



GRANT AMENDMENT

Agency Tracking # 33201-08618.15	Edison ID 58182	Contract # 58182	Amendment # FOUR		
Contractor Legal Entity Name Campbell County Schools			Edison Vendor ID 0000004158		
Amendment Purpose & Effect(s) Add money for year six of the GEAR UP grant					
Amendment Changes Contract End Date: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		End Date: 06/30/2024			
TOTAL Contract Amount INCREASE or DECREASE per this Amendment (zero if N/A):			\$257,060.00		
Funding —					
FY	State	Federal	Interdepartmental	Other	TOTAL Contract Amount
19		\$128,700.00			\$128,700.00
20		\$293,881.67			\$293,881.67
21		\$257,060.00			\$257,060.00
22		\$257,060.00			\$257,060.00
23		\$257,060.00			\$257,060.00
24		\$257,060.00			\$257,060.00
TOTAL:		\$1,450,821.67			\$1,450,821.67
<p>Budget Officer Confirmation: There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.</p> <p style="text-align: center;">Jason Cavender, Chief Financial Officer 615.532.8303</p>				<p><i>CPO USE</i></p>	
Speed Chart (optional) 3320105130		Account Code (optional) HE0000031 HEGEARUPFY18_25			

**AMENDMENT FOUR
OF GRANT CONTRACT 58182**

This Grant Contract Amendment is made and entered by and between the State of Tennessee, Tennessee Higher Education Commission, hereinafter referred to as "THEC" or "State" and Campbell County Schools, hereinafter referred to as the "Grantee." It is mutually understood and agreed by and between said, undersigned contracting parties that the subject Grant Contract is hereby amended as follows:

1. Grant Contract section B. Term of Grant Contract is deleted in its entirety and replaced with the following:

B. TERM OF GRANT CONTRACT:

- B.1. This Grant Contract shall be effective for the period beginning on June 1, 2018 ("Effective Date") and ending on June 30, 2024 ("Term"). The State shall have no obligation to the Grantee for fulfillment of the Scope outside the Term.

2. Grant Contract section C.1. Maximum Liability is deleted in its entirety and replaced with the following:

- C.1. Maximum Liability. In no event shall the maximum liability of the State under this Grant Contract exceed One Million Four Hundred Fifty Thousand Eight Hundred Twenty-One Dollars Sixty-Seven Cents (\$1,450,821.67) ("Maximum Liability"). The Grant Budget, attached and incorporated as Attachment B is the maximum amount due the Grantee under this Grant Contract. The Grant Budget line-items include, but are not limited to, all applicable taxes, fees, overhead, and all other direct and indirect costs incurred or to be incurred by the Grantee.

3. Grant Contract Attachment B is deleted in its entirety and replaced with new attachment Attachment B attached hereto.

Required Approvals. The State is not bound by this Amendment until it is signed by the contract parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this contract, said officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).

Amendment Effective Date. The revisions set forth herein shall be effective June 30, 2023. All other terms and conditions of this Grant Contract not expressly amended herein shall remain in full force and effect.

IN WITNESS WHEREOF,

CAMPBELL COUNTY SCHOOLS:

JENNIFER FIELDS, DIRECTOR OF SCHOOLS

DATE

TENNESSEE HIGHER EDUCATION COMMISSION:

DR. ROBERT M. SMITH, INTERIM EXECUTIVE DIRECTOR

DATE

ATTACHMENT B

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GRANT BUDGET Project Year 1				
33201-08618.15 ID 58182 CAMPBELL COUNTY BOARD OF EDUCATION GEAR UP 3.0				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable				
Period: BEGIN: 06/01/2018 END: 05/31/2019				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE MATCH	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$47,500.00	\$0.00	\$47,500.00
4. 15	Professional Fee, Grant & Award ²	\$11,735.30	\$0.00	\$11,735.30
5. 6. 7. 8. 9. 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$11,735.30	\$21,740.00	\$33,475.30
11. 12	Travel, Conferences & Meetings	\$11,735.30	\$0.00	\$11,735.30
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$11,735.30	\$0.00	\$11,735.30
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$31,735.30	\$0.00	\$31,735.30
22	Indirect Cost	\$2,523.50	\$0.00	\$2,523.50
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
n/a	Grantee Match Requirement (for any amount of the required Grantee Match that is <u>not</u> specifically delineated by budget line-items above) ^{3, 4}	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$128,700.00	\$21,740.00	\$150,440.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: <http://www.state.tn.us/finance/act/documents/policy3.pdf>).

² Applicable detail follows this page if line-item is funded.

³ A Grantee Match Requirement is detailed by this Grant Budget, and the maximum total amount reimbursable by the State pursuant to this Grant Contract, as detailed by the "Grant Contract" column above, shall be reduced by the amount of any Grantee failure to meet the Match Requirement.

⁴ The Grantee agrees to a commitment of in-kind or shared cost matching funds increasing by twenty percent (20%) of the award amount each project year. THEC will provide guidance regarding which funds are eligible for use in meeting the match requirements.

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GRANT BUDGET LINE-ITEM DETAIL:

PROFESSIONAL FEE, GRANT & AWARD	AMOUNT
Assistance to students including, but not limited to: admission application fees, testing fees, dual enrollment tuition, academic enrichment activities, etc. Assistance to educators including, but not limited to: costs associated with professional development, conference fees, and stipends.	\$11,735.30
TOTAL	\$11,735.30

CAPITAL PURCHASE	AMOUNT
Computers, Computer Labs	\$11,735.30
Technology for SAILS	\$20,000.00
TOTAL	\$31,735.30

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GRANT BUDGET Project Year 2				
33201-08618.15 ID 58182 CAMPBELL COUNTY BOARD OF EDUCATION GEAR UP 3.0				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable				
Period: BEGIN: 06/01/2019 END: 06/30/2020				
POLICY 03 Object Line-Item Reference e	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE MATCH	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$125,000.00	\$0.00	\$125,000.00
4. 15	Professional Fee, Grant & Award ²	\$25,270.80	\$0.00	\$25,270.80
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$62,092.47	\$117,552.67	\$179,645.14
11. 12	Travel, Conferences & Meetings	\$25,270.80	\$0.00	\$25,270.80
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$25,270.80	\$0.00	\$25,270.80
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$25,270.80	\$0.00	\$25,270.80
22	Indirect Cost	\$5,706.00	\$0.00	\$5,706.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
n/a	Grantee Match Requirement (for any amount of the required Grantee Match that is <u>not</u> specifically delineated by budget line-items above) ^{3, 4}	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$293,881.67	\$117,552.67	\$411,434.34

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: <http://www.state.tn.us/finance/act/documents/policy3.pdf>).

