



# 2021 GMSD BUDGET REPORT

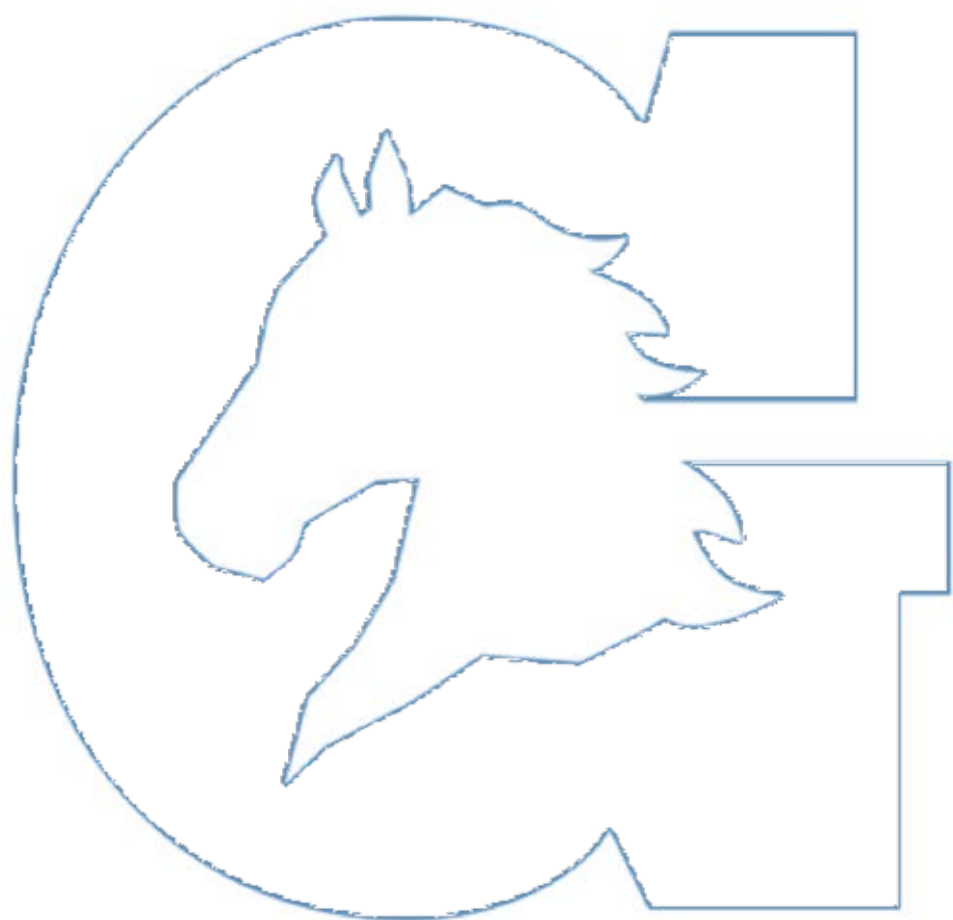
Second Reading – June 4, 2020

KEVIN JONES,  
CHIEF FINANCIAL OFFICER

JOSH CATHEY,  
DEPUTY SUPERINTENDENT

JASON MANUEL,  
SUPERINTENDENT

REBECCA LUTER,  
SCHOOL BOARD CHAIR





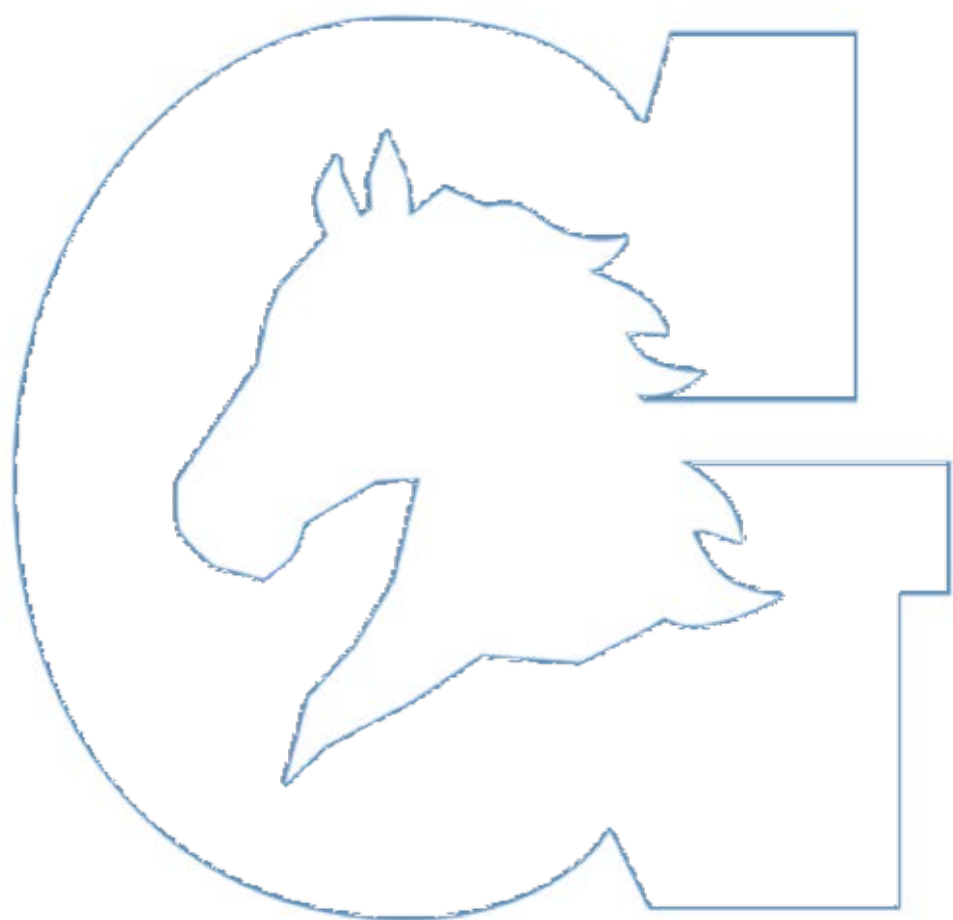
# GERMANTOWN MUNICIPAL SCHOOL DISTRICT

## BOARD OF EDUCATION

Rebecca Luter	Chair
Amy Eoff	Vice-Chair
Linda Fisher	Board member
Angela Griffith	Board member
Betsy Landers	Board member

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Jason Manuel	Superintendent
Chauncey Bland	Assistant Superintendent, Student Services
Josh Cathey	Deputy Superintendent
Sarah Huffman	Assistant Superintendent, Exceptional Student Education
Kevin Jones	Chief Financial Officer
John Pierce	Director of Technology
Teresa Price	Assistant Superintendent of Teaching, Learning, and Assessment
Elissa Stratton	Executive Director of Human Resources





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### SUPERINTENDENT & BOARD OF ED

Office of the Superintendent, Board of Ed. Services

## Excellence. Always.

Our Germantown Municipal School District's focus is: to place students at the forefront of all our decisions; to respect our state department of education's plan and ambitions with Tennessee Succeeds; and to focus on developing a local public school system that excels in all academic and non academic areas.

## SCHOOL DISTRICT PROFILE

The Germantown Board of Education and the Germantown Municipal School District (GMSD) were established by the City of Germantown, TN in 2013. The first year of service to students began July 1, 2014. The 2020-21 budget represents expectations for GMSD in its seventh year of operation. This budget presents projected revenues and expenditures for GMSD based on current student enrollment and projected changes for the coming year.

GMSD is comprised of six schools; three K-5 (Dogwood, Farmington and Forest Hill), one K-8 (Riverdale), one 6-8 (Houston Middle), and one 9-12 (Houston High).

GMSD fosters a healthy learning environment for all students and offers a variety of extracurricular activities that promotes academics, arts, athletics, and citizenship in our students.

## BUDGET HIGHLIGHTS

### *FUNDS*

This budget includes the General Purpose Fund, which is the primary operating fund of the school system and accounts for financial resources of the District.

### *ENROLLMENT*

The District's enrollment projections for 2020-21 are estimated using 2019-20 enrollment data and enrollment applications made during open enrollment for the 2020-21 school year. Projected enrollment for 2020-21 is 6,232.

### *REVENUES AND RESERVES*

Changes in revenue for 2020-21 are as follows:

- State funds consist primarily of Basic Education Plan (BEP) funds and are estimated to increase by 4%, or \$1.1 million for 2020-21. This funding increase is primarily dedicated to salaries and related fringe benefits enhancements and to new instructional positions.
- With an expected decrease in sales tax revenues, \$3 million in reserves has been assigned to cover a projected shortfall of up to 45%. Mixed drink tax revenues have also been decreased by 25%, or \$42,000.

## BUDGET HIGHLIGHTS

### *EXPENDITURE REDUCTIONS*

Other Capital Outlay, Supplies and Materials, and Textbook accounts were to reduced by \$1.1 million to fund other district administrative budgets.

