraprofessional - Certified	\$47.50	\$60.33	
Full Day Paraprofessional - Non-Certified	\$95.00	\$120.65	
Half Day Paraprofessional -Non- Certified	\$47.50	\$60.33	
Full Day Paraprofessional - Retiree	\$120.00	\$152.40	
Half Day Paraprofessional - Retiree	\$60.00	\$76.20	

ECLC (Early Childhood) Teacher - Full Day	\$95.00	\$120.65	
ECLC (Early Childhood) Assistant - Full Day	\$95.00	\$120.65	
ECLC (Early Childhood) Teacher - Half Day	\$47.50	\$60.33	
ECLC (Early Childhood) Assistant - Half Day	\$47.50	\$60.33	
ECLC (Early Childhood) Teacher positions 6 hr shift	\$75.00	\$95.25	
ECLC (Early Childhood) Assistant positions 6 hr shift	\$75.00	\$95.25	
Secretary/Admin	\$16.00	\$20.32	per hour
Book Keeper	\$22.00	\$27.94	per hour
Office Assistant/Administrative	\$12.00	\$15.24	per hour

3. All other provisions of the Agreement shall remain in full force and effect during the term of the Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date set forth below.

Kingsport City Schools

By _____
Patrick W. Shull, Mayor

Date _____

ESS South Central, LLC

By _____
Steve Gritzuk, Chief Operating Officer

Date _____

July 9, 2024

KINGSPORT CITY SCHOOLS
FISCAL YEAR 2024-2025
BUDGET AMENDMENT NUMBER ONE

GENERAL PURPOSE SCHOOL FUNDS

ITEM ONE: EMPLOYEE COST OF LIVING INCREASE

After further evaluation of the FY 2025 budget, economic conditions, and the financial result of operations for FY 2024, the administration of Kingsport City Schools is recommending that the FY 2025 budget be amended to provide for an additional 4 % cost of living increase for all employees. The current approved budget includes a 1 % cost of living increase. With approval of this budget amendment the total cost of living increase for FY 2025 will be 5%.

The total cost of this proposal is \$2,519,600. It is proposed that these funds be appropriated from the Unreserved Fund Balance. The Unreserved Fund Balance was \$11,997,700 at the end of FY 2023. At this time, it is projected that the Unreserved Fund Balance at the end of FY 2024 will be approximately \$12,500,000. This appropriation will reduce that amount to approximately \$10,000,000.

It is recommended that the estimated revenue for Fund Balance Appropriations and the appropriations for various salary and benefit accounts be increased by \$2,519,600 to provide funding for an additional 4% cost of living pay increase for all employees for FY 2025.