² Applicable detail follows this page if line-item is funded.

³ A Grantee Match Requirement is detailed by this Grant Budget, and the maximum total amount reimbursable by the State pursuant to this Grant Contract, as detailed by the "Grant Contract" column above, shall be reduced by the amount of any Grantee failure to meet the Match Requirement.

⁴ The Grantee agrees to a commitment of in-kind or shared cost matching funds increasing by twenty percent (20%) of the award amount each project year. THEC will provide guidance regarding which funds are eligible for use in meeting the match requirements.

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GRANT BUDGET LINE-ITEM DETAIL:

PROFESSIONAL FEE, GRANT & AWARD	AMOUNT
Assistance to students including, but not limited to: admission application fees, testing fees, dual enrollment tuition, academic enrichment activities, etc. Assistance to educators including, but not limited to: costs associated with professional development, conference fees, and stipends.	\$25,270.80
TOTAL	\$25,270.80

CAPITAL PURCHASE	AMOUNT
Computers, Computer Labs	\$25,270.80
TOTAL	\$25,270.80

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GRANT BUDGET Project Year 3				
33201-08618.15 ID 58182 CAMPBELL COUNTY BOARD OF EDUCATION GEAR UP 3.0				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following Applicable Period: BEGIN: 07/01/2020 END: 06/30/2021				
POLICY 03 Object Line-Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$125,000.00	\$0.00	\$125,000.00
4. 15	Professional Fee, Grant & Award ²	\$25,270.80	\$0.00	\$25,270.80
5. 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$25,270.80	\$154,236.00	\$179,506.80
11. 12	Travel, Conferences & Meetings	\$25,270.80	\$0.00	\$25,270.80
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$25,270.80	\$0.00	\$25,270.80
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$25,270.80	\$0.00	\$25,270.80
22	Indirect Cost	\$5,706.00	\$0.00	\$5,706.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$257,060.00	\$154,236.00	\$411,296.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: <http://www.tn.gov/finance/topic/fa-policyinfo>).

² Applicable detail follows this page if line-item is funded.

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GRANT BUDGET LINE-ITEM DETAIL:

PROFESSIONAL FEE, GRANT & AWARD	AMOUNT
Assistance to students including, but not limited to: admission application fees, testing fees, dual enrollment tuition, academic enrichment activities, etc. Assistance to educators including, but not limited to: costs associated with professional development, conference fees, and stipends.	\$25,270.80
TOTAL	\$25,270.80

CAPITAL PURCHASE	AMOUNT
Computers, Computer Labs	\$25,270.80
TOTAL	\$25,270.80

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GRANT BUDGET				
Project Year 4				
33201-08618.15 ID 58182 CAMPBELL COUNTY BOARD OF EDUCATION GEAR UP 3.0				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable Period: BEGIN: 07/01/2021 END: 06/30/2022				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$125,000.00	\$0.00	\$125,000.00
4. 15	Professional Fee, Grant & Award ²	\$25,270.80	\$0.00	\$25,270.80
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$25,270.80	\$205,648.00	\$230,918.80
11. 12	Travel, Conferences & Meetings	\$25,270.80	\$0.00	\$25,270.80
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$25,270.80	\$0.00	\$25,270.80
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$25,270.80	\$0.00	\$25,270.80
22	Indirect Cost	\$5,706.00	\$0.00	\$5,706.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$257,060.00	\$205,648.00	\$462,708.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>).

² Applicable detail follows this page if line-item is funded.

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GRANT BUDGET LINE-ITEM DETAIL:

PROFESSIONAL FEE, GRANT & AWARD	AMOUNT
Assistance to students including, but not limited to: admission application fees, testing fees, dual enrollment tuition, academic enrichment activities, etc. Assistance to educators including, but not limited to: costs associated with professional development, conference fees, and stipends.	\$25,270.80
TOTAL	\$25,270.80

CAPITAL PURCHASE	AMOUNT
Computers, Computer Labs	\$25,270.80
TOTAL	\$25,270.80

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GRANT BUDGET Project Year 5				
33201-08618.15 ID 58182 CAMPBELL COUNTY BOARD OF EDUCATION GEAR UP 3.0				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable Period: BEGIN: 07/01/2022 END: 06/30/2023				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1. 2	Salaries, Benefits & Taxes	\$125,000.00	\$0.00	\$125,000.00
4, 15	Professional Fee, Grant & Award ²	\$25,270.80	\$0.00	\$25,270.80
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$25,270.80	\$257,060.00	\$282,330.80
11. 12	Travel, Conferences & Meetings	\$25,270.80	\$0.00	\$25,270.80
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$25,270.80	\$0.00	\$25,270.80
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$25,270.80	\$0.00	\$25,270.80
22	Indirect Cost	\$5,706.00	\$0.00	\$5,706.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$257,060.00	\$257,060.00	\$514,120.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>).

² Applicable detail follows this page if line-item is funded.

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GRANT BUDGET LINE-ITEM DETAIL:

PROFESSIONAL FEE, GRANT & AWARD	AMOUNT
Assistance to students including, but not limited to: admission application fees, testing fees, dual enrollment tuition, academic enrichment activities, etc. Assistance to educators including, but not limited to: costs associated with professional development, conference fees, and stipends.	\$25,270.80
TOTAL	\$25,270.80

CAPITAL PURCHASE	AMOUNT
Computers, Computer Labs	\$25,270.80
TOTAL	\$25,270.80

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GRANT BUDGET Project Year 6				
33201-08618.15 ID 58182 CAMPBELL COUNTY BOARD OF EDUCATION GEAR UP 3.0				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following Applicable Period: BEGIN: 07/01/2023 END: 06/30/2024				
POLICY 03 Object Line-Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	\$125,000.00	\$0.00	\$125,000.00
4, 15	Professional Fee, Grant & Award ²	\$25,270.80	\$0.00	\$25,270.80
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$25,270.80	\$257,060.00	\$282,330.80
11, 12	Travel, Conferences & Meetings	\$25,270.80	\$0.00	\$25,270.80
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals	\$25,270.80	\$0.00	\$25,270.80
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$25,270.80	\$0.00	\$25,270.80
22	Indirect Cost	\$5,706.00	\$0.00	\$5,706.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$257,060.00	\$257,060.00	\$514,120.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: <https://www.tn.gov/finance/looking-for/policies.html>).