### *EXPENDITURES*

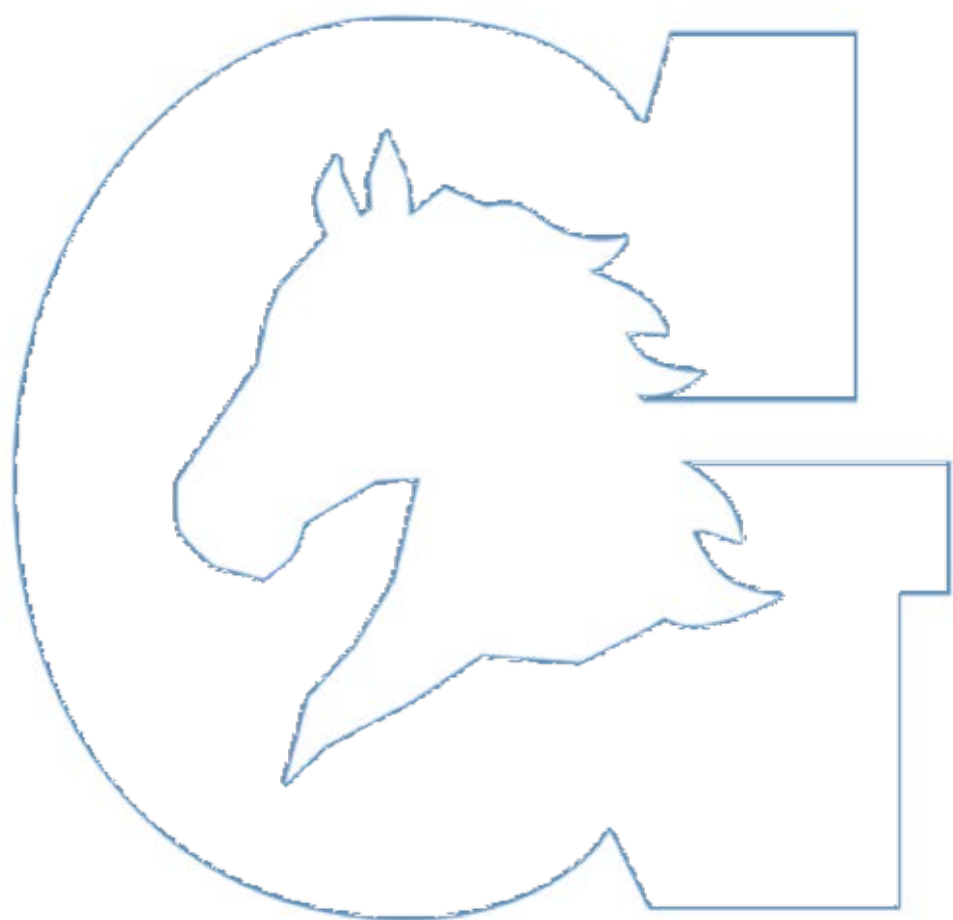
The following are highlights of the major changes in the FY 2021 budget.

### *HUMAN RESOURCES*

- 2% COLA for all employees, \$811,000
- Upgrades to the regular and special education assistant pay scales, comparable to other local districts, \$294,000
- 3 growth regular education teaching positions, \$230,000
- 1 Assistant Principal at Forest Hill due to enrollment growth, \$102,000
- 2 regular education assistants at Forest Hill due to enrollment growth, \$53,000
- Coaching and fine arts supplemental compensation upgrades, \$112,000
- 1 SPED teacher at Forest Hill to meet service needs, \$76,000
- 0.8 speech therapist to meet service needs, \$61,000

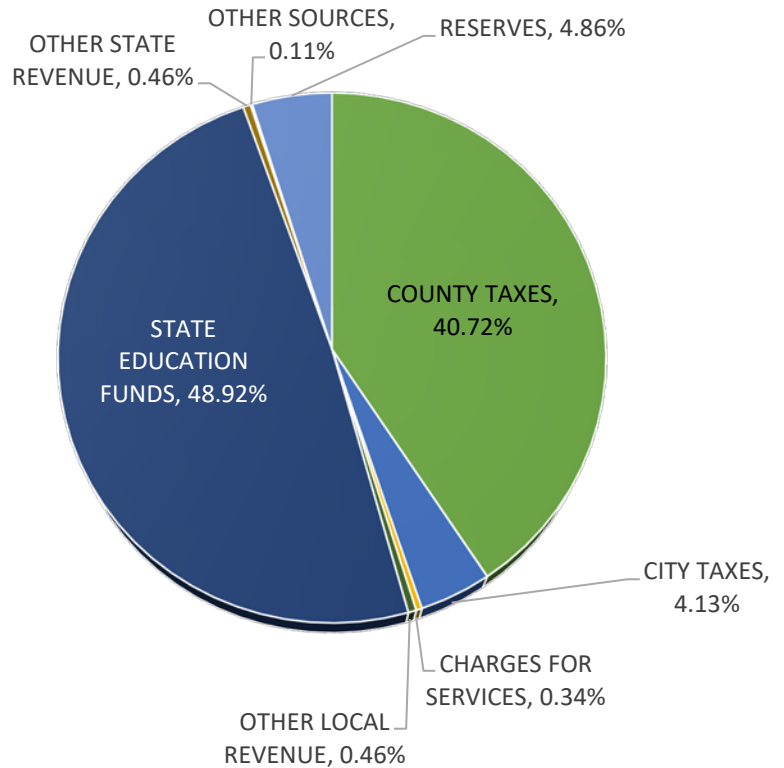
### *OPERATIONS*

- Assumption of the SCS OPEB liability from the City of Germantown, \$356,000
- Additional costs for inpatient behavioral health services, \$20,000
- Additional administrative software costs, \$130,000
- Utilities, \$35,000 increase



# GENERAL FUND REVENUES

2020-2021 Projections



## Overview

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

## Subcategories

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



# GENERAL FUND REVENUES

## Subcategories

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

**\$58,717,215**

## Revenue Sources

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

The City of Germantown provides a \$2.55 million maintenance of effort payment to GMSD, an increase of \$42,000 for FY 2021.

County funds come from two primary sources, property and sales taxes. The County assesses a property tax rate that is earmarked for education. Educational revenues from the property tax distribution is shared between the municipal school districts and Shelby County Schools based on the weighted full time equivalent average daily attendance (WFTEADA) formula developed by the Tennessee Department of Education. The WFTEADA percentage varies each year between school districts according to their share of the total enrollment in the County. Half of all local sales tax revenues collections is given to education and is distributed in the same manner as property taxes. For FY 2021, the District's share is 4.20 percent.

State funds consist primarily of Basic Education Plan (BEP) funds and are projected to increase by \$1.1 million for FY 2021. The Basic Education Plan (BEP) portion of State funds represents a preliminary estimate from the State based upon the FY 2020 average daily membership (ADM) of 6,083 students.

Funding is based on ADM weighted on the 2nd, 3rd, 6th, and 7th attendance periods. Formulas used to determine funding are total weighted student count multiplied by the per pupil allocation, per teacher allocation, staffing formulas and salary allocations, maintenance and operations square foot calculations, plus transportation allowances.

## GENERAL FUND REVENUES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
40400	COUNTY TAXES	22,130,116	24,930,962	25,741,483
40800	CITY TAXES	2,549,581	2,507,297	2,496,607
43000	CHARGES FOR SERVICES	208,645	174,500	187,768
44000	OTHER LOCAL REVENUE	285,000	264,000	262,675
46000	STATE EDUCATION FUNDS	30,192,232	29,025,047	28,205,429
46800	OTHER STATE REVENUE	281,641	499,238	333,272
47100	FED FUNDS RCVD THRU STATE		-	44,030
49000	OTHER SOURCES	70,000	716,727	586,944
	RESERVES	3,000,000	8,071,624	-
<b>REVENUES GRAND TOTAL:</b>		<b>58,717,215</b>	<b>66,189,395</b>	<b>57,858,208</b>

# STATE EDUCATION FUNDS

<u>Acct</u>	<u>Description</u>	<u>FY 2021</u> <u>Budget</u>	<u>FY 2020</u> <u>Budget</u>	<u>FY 2019</u> <u>Actual</u>
46511	Basic Education Program	29,996,000	28,820,047	27,996,207
46591	Coordinated School Health Grant	90,000	90,000	90,000
46610	Career Ladder Program	106,232	115,000	119,222
<b>STATE EDUCATION FUNDS TOTAL:</b>		<b>30,192,232</b>	<b>29,025,047</b>	<b>28,205,429</b>