² Applicable detail follows this page if line-item is funded.

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GRANT BUDGET LINE-ITEM DETAIL:

PROFESSIONAL FEE, GRANT & AWARD	AMOUNT
Assistance to students including, but not limited to: admission application fees, testing fees, dual enrollment tuition, academic enrichment activities, etc. Assistance to educators including, but not limited to: costs associated with professional development, conference fees, and stipends.	\$25,270.80
TOTAL	\$25,270.80

CAPITAL PURCHASE	AMOUNT
Computers, Computer Labs	\$25,270.80
TOTAL	\$25,270.80

Safe Return to In-person Instruction and Continuity of Services Plan Addendum Guidance

LEAs are required to update the Safe Return to In-Person Instruction and Continuity of Services Plan every six months through **Sept. 30, 2023**. Each time, LEAs must seek public input on the plan and any revisions and must take such input into account. The purpose of the plan is to keep stakeholders informed.

Every LEA should complete the addendum and upload in the LEA document library and post to the LEA's website (February 1 and August 27). Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

Please consider the following when completing the addendum:

- Ensure the LEA used multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- The LEA must engage the health department in the development of the plan. This is not the same as providing the health department with COVID-19 numbers.
- Plans must explicitly address every bullet point in Question 3 regarding district policies and strategies.
- Plans require local board approval and public posting.
- LEAs must update the *Safe Return to In-Person Instruction and Continuity of Services Plan* at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.
- All revisions must include an explanation and rationale, with meaningful public consultation, and in an understandable format. The American Rescue Plan (ARP) Act requires LEAs to post their Health and Safety Plans online in a language that parents/caregivers can understand, or, if it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

Safe Return to In-Person Instruction and Continuity of Services Plan Addendum

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) help safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a Safe Return to In-Person Instruction and Continuity of Services Plan. All plans were developed with meaningful public consultation with stakeholder groups. LEAs are required to update the plan every six months through September 30, 2023 and must seek public input on the plan and any revisions and must take such input into account. LEAs also must review and update their plans whenever there are significant changes to the CDC recommendations for K-12 schools and to ensure the plan is current. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

LEA Name: Campbell County Schools _____

Date: 1/20/2023 _____

1. Describe how the LEA engaged in meaningful consultation with stakeholders in development of the revised plan.

Students were invited to the teacher meeting about ESSER funds.
Additionally, central office personnel speaks to high school students periodically to talk to them about the use of ESSER funds.
Finally, students were also able to participate in a district-wide survey about ESSER.
Families were surveyed to get their input on ESSER funds
School and district administrators were queried about the use of ESSER funds in multiple meetings including a district-wide meeting that included local community members. Additionally, they were able to participate in the district-wide ESSER survey.
Teacher organization presidents (AFT, TEA, PET) and teacher representatives were given a special meeting for ESSER funds. Additionally, teachers and others who participate in PECCA were given a special opportunity to give input into the ESSER spending plan. All of the above were able to participate in the district-wide survey.

2. Describe how the LEA engaged the health department in the development of the revised plan.

The local health department has collaborated in this plan through constant communication between the coordinator school health supervisor (Ernie Clawson) and the county director of health for Anderson and Campbell County (Charles Turner). Clawson and Turner communicate constantly, and Clawson runs all of our plans by Turner for his feedback and approval. Additionally, Turner provides Clawson with any updates from the CDC, State Health Department, and any policy or rule change of which we need to be aware.

The plan is adjusted as updates from the health department warrants the change.

3. Provide to the extent to which the LEA has updated adopted policies and a description of any such policies on each of the following health and safety strategies.

<i>Appropriate accommodations for children with disabilities with respect to health and safety policies</i>
appropriate accommodations for children with disabilities with respect to health and safety policies In all IEP meetings, student-placement based on health and safety was given extra consideration. Hand-sanitizer is available in all building entrances, classrooms, bathrooms, and there are stations all around the buildings especially in high-traffic areas such as common areas, gymnasiums, offices, and on school buses.
<i>Physical distancing (e.g., use of cohorts/podding)</i>
physical distancing (e.g., use of cohorts/podding); We have lifted the physical distancing and have reinstated assemblies and school programs at this time.
<i>Hand washing and respiratory etiquette</i>
hand washing and respiratory etiquette; All schools have provided training with students on hand washing and respiratory etiquette.
<i>Cleaning and maintaining healthy facilities including improving ventilation</i>
cleaning and maintaining healthy facilities, Backpack sprayers were purchased to help sanitize facilities. We have worked closely with our vendors to have the best products to clean and sanitize our facilities. Bus drivers have a cleaning checklist that must be performed every day. Custodians are sanitizing bathrooms and other high-traffic areas with backpack sprayers that spray an anti-viral cleaner on all surfaces. including improving ventilation; We have worked closely with our vendors to improve our HVAC to combat COVID through the purchase of updated equipment, and HEPA filters.
<i>Contact tracing in combination with isolation and quarantine</i>
Contact tracing has been omitted due to the change in CDC guidelines.
<i>Diagnostic and screening testing</i>
diagnostic and screening testing; We do not do any diagnostic or screening. Instead, staff and students are sent to the school nurse who in turn send them to the local health department.
<i>Efforts to provide vaccinations to educators, other staff, and students, if eligible</i>
efforts to provide vaccinations to educators, other staff, and students, if eligible; and We conducted district-wide flu vaccinations for staff and students and we will continue to do that in the 2022-2023 school year under the supervision of both our coordinated school health and the campbell county health department.
<i>Universal and correct wearing of masks</i>
No mask mandates, but students and staff are permitted to wear masks if they choose.

4. Provide a current description as to how the LEA is ensuring continuity of services including but not limited to services to address the students' academic needs, and students' and staff social, emotional, mental health, and other needs, which may include student health and food services.

Academic needs: Academic Supervisors are responsible for keeping check on the continuity of services daily.

Social, emotional, and mental health: School counselors and the counseling supervisor have protocols and processes in place to check on this for students. Principals are tasked with keeping up with the emotional well-being of employees.

Student Health: The school health coordinator and nursing supervisor are responsible for keeping up with student health needs.

Food services: the nutrition supervisor is responsible for the continuity of food services.

ESSER 3.0 Public Plan for Remaining Funds Addendum Guidance

2022-23

Local educational agencies (LEAs) are required to update the ESSER 3.0 Public Plan every six months through Sept. 30, 2023. Each time, LEAs must seek public input on the plan and any revisions and must take such input into account.

Each LEA must complete the addendum and upload it to ePlan in the LEA Document Library (Feb. 15 and Sept. 15). The LEA must also post the addendum to the LEA's website. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website. The plan intends to provide transparency to stakeholders.

Please consider the following when completing the addendum:

- On the summary page, the amounts should total the carryover amount for FY23 for each relief fund: ESSER 2.0, and ESSER 3.0.
- The LEA must respond to all questions in the document.
- The stakeholder engagement responses should closely align with the stakeholder engagement in the Health and Safety Plan.
- The LEA should ensure it uses multiple models of engagement offered to stakeholders. Examples may include surveys, in-person or virtual committee meetings, town hall meetings, or other inclusive engagement opportunities.
- LEAs should engage all applicable groups noted in meaningful consultation during the crafting of the plan and when making any significant revisions or updates to the plan.
- The number of stakeholders engaged should represent the composition of students. For example, if students with disabilities make up 15 percent of students, then 10-20 percent of respondents should represent this subgroup.
- Ensure the stakeholder engagement happened prior to the development/revision of the plan.
- Plans require local board approval and public posting.
- LEAs must update the ESSER Public Plan at least every six months through Sept. 30, 2023, seek public input on the plan and any revisions, and take such input into account.
- The American Rescue Plan (ARP) Act requires LEAs to post plans online in a language that parents/caregivers can understand, or it is not practicable to provide written translations to an individual with limited English proficiency, be orally translated. The plan also must be provided in an alternative format accessible, upon request, by a parent who is an individual with a disability as defined by the Americans with Disabilities Act.

ESSER 3.0 Public Plan for Remaining Funds

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, was enacted on March 11, 2021. Funding provided to states and local educational agencies (LEAs) helps safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.

In the fall of 2021, LEAs developed and made publicly available a *Public Plan - Federal Relief Spending*. All plans were developed with meaningful public consultation with stakeholder groups. Like the development of the plan, all revisions must be informed by community input and reviewed and approved by the governing body prior to posting on the LEA's publicly available website.

The following information is intended to update stakeholders and address the requirement.

General Information

LEA Name: Pamela Walden

Director of Schools (Name): Jennifer Fields

ESSER Director (Name): Pamela Walden

Address: 172 Valley Street Jacksboro, TN 37757

Phone #: 423-562-8377

District Website: www.campbellcntyschs.tn.schools.bz

Addendum Date: 9/8/22

Total Student Enrollment:	5,308
Grades Served:	K-12
Number of Schools:	12

Funding

ESSER 2.0 Remaining Funds:	\$469,904.32
ESSER 3.0 Remaining Funds:	\$13,210,046.77
Total Remaining Funds:	\$13,679,951.09

Budget Summary

		ESSER 2.0 Remaining Funds	ESSER 3.0 Remaining Funds
Academics	Tutoring	0	\$83,168
	Summer Programming	0	0
	Early Reading	0	0
	Interventionists	0	\$2,042,054
	Other	\$106,482.80	\$122,333
	Sub-Total	\$106,482.80	\$2,747,555
Student Readiness	AP and Dual Credit/ Enrollment Courses	0	0
	High School Innovation	0	0
	Academic Advising	0	0
	Special Populations	0	\$114,371
	Mental Health	\$5,000	\$89,544
	Other	\$41,529	\$384,581.88
	Sub-Total	\$46,529.93	\$588,496.88
Educators	Strategic Teacher Retention	0	0
	Grow Your Own	0	0
	Class Size Reduction	\$52,391	\$1,210,400.08
	Other	\$94,126.20	\$1,644,596
	Sub-Total	\$121,142.20	\$2,854,996.08
Foundations	Technology	\$41,268	\$3,126,834.50
	High-Speed Internet	0	0
	Academic Space (facilities)	\$59,894	\$4,142,848.31
	Auditing and Reporting	0	\$64,132
	Other	\$69,212.99	\$185,184
	Sub-Total	\$195,749.99	\$7,019,008.81
Total		\$469,904.92	\$13,210,046.77

Academics

1. Describe strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district's needs assessment.

To support learning loss and accelerate academic achievement, we have added interventionists to provide targeted support for students. We are offering low ratio/high dosage tutoring in ELA, before and after school to address learning loss and skill gaps.

2. Describe initiatives included in the "other" category.

We have added educational assistants to lead small group instruction and support teachers. Additionally, we have placed high quality software programs in all K-8 schools to supplement the classroom curriculum in Reading and Math. We are offering a bonus plan for substitute teachers, as they are hard to staff. These initiatives are in place to address learning loss and support student growth due to Covid 19.

Student Readiness

1. Describe strategic allocations to support **Student Readiness** and the School-Related Supports necessary to access high-quality instruction, including how allocations support the investments identified in the district's needs assessment.

To support student readiness, we have placed additional special education teachers in the schools to better meet the needs of Special Pops with lower teacher/student ratio. We have added additional school counselors to address the mental, social and emotional needs that have increased since Covid 19.