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



## COUNTY TAXES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
40110	Current County Property Tax	15,893,810	16,147,023	16,032,568
40120	Trustee Collection - Prior Year	297,152	272,330	297,152
40130	Chancery & Circuit Court - Prior Year	151,462	113,922	151,462
40162	PILOT - Utility	152,970	127,707	152,970
40163	PILOT - Other	126,124	148,296	126,124
40210	Local Option Sales Tax	3,819,340	6,819,340	7,291,948
40240	Wheel Tax	1,477,882	1,283,397	1,477,882
40290	Other Tax	211,376	18,947	211,376
<b>COUNTY TAXES TOTAL:</b>		<b>22,130,116</b>	<b>24,930,962</b>	<b>25,741,483</b>

***Includes Germantown Municipal School District's share of Shelby County property taxes, local option sales taxes, and wheel taxes based on the prior year weighted average daily attendance (ADA) for schools in the Germantown Municipal School District.***

## CITY TAXES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
40610	Municipal Property Taxes	2,549,581	2,507,297	2,496,607
<b>CITY TAXES TOTAL:</b>		<b>2,549,581</b>	<b>2,507,297</b>	<b>2,496,607</b>

*City of Germantown's contribution to the School District.*

## OTHER STATE REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
46,850	Mixed Drink Tax	125,641	167,521	169,815
46,980	Other State/Local Revenue - SPED State Grant	97,000	97,000	83,442
46,981	Safe Schools Grant	59,000	127,685	44,000
46,982	School Safety Grant	-	107,032	34,648
46,990	Other State Revenues	-	-	1,368
<b>OTHER STATE REVENUE TOTAL:</b>		281,641	499,238	333,272

***Includes Germantown Municipal School District's share of one-half of the tax assessed on the seating capacity of establishments serving mixed drinks based on the average daily attendance (ADA) distribution for Germantown Municipal Schools.***

## OTHER LOCAL REVENUE

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
44110	Interest Earned	100,000	100,000	36,894
44120	Lease/Rentals	21,000	-	34,416
44160	PEG Funding	164,000	164,000	166,814
44170	Miscellaneous Refunds	-	-	10,213
44570	Contributions & Gifts	-	-	14,339
<b>RECURRING LOCAL REVENUE TOTAL:</b>		<b>285,000</b>	<b>264,000</b>	<b>262,675</b>

*Includes PEG funding from cable companies for the Houston High School TV studio and lease income from the cell tower.*

## CHARGES FOR SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
43512	Laptop Insurance	134,845	146,070	135,975
43512	Tuition	73,800	28,430	51,793
<b>CHARGES FOR SERVICES TOTAL:</b>		<b>208,645</b>	<b>174,500</b>	<b>187,768</b>

*Includes revenue for laptop insurance and tuition for out-of-county residents, summer school, and preschool program.*

## FEDERAL FUNDS RECEIVED THRU STATE

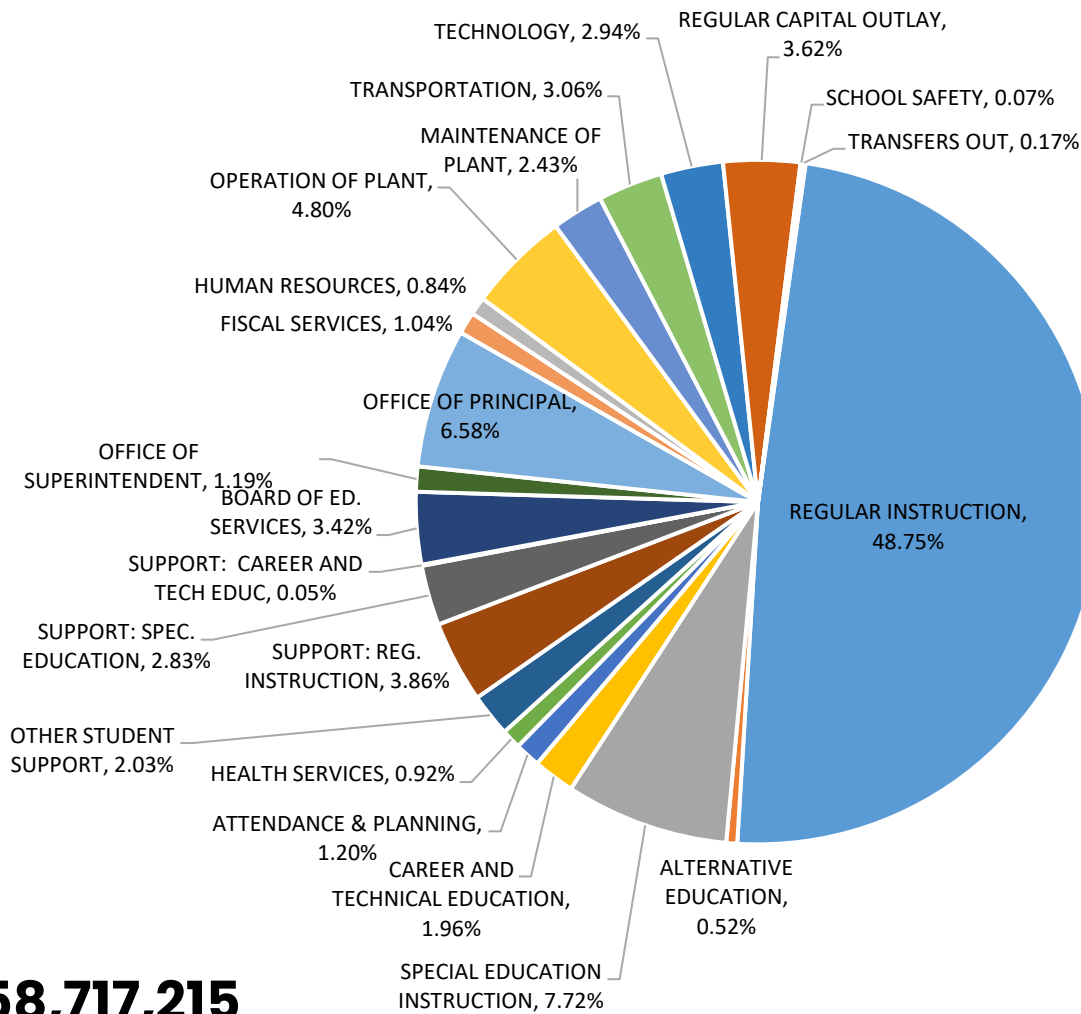
<u>Account</u>	<u>Description</u>	FY 2020 Budget	FY 2019 Budget	FY 2018 Actual
47590	Other Federal Thru State	-	-	44,030
TOTAL FEDERAL THRU STATE:		-	-	44,030

*Includes funds for financial assistance for "high cost" special education students.*

## OTHER SOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
49,700	Insurance Recoveries		646,727	450,881
49,800	Transfers In – Indirect Costs	70,000	70,000	136,063
<b>OTHER SOURCES TOTAL:</b>		70,000	716,727	586,944

# GENERAL FUND EXPENDITURES



## Overview

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

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# GENERAL FUND EXPENDITURES

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71100	REGULAR INSTRUCTION	355.42	28,623,496	30,050,643	26,100,407
71150	ALTERNATIVE EDUCATION	4.00	303,661	343,885	2,861
71200	SPECIAL EDUCATION INSTRUCTION	78.80	4,532,556	4,502,031	3,640,852
71300	CAREER AND TECHNICAL EDUCATION	14.75	1,151,992	1,175,896	986,697
72110	ATTENDANCE & PLANNING	6.50	703,994	710,140	435,319
72120	HEALTH SERVICES	7.75	540,360	525,448	412,655
72130	OTHER STUDENT SUPPORT	14.00	1,193,686	1,202,128	1,069,587
72210	SUPPORT: REG. INSTRUCTION	25.30	2,266,653	2,456,968	1,762,361
72215	SUPPORT: ALTERNATIVE EDUCATION	0.00	-	8,405	-
72220	SUPPORT: SPEC. EDUCATION	18.61	1,664,630	1,621,096	1,433,385
72230	SUPPORT: CAREER AND TECH. EDUC	0.20	30,246	29,310	-
72310	BOARD OF ED. SERVICES	5.00	2,005,590	1,640,390	1,709,052
72320	OFFICE OF SUPERINTENDENT	4.70	696,682	733,007	624,916
72410	OFFICE OF PRINCIPAL	46.50	3,863,052	3,789,366	3,248,959
72510	FISCAL SERVICES	6.00	610,397	650,465	514,751
72520	HUMAN RESOURCES	4.00	493,993	503,283	231,355
72610	OPERATION OF PLANT	6.00	2,855,735	2,795,015	2,179,577
72620	MAINTENANCE OF PLANT	6.00	1,428,164	1,449,685	1,161,500
72710	TRANSPORTATION		1,799,351	1,799,351	1,726,621
72250	TECHNOLOGY	9.00	1,723,615	1,598,444	2,018,096
76100	REGULAR CAPITAL OUTLAY		2,090,667	8,488,111	5,106,446
72830	SCHOOL SAFETY		38,694	36,328	30,785
99100	TRANSFERS OUT		100,000	100,000	-
<b>EXPENDITURES GRAND TOTAL:</b>		<b>612.53</b>	<b>58,717,215</b>	<b>66,209,395</b>	<b>54,396,181</b>

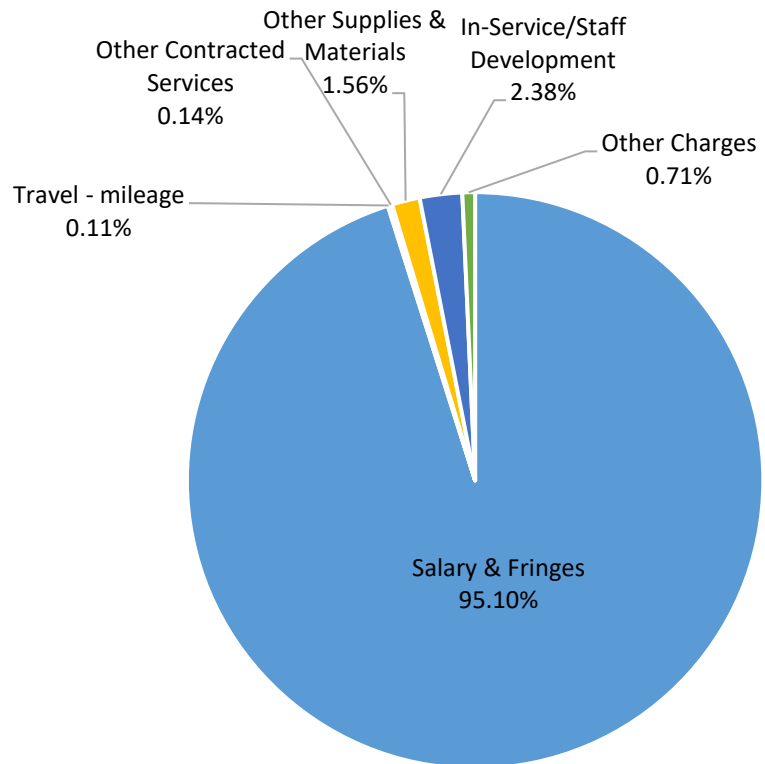


# ATTENDANCE & PLANNING

## Department of Student Services

**Chauncey Bland**

Assistant Superintendent, Student Services



**\$703,994**

## Overview

The GMSD Attendance and Planning (Student Services) department takes pride in monitoring and responding to new and trending student issues. We attend local and state level professional development to assist us in providing the best products and programs. We understand that student success is the focus of the district and we strive to give them the tools to be productive students and citizens in the community.

## ATTENDANCE & PLANNING

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Director/Supervisor	2.00	212,732	212,731	204,122
130	Social Worker	2.00	137,008	140,117	68,175
162	Clerical Personnel	1.00	58,366	58,366	56,100
189	Other Salaries	1.50	123,111	124,440	-
201	Social Security		32,936	33,210	19,045
204/217	State Retirement		50,513	52,634	33,692
206	Life Insurance		1,625	1,625	763
207	Medical Insurance		45,500	45,500	31,800
212	Medicare		7,703	7,767	4,454
<b>Salary &amp; Fringes Subtotal:</b>		6.50	669,494	676,390	418,151

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

355	Travel - mileage		750	-	-
399	Other Contracted Services		1,000	1,000	519
499	Other Supplies & Materials		11,000	5,500	1,726
524	In-Service/Staff Development		16,750	20,250	11,444
599	Other Charges		5,000	7,000	3,479
<b>Services Subtotal:</b>			34,500	33,750	17,168
<b>ATTENDANCE &amp; PLANNING TOTAL:</b>			<b>703,994</b>	<b>710,140</b>	<b>435,319</b>

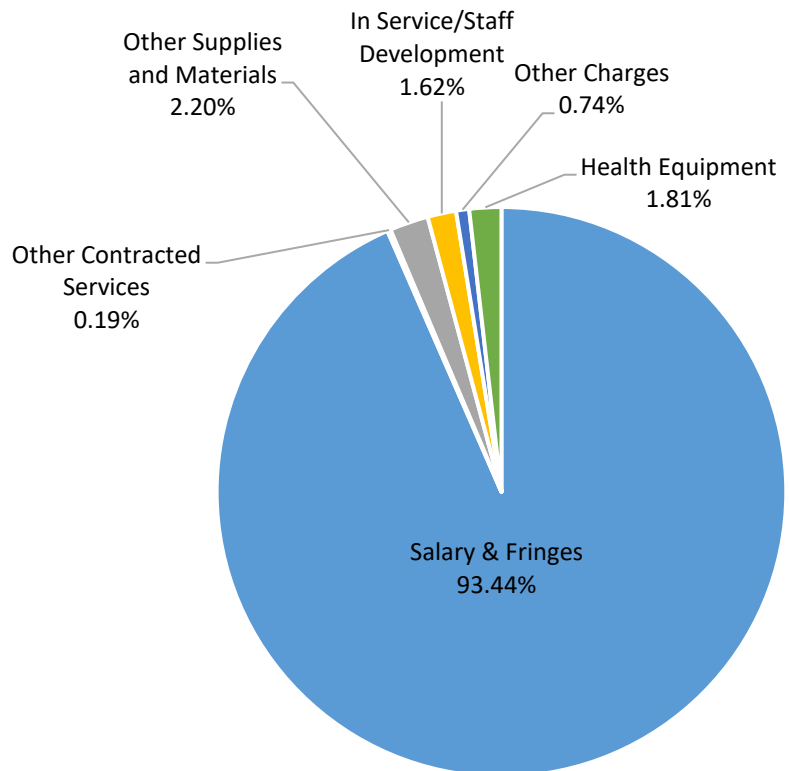
*Includes costs for employee local mileage as well as funds for some school personnel to receive specialized training in appropriate areas of school discipline.*

# HEALTH SERVICES

## Department of Student Services

### Chauncey Bland

Assistant Superintendent, Student Services



**\$540,360**

## Overview

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

## HEALTH SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021</u> <u>PERS</u>	<u>FY 2021</u> <u>Budget</u>	<u>FY 2020</u> <u>Budget</u>	<u>FY 2019</u> <u>Actual</u>
105	Student Health Coordinator	0.75	73,842	73,841	72,393
131	School Nurses	7.00	297,755	296,042	217,107
189	Other Salaries & Wages		4,500	4,500	4,500
198	Substitutes – Nurses			-	-
201	Social Security		23,318	23,212	16,087
204/217	State Retirement		34,787	35,788	28,176
206	Life Insurance	-	1,356	1,356	672
207	Medical Insurance	-	63,925	51,925	46,271
212	Medicare	-	5,453	5,428	3,772
<b>Salary &amp; Fringes Subtotal:</b>		7.75	504,936	492,092	388,978

*Includes salaries and benefits for school nurses.*

355	Travel – Local Mileage	-	-	-	4,888
399	Other Contracted Services		1,000	3,000	-
499	Other Supplies and Materials		11,874	13,916	13,036
524	In Service/Staff Development		8,750	6,750	970
599	Other Charges		4,000	2,000	3,989
735	Health Equipment		9,800	7,690	795
<b>Services Subtotal:</b>			35,424	33,356	23,677

### HEALTH SERVICES TOTAL:

540,360

525,448

412,655

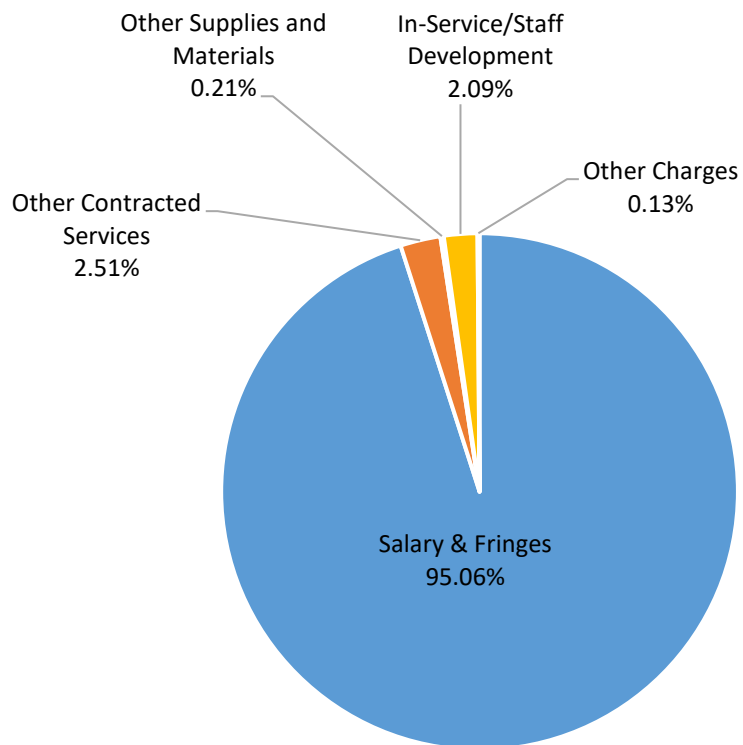
*Includes cost of supplies and other support costs for school nurses.*

# OTHER STUDENT SUPPORT/ GUIDANCE

Department of Student Services

**Chauncey Bland**

Assistant Superintendent, Student Services



**\$1,193,686**

## Overview

The GMSD Other Student Support department is comprised of 14 School Counselors and 1 Counseling Intervention Specialist. Our school counselors receive local, state, and national professional development, to stay current with new programs that support student development. Houston Middle has received the Recognized ASCA Model Program (RAMP) designation and was honored at the American School Counselors Association conference in New Orleans, LA.