2. Describe initiatives included in the "other" category.

We have added assistant principals to aid in the overall instructional leadership program in the school to provide feedback and coaching to teachers. We have added more school nurses to aid in the medical needs of students during Covid 19. We are purchasing a technology van to transport equipment and materials for installation, repair, and monitoring technology in the schools. Monies have been allocated for an increase of cleaning supplies needed for facilities and buses during Covid 19.

Educators

1. Describe strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district's needs assessment.

To support educators, we have added teachers to lower the teacher/student ratio. This will support learning loss as well as social distancing during Covid 19.

2. Describe initiatives included in the "other" category.

We have added a district literacy coach, to lead the district's effort to improve literacy. We have also added instructional coaches and data coaches in the schools to support teachers with training, modeling, planning, and analyzing data to drive instruction. McRel professional development, will be in place in all school to provide ongoing supports for 2 years to improve the instruction in all classes/ all schools.

Foundations

1. Describe strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment.

To strengthen structural expectations, we are investing in future-proofing our buildings for both structurally and technologically. We are upgrading our switches, cables, access points, and ingresses and egresses to double our bandwidth and expand our capabilities for students to connect to the internet in the buildings at any time, and for our parking lots to be hot spots. Additionally, our communications systems are getting an overhaul to add Voice-over-IP phones to each school for increased safety and increased ability to communicate effectively with parents. For our buildings, we are in the process of adding new roofs and HVAC to make our buildings habitable, safe, and sound for the next 20 years. Providing clean, structurally sound buildings with high-speed internet and professional communications equipment should help improve student attendance which will improve overall academic achievement.

2. Describe initiatives included in the "other" category.

To support the technology in our district we have added additional staff: Technology Consultant, Technology Coordinator and Technology Assistant.

Monitoring, Auditing, and Reporting

1. Outline how the LEA is continuing to actively monitor allocations; conducting interim audits to ensure an appropriate application of funds; collecting and managing data elements required to be reported; and reporting this information to the community.

We are using Follette software inventory-tracking system. We will also use ePlan invoices to compare budgets, item expenditures, and remaining funds in each category. We will double-check by comparing orders to the inventory software. This will include the district and all schools. Information to the community will be reported in school meetings, community meetings, newsletters, and various forms of social media and technology.

2. Describe how the LEA is meeting the requirements to spend 20 percent of **the total ESSER 3.0 allocation** on direct services to students to address learning loss, or indicate participation in TN ALL Corps.

Learning loss is being addressing in many ways: Additional staff, such as, interventionist, educational assistants, and teachers. Summer programs and tutoring are being implemented. Supplemental academic materials, software programs, and technology have been added to address learning loss and skill gaps to provide growth and achievement for students.

Family and Community Engagement

1. Describe how the LEA has continued to engage in meaningful consultation with stakeholders in the development of the revised plan.

Parent visitations twice a year to inform and update parents of ESSER progress and information. The school system has implemented a new website that integrates with the communication tool. The website provides a platform for the district to provide quarterly updates to parents on ESSER funds and how they are being spent. Parent-engagement meetings and Title I meetings will be used to keep parents informed. We will conduct community meetings bi-annually to keep parents informed as well as open surveys that we keep on our district website.

2. Describe how the LEA engaged at minimum 10 percent of the total stakeholders engaged vs. responses received in the development of the revised plan.

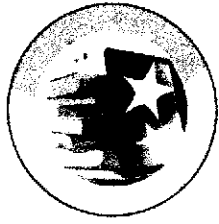
Through individual school parent visitations and individual school parent involvement meetings.

3. Describe how the LEA engaged a representation of a diverse population of stakeholders.

As we are a district with minimal diversity, we give all stakeholders the opportunity to be part of the plan development and revisions.

4. Describe how the LEA used multiple modes of engagement (such as surveys, scheduled in-person or virtual meetings, and town halls) to gain input from stakeholders in the development of the revised plan.

We use surveys and individual school meeting, such as: Parent Engagement and Parent Visitations.



TENNESSEE DEPARTMENT OF
EDUCATION
FIRST TO THE TOP

New Tenure Law

Frequently Asked Questions

Chapter 70 of the public acts of 2011 (PC 70) made significant revisions to the laws regarding tenure for public school teachers in Tennessee. Additionally, Chapter 614 of the public acts of 2012 (PC 614) amended the law regarding teachers who transfer from one local education agency (LEA) to another and how that transfer may impact the teacher's probationary or tenure status. PC 70 and PC 614 are codified in Title 49, Chapter 5, Part 5. The following are frequently asked questions and answers regarding the revisions to the tenure law made in 2011 and 2012:

1. *May teachers who attained tenure prior to July 2011 lose tenure based on evaluations?*

Teachers who attained tenure prior to July 1, 2011 may not be returned to probationary status based on evaluations pursuant to the language in PC 70 that states, "no teacher who acquired tenure status prior to July 1, 2011, shall be returned to probationary status." However, the amended definition of inefficiency would apply to tenured teachers who are dismissed after July 1, 2011, the effective date of PC 70. The prior law contained causes for which a tenured teacher could be dismissed along with the required due process procedures to be followed. PC 70 redefines the cause of inefficiency by adding that the definition of inefficiency includes, but is not limited to, "having evaluations demonstrating an overall performance effectiveness level that is "below expectations" or "significantly below expectations" as provided in the evaluation guidelines adopted by the state board of education pursuant to § 49-1-302."

2. *How do teachers who were not granted tenure prior to July 1, 2011 become eligible for tenure?*

Effective July 1, 2011, teachers shall meet the following requirements prior to becoming eligible for tenure status:

- (1) Served five (5) school years or not less than forty-five (45) months within a seven-year period as a probationary teacher; **and**
- (2) Received evaluations demonstrating an overall performance effectiveness level of "above expectations" or "significantly above expectations" provided by the evaluation guidelines adopted by the state board of education pursuant to § 49-1-302, during the last two (2) years of the teacher's probationary period.

3. *Can teachers who receive tenure after July 1, 2011, lose tenure status?*

Yes. Any teacher who, after acquiring tenure status, receives two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of "below expectations" or "significantly below expectations", as provided by the evaluation guidelines adopted by the state board of education pursuant to § 49-1-302, **shall** be returned to probationary status by the director of schools until the teacher has received two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of "above expectations" or "significantly above expectations".