## OTHER STUDENT SUPPORT/GUIDANCE

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
		-	-	-	-
117	Career Ladder Program		3,000	3,000	3,000
123	Guidance Personnel	14.00	882,742	902,691	827,971
188	Instructional Responsibility		1,500	1,500	-
189	Other Salaries and Wages			1,190	-
201	Social Security		55,009	60,009	48,457
204/217	State Retirement		91,120	102,078	85,484
206	Life Insurance		2,450	2,625	1,948
207	Medical Insurance		86,000	86,000	76,700
212	Medicare		12,865	14,035	11,332

<b>Salary &amp; Fringes Subtotal:</b>	14.00	1,134,686	1,173,128	1,054,891
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***Includes salaries and benefits for School Counselors in Elementary, Middle and High Schools to meet accreditation standards and Strategic Plan goals.***

399	Other Contracted Services		30,000	-	-
499	Other Supplies and Materials		2,500	1,837	574
524	In-Service/Staff Development		25,000	25,000	12,729
599	Other Charges		1,500	2,163	1,393

<b>Services Subtotal:</b>		59,000	29,000	14,695
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<b>OTHER STUDENT SUPPORT TOTAL:</b>		<b>1,193,686</b>	<b>1,202,128</b>	<b>1,069,587</b>
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***Includes cost of materials used and staff development costs and of contracted inpatient behavioral health services.***

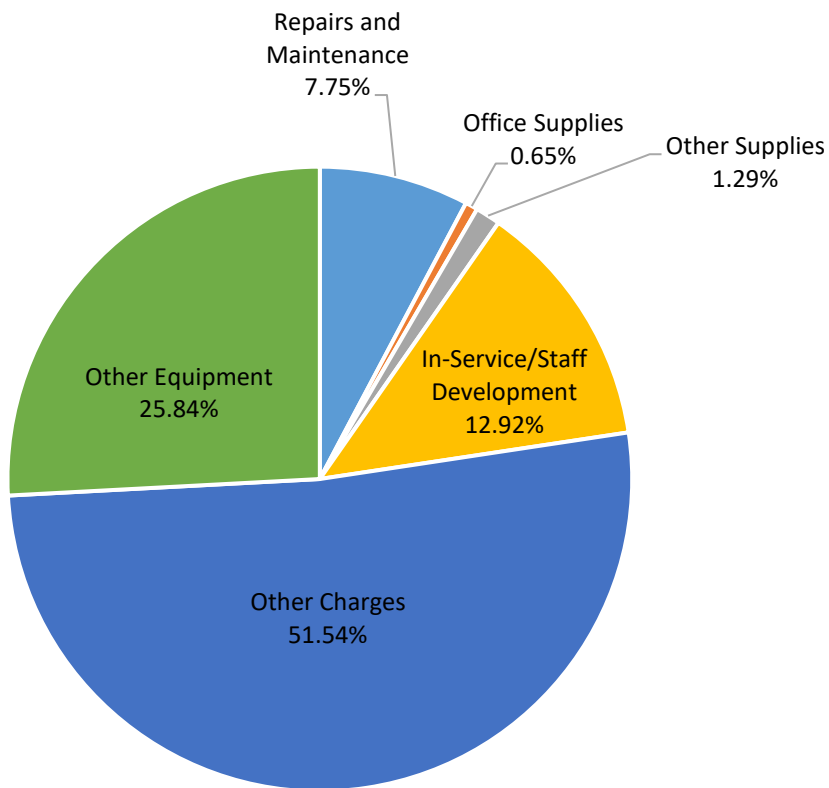


# SCHOOL SAFETY

Department of Student Services

**Chauncey Bland**

Assistant Superintendent, Student Services



**\$38,694**

## Overview

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



## SCHOOL SAFETY

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
336	Repairs and Maintenance	3,000	3,000	-
355	Travel - Local Mileage	-	-	-
435	Office Supplies	250	250	249
499	Other Supplies	500	500	395
524	In-Service/Staff Development	5,000	5,000	4,860
599	Other Charges	19,944	22,944	21,081
790	Other Equipment	10,000	4,634	4,200
<b>SCHOOL SAFETY TOTAL:</b>		<b>38,694</b>	<b>36,328</b>	<b>30,785</b>

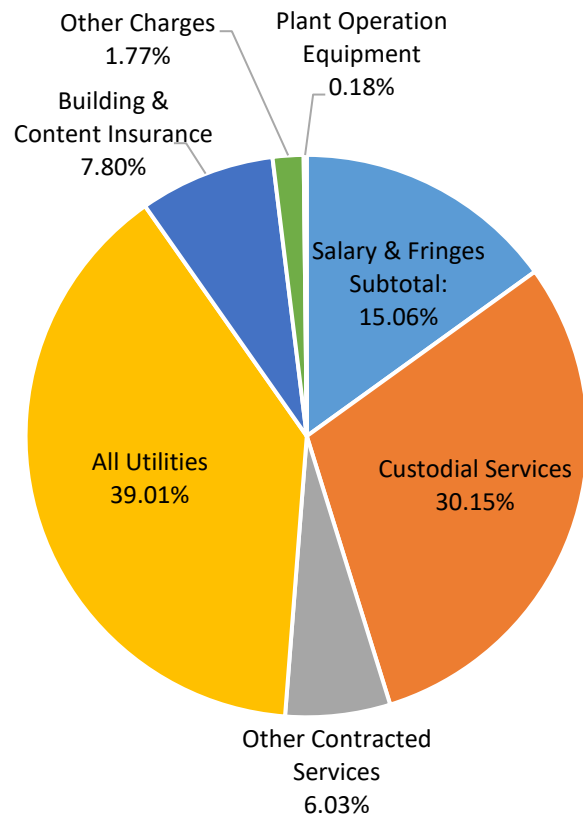
*Includes cost of employee badges and visitor identification system for all schools.*

# OPERATION OF PLANT

## Department of Operations

**Josh Cathey**

Deputy Superintendent



**\$2,855,735**

## Overview

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

## OPERATION OF PLANT

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
167	Plant Managers	6.00	315,212	321,661	255,808
201	Social Security		19,543	19,943	14,190
204/217	State Retirement		28,369	29,903	23,586
206	Life Insurance		900	900	600
207	Medical Insurance		55,998	55,998	40,094
212	Medicare		4,571	4,664	3,319
<b>Salary &amp; Fringes Subtotal:</b>		6.00	424,593	433,069	337,597
<b><i>Includes salaries and benefits for personnel in Plant Operations.</i></b>					
328	Custodial Services		850,000	850,000	642,487
399	Other Contracted Services		170,000	157,300	94,485
415	All Utilities		1,100,000	1,065,000	896,094
502	Building & Content Insurance		256,142	234,646	174,996
599	Other Charges		50,000	50,000	33,918
720	Plant Operation Equipment		5,000	5,000	-
<b>Services Subtotal:</b>			2,431,142	2,361,946	1,841,980
<b>OPERATION OF PLANT TOTAL:</b>			<b>2,855,735</b>	<b>2,795,015</b>	<b>2,179,577</b>

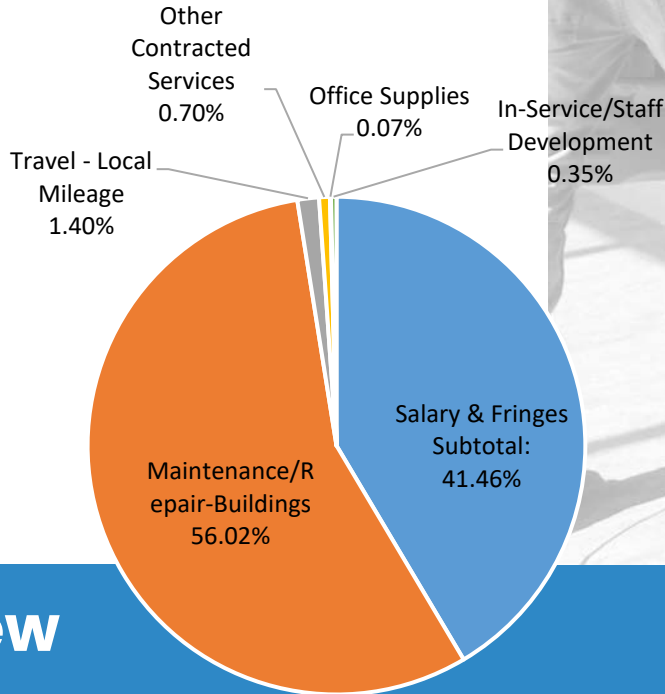
***Includes costs for all utilities, trash pickup, out-sourcing cleaning, materials and supplies, environmental monitoring, security system maintenance, elevator maintenance, building insurance, and equipment needed to maintain cleanliness of buildings and grounds.***

# MAINTENANCE OF PLANT

Department of Operations

**Josh Cathey**

Deputy Superintendent



**\$1,428,164**

## Overview

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

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

## MAINTENANCE OF PLANT

<u>ACCT</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Director	1.00	120,800	120,800	118,431
161	Secretaries	1.00	49,365	49,364	47,280
167	Maintenance Personnel	4.00	284,205	300,015	207,714
201	Social Security		28,171	29,151	21,639
204/217	State Retirement		42,426	45,434	35,441
206	Life Insurance		1,500	1,500	880
207	Medical Insurance		59,109	59,109	49,257
212	Medicare		6,588	6,818	5,061
<b>Salary &amp; Fringes Subtotal:</b>		6.00	592,164	612,191	485,703
<b><i>Includes salaries and benefits for personnel in the School Plant Maintenance Department (building repairs, heating and air conditioning, plumbing, electrical, glass, roof, door locks and hardware, ground maintenance, etc.)</i></b>					
320	Dues and Memberships	-	-	-	517
335	Maintenance/Repair-Buildings		800,000	791,494	660,286
355	Travel - Local Mileage		20,000	30,000	7,146
399	Other Contracted Services		10,000	10,000	6,395
435	Office Supplies		1,000	1,000	203
524	In-Service/Staff Development		5,000	5,000	1,250
<b>Services Subtotal:</b>			836,000	837,494	675,797
<b>MAINTENANCE OF PLANT TOTAL:</b>			<b>1,428,164</b>	<b>1,449,685</b>	<b>1,161,500</b>

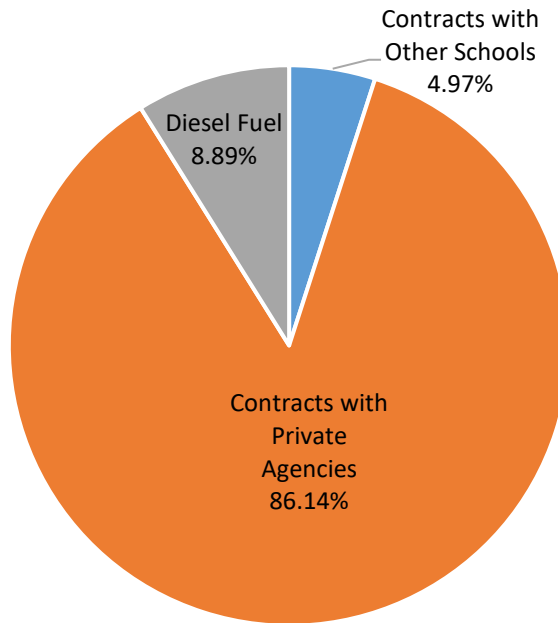
***Includes costs for materials and supplies to repair and maintain facilities and equipment necessary to perform such functions.***

# TRANSPORTATION

## Department of Operations

**Josh Cathey**

Deputy Superintendent



**\$1,799,351**

## Overview

Included in this budget are all costs associated with transportation, including our transportation contract with Durham, diesel fuel, software, and personnel.

## TRANSPORTATION

<u>Acct</u>	<u>Description</u>		<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
311	Contracts with Other Schools	- - -	89,351	89,351	59,350
312	Contracts with Private Agencies		1,550,000	1,550,000	1,497,470
412	Diesel Fuel		160,000	160,000	169,801
<b>Services Subtotal:</b>			1,799,351	1,799,351	1,726,621
<b>TRANSPORTATION TOTAL:</b>			<b>1,799,351</b>	<b>1,799,351</b>	<b>1,726,621</b>

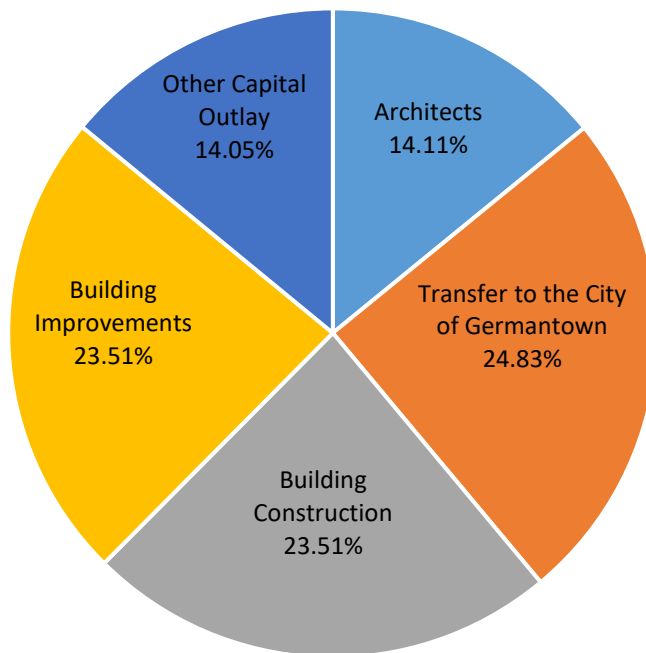
*Includes bus transportation support costs for contracted transportation services, shared overhead services, and fuel costs.*

# REGULAR CAPITAL OUTLAY

Department of Operations

**Josh Cathey**

Deputy Superintendent



**\$2,090,667**

## Overview

Including in this budget are architect and engineering fees, payments to the City of Germantown for the district portion of bond debt for Riverdale and the new district office, \$200,000 contribution towards the HHS fieldhouse, \$180,000 in modular payments, and all operating dollars to address capital improvement projects large and small throughout the district.



## REGULAR CAPITAL OUTLAY

<u>Acct</u>	<u>Description</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
304	Architects	300,000	460,060	444,312
321	Engineering Services	-	-	2,500
590	Transfer to the City of Germantown	528,069	527,706	219,433
706	Building Construction	500,000	5,009,060	596,178
707	Building Improvements	500,000	546,239	2,880,874
724	Site Development	-	-	9,525
799	Other Capital Outlay	262,598	1,945,046	953,623
<b>REGULAR CAPITAL OUTLAY TOTAL:</b>		<b>2,090,667</b>	<b>8,488,111</b>	<b>5,106,446</b>

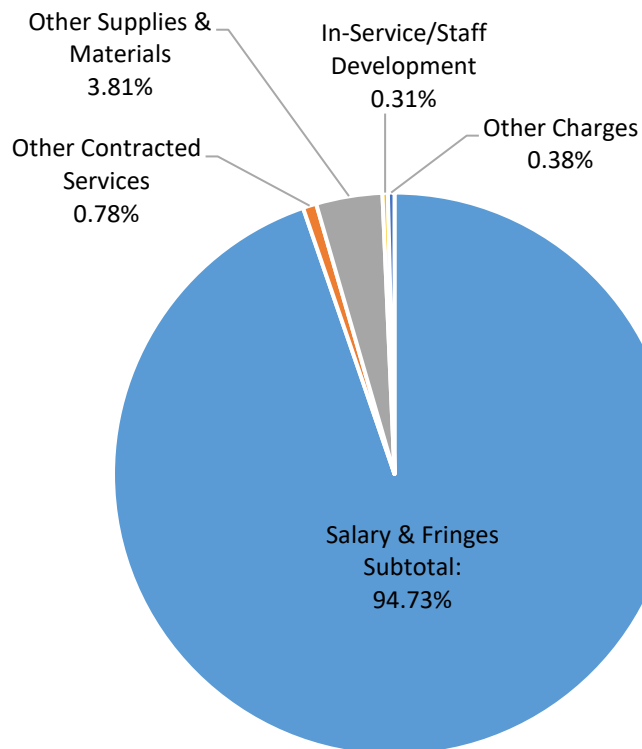
*Includes costs for projects of a long term nature to maintain or improve school facilities, as well as the architect, consultant, and engineering costs associated with larger projects and projects where code enforcement requires professional architecture or engineering plans.*

# OFFICE OF THE PRINCIPAL

## Operations

**Josh Cathey**

Deputy Superintendent



**\$3,863,052**

## Overview

Germantown Municipal Schools recognizes that the achievement of the district's strategic plan can only be accomplished through school leadership who shape school level culture that supports GMSD's visions and missions.