Created April 27, 2011

Updated July 2014

4. Can a teacher who loses tenure status due to poor evaluations ever regain tenure?

Yes. When a teacher who has returned to probationary status receives two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of “above expectations” or “significantly above expectations”, the teacher is again **eligible** for tenure and shall be either recommended by the director of schools for tenure or nonrenewed; provided, however, that the teacher cannot be continued in employment if tenure is not granted by the board of education.

5. Can a teacher be rehired after 5 years if they do not receive tenure?

Yes. PC 70 states that once a teacher is **eligible** for tenure, “the teacher shall be either recommended by the director of schools for tenure or nonrenewed; provided, however, that the teacher cannot be continued in employment if tenure is not granted by the board of education.” However, under the provisions of the PC 70, a teacher is not eligible for tenure unless the teacher has served a five year probationary period **and** has received evaluations demonstrating an overall performance effectiveness level of “above expectations” or “significantly above expectations” provided by the evaluation guidelines adopted by the state board of education pursuant to § 49-1-302, during the last two (2) years of their probationary period. Therefore, a teacher may continue teaching on a year-to-year contract as a probationary teacher until the teacher is eligible for tenure. This could be indefinitely if the teacher never meets all of the new eligibility requirements. The PC 70 is no different from the prior law in that once a teacher meets the eligibility criteria for tenure, a decision to grant tenure or nonrenew the teacher’s contract must be made.

6. Do probationary years served prior to July 1, 2011, and the passage of PC 70, apply towards a teacher meeting the 5 year probationary requirement for attaining tenure under PC 70?

Yes. Teachers who did not attain tenure status prior to July 1, 2011, must meet the new eligibility requirements for tenure as listed above in question 1. The new requirements include a 5 year probationary period and years taught prior to July 1, 2011 may count toward the 5 year requirement.

7. If a nontenured teacher transfers from one LEA to another may the new LEA count the probationary years served at the previous LEA when calculating if the 5 year probationary requirement has been met by the teacher?

Yes. Pursuant to PC 614, “A transferring teacher who is tenured or a transferring teacher who is nontenured and has five (5) or more years of prior service shall serve the regular probationary period in the new LEA, unless the local board of education, upon the recommendation of the director of schools, waives the probationary period requirement and grants tenure status or shortens the probationary period.” Additionally, the law states, “if a nontenured teacher who does not have five (5) years of prior service transfers to an LEA, then tenure shall not be granted until the teacher has served at least five (5) years when service in both LEAs is counted.”

8. Can an LEA waive the probationary period and grant tenure upon employment to a teacher who previously attained tenure in another LEA?

Yes. See the answer to question 5 above.

9. Can a teacher who transfers to a new LEA and is allowed by the new LEA to transfer their tenure status earned in the previous LEA ever lose tenure status?

It depends on when tenure was attained originally. A teacher who attained tenure originally prior to July 1, 2011, and then is authorized to transfer their tenure status to a new LEA, may not lose tenure status. A teacher who

Created April 27, 2011

Updated July 2014

attains tenure after July 1, 2011 and then is authorized to transfer their tenure status to a new LEA is subject to the requirements in PC 70 for maintaining tenure status. Such teacher shall be returned to probationary status after receiving two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of "below expectations" or "significantly below expectations", as provided by the evaluation guidelines adopted by the state board of education pursuant to § 49-1-302.

10. What happens to a teacher's tenure status if the teacher resigns in good standing and returns to the local education agency (LEA) at a later date?

Effective, July 1, 2011, a teacher who has attained tenure status in an LEA, whether that was before July 1, 2011 or after, and later resigns from the LEA shall serve a two-year probationary period upon reemployment by the same LEA, unless the probationary period is waived by the board of education upon request of the director of schools. Upon completion of the two-year probationary period, the teacher shall be eligible for tenure and shall be either recommended by the director of schools for tenure or nonrenewed; provided, however, that the teacher cannot be continued in employment if tenure is not granted by the board of education.

11. If a teacher attains tenure in an LEA, resigns in good standing, then returns and regains tenure status in the same LEA can they lose tenure status due to poor evaluations?

It depends on when tenure was attained originally. A teacher who attained tenure originally prior to July 1, 2011, and then regains tenure in the same LEA after serving a 2 year probationary period, may not lose tenure status. A teacher who attains tenure after July 1, 2011, resigns, then returns to the same LEA and regains tenure is subject to the requirements in PC 70 for maintaining tenure status. Such teacher shall be returned to probationary status after receiving two (2) consecutive years of evaluations demonstrating an overall performance effectiveness level of "below expectations" or "significantly below expectations", as provided by the evaluation guidelines adopted by the state board of education pursuant to § 49-1-302.

12. If a teacher receives a partial year exemption during the last two years of their probationary period are they still eligible for tenure?

If a teacher completes his or her five year probationary period and has a partial year exemption during one of the last two years of his or her probationary period then the teacher will not be eligible for tenure until they have two consecutive years of complete data. If a teacher is anticipating complete data that will result in an evaluation score but has not yet received the final data for the current year, do not make a tenure eligibility decision until the final data is returned.

13. Does the five year probationary period need to be served consecutively?

The 5 years do not have to be consecutive but must come within a seven year period.

14. Which components of the evaluation are used to determine tenure eligibility?

The overall level of effectiveness is used to determine tenure eligibility. This is the overall score that combines qualitative measures, growth and achievement.

15. Is June 15th the deadline for making tenure decisions?

The June 15th date referenced in Tenn. Code Ann. 49-5-409, is the date by which a teacher must be notified that his/her contract will not be renewed for the next school year. While nonrenewal and tenure decisions have traditionally always occurred at the same time, tenure decisions have never been legally required to take place in June. Tenure decisions must take place upon a teacher becoming eligible for tenure. (In the past, the only criteria

Created April 27, 2011

Updated July 2014

was that the teacher finish the 3rd year of teaching and be recommended by the director.) Therefore, by June 15th LEAs should make nonrenewal decisions based on the information they have at the time. Tenure decisions cannot be made until all the information required to be used to determine a teacher's eligibility is available. The bottom line is that nonrenewal decisions must take place by June 15th but the granting of tenure can only take place when the overall evaluation score is available as described above in question #14.