The majority of this budget encompasses the salaries of principals, assistant principals, and office staff at each school campus.

There are some monies allocated for professional development training sessions and for travel expenses.

## OFFICE OF PRINCIPAL

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
104	Principals & Vice Principals	7.00	770,535	780,670	707,545
117	Career Ladder		11,000	11,000	11,000
139	Assistant Principals	14.00	1,281,147	1,235,132	1,083,789
161	School Secretaries	7.50	250,069	252,135	209,101
162	Clerical Personnel	16.00	509,100	484,818	389,060
189	Other Salaries- Lunch Room Monitors	4.00	31,583	29,051	19,893
201	Social Security		176,913	173,154	138,745
204/217	State Retirement		283,005	285,735	244,110
206	Life Insurance		11,375	11,125	5,567
207	Medical Insurance		293,450	287,550	216,871
212	Medicare		41,375	40,496	33,704

<b>Salary &amp; Fringes Subtotal:</b>	46.50	3,659,552	3,590,866	3,059,383
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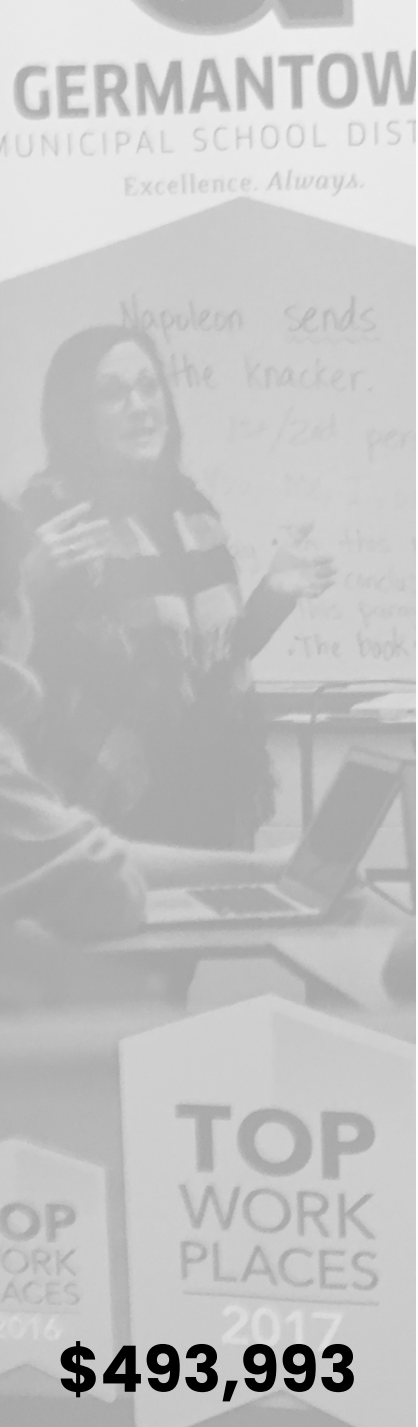
***Includes salaries and benefits for school principals, school administration, school clerical and school lunchroom monitors.***

399	Other Contracted Services		30,000	25,000	25,000
499	Other Supplies & Materials		147,000	147,000	147,000
524	In-Service/Staff Development		12,000	12,000	4,326
599	Other Charges		14,500	14,500	13,250

<b>Services Subtotal:</b>		203,500	198,500	189,576
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<b>OFFICE OF PRINCIPAL TOTAL:</b>		<b>3,863,052</b>	<b>3,789,366</b>	<b>3,248,959</b>
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***Includes costs associated with operation of schools including BEP funds allocated to individual school operations.***

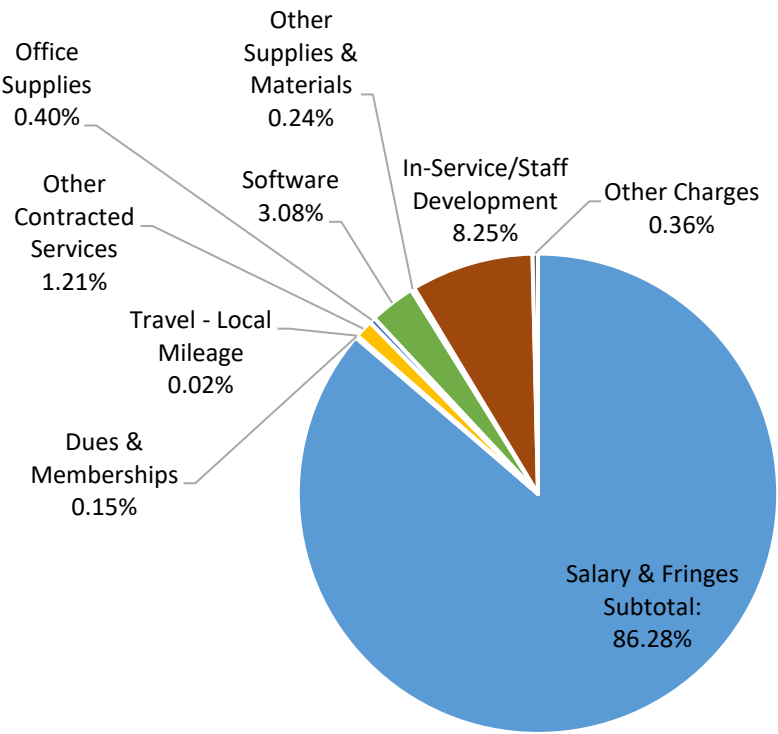


# HUMAN RESOURCES

Department of Human Resources

**Elissa Stratton**

Executive Director of Human Resources



**\$493,993**

## Overview

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

## HUMAN RESOURCES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Directors/Supervisors	2.00	200,173	200,173	95,254
161	Human Resources Specialist	1.00	67,599	67,598	64,974
162	Benefits Specialist	1.00	66,273	66,273	56,100
201	Social Security		20,711	20,711	8,872
204/217	State Retirement		32,608	33,724	15,284
206	Life Insurance		1,000	1,000	357
207	Medical Insurance		28,000	28,000	8,254
212	Medicare		4,844	4,844	2,075
299	Other Fringe Benefits		5,000	6,120	-
<b>Salary &amp; Fringes Subtotal:</b>		4.00	426,208	428,443	186,196

*Includes salaries and benefits for Human Resources Department.*

320	Dues & Memberships		720	-	-
355	Travel – Local Mileage		100	-	-
399	Other Contracted Services		6,000	5,747	4,518
435	Office Supplies		2,000	2,000	-
471	Software		15,200	21,400	26,771
499	Other Supplies & Materials		1,200	-	56
524	In-Service/Staff Development		40,765	35,093	13,815
599	Other Charges		1,800	10,600	-
<b>Services Subtotal:</b>			67,785	74,840	45,159
<b>HUMAN RESOURCES TOTAL:</b>			<b>493,993</b>	<b>503,283</b>	<b>231,355</b>

*Funds allocated for the recruitment, development, and retainment of GMSD's exemplary staff.*

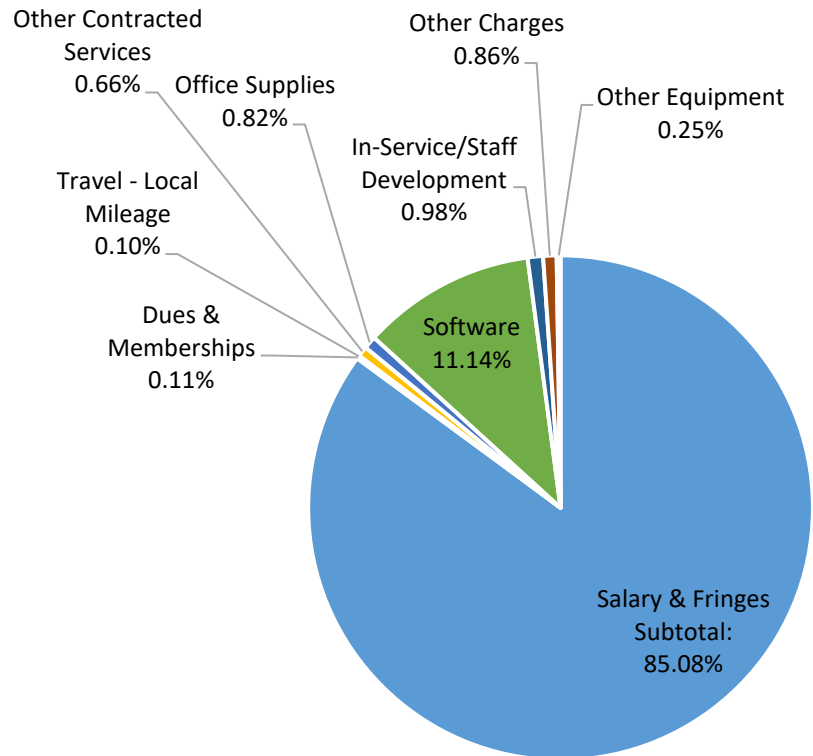


# FISCAL SERVICES

## Department of Finance

**Kevin Jones**

Chief Financial Officer



**\$610,397**

## Overview

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

## FISCAL SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Directors/Specialists	1.00	120,800	120,800	108,056
119	Accounting Specialists	3.00	167,673	201,471	187,121
122	Purchasing Personnel	1.00	56,100	56,100	50,786
161	Assistant	1.00	57,222	57,850	
201	Social Security		24,911	27,045	19,537
204/217	State Retirement		36,160	40,563	31,625
206	Life Insurance		1,375	1,501	806
207	Medical Insurance		49,280	53,760	44,800
212	Medicare		5,826	6,325	4,569
<b>Salary &amp; Fringes Subtotal:</b>		6.00	519,347	565,415	447,300