For questions regarding the law, please contact Tennessee Department of Education General Counsel, Christy Ballard at 615.741.2921 or Christy.Ballard@tn.gov.

Tenure Evidence
2022-2023

Employee Name	Years of Service	LOE	Qualify for Tenure?
Jamie Gillum	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Supervisor	2020-2021 (4) 2018-2019 (4)	Yes
Spenser St. John	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Teacher	2021-2022 (4) 2020-2021 (4)	Yes
Kristen Marlow-Teetzman	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Teacher	2021-2022 (4) 2020-2021 (4)	Yes
Michael Roark	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Teacher	2021-2022 (5) 2020-2021 (5)	Yes
Michael Reynolds	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Teacher	2021-2022 (5) 2020-2021 (4)	Yes
Emily Mundy	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Teacher	2021-2022 (4) 2020-2021 (5)	Yes
Bethany Baird	2017-2018 Teacher 2018-2019 Teacher 2019-2020 Teacher 2020-2021 Teacher 2021-2022 Teacher	2021-2022 (5) 2020-2021 (4)	Yes

Name	Years	Level of Effectiveness	Eligibility
Allan Miller	10 years	2020-2021 (3) 2021-2022 (4)	Yes (LOE does not affect tenure for returning tenured employee)
Karen Ingram	8 years	2020-2021 (4) 2021-2022 (5)	Yes

Tenure Evidence 2022-2023

Jamie Gillum



Experience As of 06/30/2022 10:00 AM EDT

District	Position	Start	End	Experience Months	Experience Days
Campbell County	Food Services	2021-07-01	2022-06-30	10	0
Campbell County	Grade 9 -12 Social Studies Teacher	2020-07-01	2021-06-30	10	0
Campbell County	Grade 9 -12 Social Studies Teacher	2019-07-01	2020-06-30	10	0
Campbell County	Grade 9 -12 Social Studies Teacher	2018-07-01	2019-06-30	10	0
Campbell County	Gr 9-12 Teacher	2017-07-01	2018-06-30	10	0

A maximum of 10 months per year will be used for calculating experience

Select Evaluation to View



2020-2021 Teacher Evaluation

 Campbell County //  LOE Score: 4.00

2019-2020 Teacher Evaluation

 Campbell County //  LOE scoring not enabled

2018-2019 Teacher Evaluation

 Campbell County //  LOE Score: 4.00

Close

Tenure Evidence 2022-2023

Spenser St. John




Experience 4.2.2022 12:00:00 PM




District	Position	Start	End	Experience Months	Experience Days
Campbell County	Grade 6 Other	2021-07-01	2022-06-30	10	0
Campbell County	Grade 6 Other	2020-07-01	2021-06-30	10	0
Campbell County	Grade 6 Other	2019-07-01	2020-06-30	10	0
Campbell County	Grade 6 Other	2018-07-01	2019-06-30	10	0
Campbell County	Grade 8 Teacher	2017-07-01	2018-06-30	5	1

A maximum of 10 months per year will be used for calculating experience

Select Evaluation to View

 2022-2023 Teacher Evaluation
 Campbell County //  LOE scoring not enabled

 2021-2022 Teacher Evaluation
 Campbell County //  LOE Score: 4.00

 2020-2021 Teacher Evaluation
 Campbell County //  LOE Score: 4.00

Close

Tenure Evidence 2022-2023




Kristen Marlow-Teetzman




Experience 1 page, 10 rows, 6 columns, 10 items




District	Position	Start	End	Experience Months	Experience Days
Campbell County	Physical Education	2021-07-01	2022-06-30	10	0
Campbell County	Physical Education	2020-07-01	2021-06-30	10	0
Campbell County	Physical Education	2019-07-01	2020-06-30	10	0
Campbell County	Physical Education	2018-07-01	2019-06-30	7	19
Campbell County	Physical Education	2017-07-01	2018-06-30	10	0

A maximum of 10 months per year will be used for calculating experience

Select Evaluation to View

 2022-2023 Teacher Evaluation
 Campbell County //  LOE scoring not enabled

 2021-2022 Teacher Evaluation
 Campbell County //  LOE Score: 4.00

 2020-2021 Teacher Evaluation
 Campbell County //  LOE Score: 4.00

Close




Tenure Evidence 2022-2023




Michael Roark




Experience [View/print all teacher records](#)

District	Position	Start	End	Experience Months	Experience Days
Campbell County	Grade 7 Math Teacher	2021-07-01	2022-06-30	10	0
Campbell County	Grade 8 Math Teacher	2020-07-01	2021-06-30	10	0
Campbell County	Grade 5 Teacher	2019-07-01	2020-06-30	10	0
Campbell County	Grade 5 Teacher	2018-07-01	2019-06-30	9	19
Campbell County	Grade 5 Teacher	2017-07-01	2018-06-30	9	11

Select Evaluation to View

 **2022-2023 Teacher Evaluation**
 Campbell County //  LOE scoring not enabled

 **2021-2022 Teacher Evaluation**
 Campbell County //  LOE Score: 5.00

 **2020-2021 Teacher Evaluation**
 Campbell County //  LOE Score: 5.00

Close

Tenure Evidence 2022-2023




Michael Reynolds




Experience 10/22/2022 11:41:11 AM




District	Position	Start	End	Experience Months	Experience Days
Campbell County	Grade 9-12 Other	2021-07-01	2022-06-30	10	0
Campbell County	Grade 9-12 Other	2020-07-01	2021-06-30	10	0
Campbell County	Grade 9-12 Other	2019-07-01	2020-06-30	10	0
Campbell County	Grade 9-12 Other	2018-07-01	2019-06-30	10	0
Campbell County	Gr 9-12 Teacher	2017-07-01	2018-06-30	10	0

A maximum of 10 months per year will be used for calculating experience

Select Evaluation to View

 2022-2023 Teacher Evaluation
 Campbell County //  LOE scoring not enabled


 2021-2022 Teacher Evaluation
 Campbell County //  LOE Score: 5.00

 2020-2021 Teacher Evaluation
 Campbell County //  LOE Score: 4.00

Close




Tenure Evidence
2022-2023




Emily Mundy




 Experience 1 page, 10 rows, 6 columns

District	Position	Start	End	Experience Months	Experience Days
Campbell County	Grade 2 Teacher	2021-07-01	2022-06-30	9	6
Campbell County	Grade 2 Teacher	2020-07-01	2021-06-30	10	0
Campbell County	Grade 2 Teacher	2019-07-01	2020-06-30	8	13
Campbell County	Grade 2 Teacher	2018-07-01	2019-06-30	10	0
Campbell County	Grade 1 Teacher	2017-07-01	2018-06-30	10	0

Select Evaluation to View

 2022-2023 Teacher Evaluation
 Campbell County //  LOE scoring not enabled

 2021-2022 Teacher Evaluation
 Campbell County //  LOE Score: 4.00

 2020-2021 Teacher Evaluation
 Campbell County //  LOE Score: 5.00

Close

Tenure Evidence 2022-2023




Bethany Baird




Experience As of 06/30/2023 10:00 AM EDT




District	Position	Start	End	Experience Months	Experience Days
Campbell County	Kindergarten	2021-07-01	2022-06-30	10	0
Campbell County	Kindergarten	2020-07-01	2021-06-30	10	0
Campbell County	Grade 8 Math Teacher	2018-07-01	2019-06-30	9	14
Campbell County	Grade 8 Teacher	2016-07-01	2017-06-30	8	8
Campbell County	Grade 5 Teacher	2015-07-01	2016-06-30	7	18

A maximum of 10 months per year will be used for calculating experience

Select Evaluation to View

 **2022-2023 Teacher Evaluation**
 Campbell County //  LOE scoring not enabled

 **2021-2022 Teacher Evaluation**
 Campbell County //  LOE Score: 5.00

 **2020-2021 Teacher Evaluation**
 Campbell County //  LOE Score: 4.00

Close

Allan Miller


Tenn. Code Ann. § 49-5-504

(d) A teacher who has attained tenure status in a school system and later resigns from the system shall serve a two-year probationary period upon reemployment by the system unless the probationary period is waived by the board of education upon request of the director of schools. Upon completion of the two-year probationary period, the teacher shall be eligible for tenure and shall be either recommended by the director of schools for tenure or nonrenewed; provided, however, that the teacher cannot be continued in employment if tenure is not granted by the board of education.

Board Policy 5117

TEACHER RETURNING TO EMPLOYMENT










A teacher who has acquired tenure status in the school district and later resigns shall serve a two-year probationary period upon reemployment unless the probationary period is waived by the Board upon request of the Director of Schools. Upon completion of the two-year period, the teacher shall either be recommended by the Director of Schools for tenure or non-renewed. If tenure is denied by the Board, the teacher shall be dismissed.

 Experience Print | View | Add | Edit | Delete

District	Position	Start	End	Experience Months	Experience Days
Campbell County	Art Teacher	2021-07-01	2022-06-30	10	0
Campbell County	Art Teacher	2020-07-01	2021-06-30	10	0
Campbell County	Art Teacher	2019-07-01	2020-06-30	10	0
Campbell County	Gr 9-12 Teacher	2004-07-01	2005-06-30	10	0
Campbell County	Gr 9-12 Teacher	2003-07-01	2004-06-30	10	0
Campbell County	Gr 9-12 Teacher	2002-07-01	2003-06-30	10	0
Campbell County	Gr 9-12 Teacher	2001-07-01	2002-06-30	10	0
Campbell County	Gr 9-12 Teacher	2000-07-01	2001-06-30	10	0
Campbell County	Gr 9-12 Teacher	1999-07-01	2000-06-30	10	0
Campbell County	Gr 9-12 Teacher	1998-07-01	1999-06-30	10	0

A maximum of 10 months per year will be used for calculating experience

Select Evaluation to View

-  **2022-2023 Teacher Evaluation**
 Campbell County //  L.O.E. Score: not entered
-  **2021-2022 Teacher Evaluation**
 Campbell County //  L.O.E. Score: 4.00
-  **2020-2021 Teacher Evaluation**
 Campbell County //  L.O.E. Score: 3.00

Close

Karen Ingram

Board Policy 5.117

TEACHER TRANSFERRING FROM ANOTHER SCHOOL DISTRICT9

A tenured or nontenured teacher with five (5) or more years of prior service that transfers from another school district to begin employment in the Campbell County School District shall serve the regular probationary period. The Board, upon the recommendation of the Director of Schools, may waive the probationary period and grant tenure status or shorten the probationary period.

If a nontenured teacher with fewer than five (5) years of service transfers from another school district, such teacher shall not be eligible for tenure status until the teacher has served at least five (5) years when service in both school districts is counted.

All tenure decisions made under this section are subject to the requirements concerning overall teacher performance effectiveness levels.


Experience 8 years total (80 months) 0 days



District	Position	Start	End	Experience Months	Experience Days
Campbell County	Grade 7 English/Language Arts Teacher	2021-07-01	2022-06-30	10	0
Scott County	Grade 7 English/Language Arts Teacher	2020-07-01	2021-06-30	10	0
Scott County	Grade 7 English/Language Arts Teacher	2019-07-01	2020-06-30	10	0
Scott County	Grade 7 English/Language Arts Teacher	2018-07-01	2019-06-30	10	0
Scott County	Grade 7 Teacher	2017-07-01	2018-06-30	10	0
Scott County	Grade 7 Teacher	2016-07-01	2017-06-30	10	0
Scott County	Grade 7 Teacher	2015-07-01	2016-06-30	10	0
Knox County	Grade 8 Teacher	2014-07-01	2015-06-30	10	0


A maximum of 10 months per year will be used for calculating experience



Showing all experience Hide Older Experience


Select Evaluation to View

 **2022-2023 Teacher Evaluation**

 Campbell County //  L.O.E. scoring not enabled

 **2021-2022 Teacher Evaluation**

 Campbell County //  L.O.E. Score: 4.00

 **2020-2021 Teacher Evaluation**

 Scott County //  L.O.E. Score: 5.00

Close