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

320	Dues & Memberships		700	700	210
355	Travel - Local Mileage		600	600	477
399	Other Contracted Services		4,000	2,000	520
435	Office Supplies		5,000	5,000	3,167
471	Software		68,000	62,000	54,925
524	In-Service/Staff Development		6,000	6,000	3,622
599	Other Charges		5,250	4,150	2,547
790	Other Equipment		1,500	4,600	1,983
<b>Services Subtotal:</b>			91,050	85,050	67,451

### FISCAL SERVICES TOTAL:

610,397

650,465

514,751

*Includes costs for the new business software implemented.*



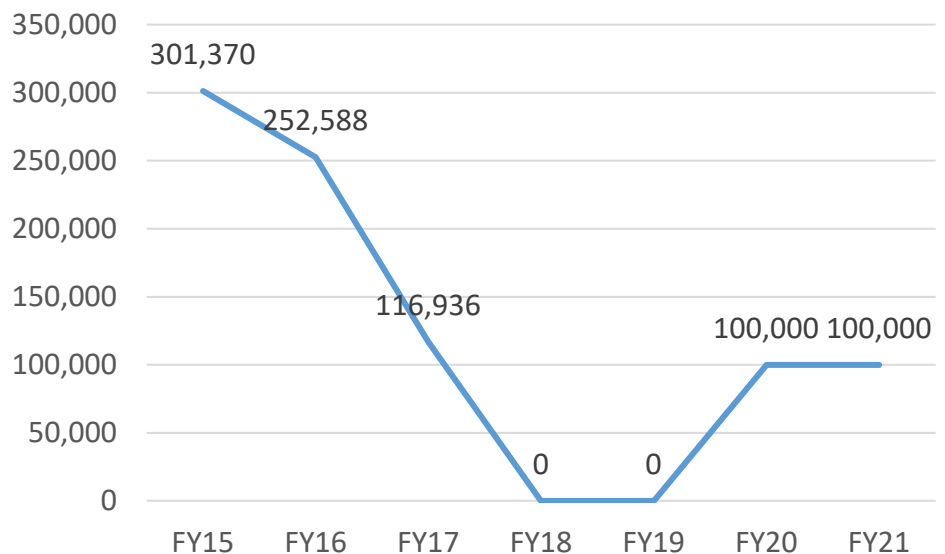
# CAFETERIA (TRANSFERS)

**Kevin Jones**

Chief Financial Officer

In October of 2015, Germantown Municipal School District outsourced its cafeteria operations. The transition has resulted in the cafeteria operations steadily moving towards a financially self-sustaining program.

## Decrease in Cafeteria Transfers



**\$100,000**

## Overview

This budget category, labeled as 'Transfers Out', accounts for the total transfers from the district to the cafeteria fund. The District has continued to budget \$100,000 should any unexpected shortfall or expenditures occur.

**From FY 15 to FY18, Aramark has reduced these amounts by \$301,370, with a net income to cover district costs.**



## TRANSFERS OUT

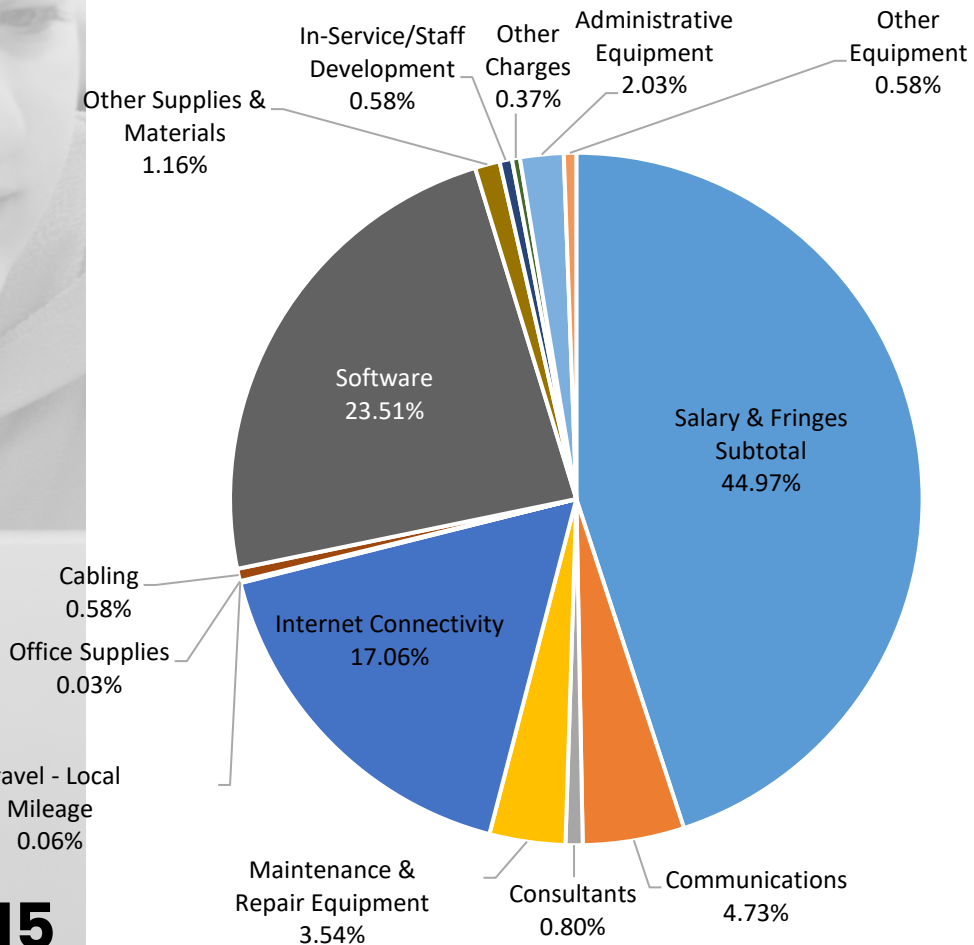
<u>Acct</u>	<u>Description</u>		<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
590	Transfers to Other Funds	- - -	100,000	100,000	-
<b>TRANSFERS OUT TOTAL:</b>			<b>100,000</b>	<b>100,000</b>	<b>-</b>

*Includes transfers made to the Cafeteria Fund to compensate for any shortfall.*

# DEPARTMENT OF TECHNOLOGY

**John Pierce**

Director of Technology



**\$1,723,615**

## Department Overview

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

## TECHNOLOGY

<b>Acct</b>	<b>Description</b>	<b>FY 2021 PERS</b>	<b>FY 2021 Budget</b>	<b>FY 2020 Budget</b>	<b>FY 2019 Actual</b>
105	Directors/Specialists	1.00	107,695	107,694	206,024
120	Computer Programmers	6.00	361,078	364,819	289,244
162	Clerical Personnel	1.00	37,871	37,463	48,634
189	Other Salaries & Wages	1.00	76,500	78,561	220,986
201	Social Security		36,155	36,568	43,312
204/217	State Retirement		52,482	54,831	71,618
206	Life Insurance		2,250	2,250	1,701
207	Medical Insurance		92,628	92,628	96,799
212	Medicare		8,456	8,552	10,130
<b>Salary &amp; Fringes Subtotal:</b>		<b>9.00</b>	<b>775,115</b>	<b>783,366</b>	<b>988,448</b>

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

307	Communications		81,600	81,600	62,955
308	Consultants		13,750	8,000	35,100
336	Maintenance & Repair Equipment		61,000	127,277	105,940
350	Internet Connectivity		294,000	203,012	153,854
355	Travel - Local Mileage		1,000	1,000	453
435	Office Supplies		500	500	50
470	Cabling		10,000	10,000	185,600
435	Software		405,250	296,706	263,774
499	Other Supplies & Materials		20,000	20,000	68,529
524	In-Service/Staff Development		10,000	10,000	16,213
599	Other Charges		6,400	7,900	5,679
613	Loan Interest Payment		-	-	2,929
701	Administrative Equipment		35,000	38,333	89,412
790	Other Equipment		10,000	10,750	39,160
<b>Services Subtotal:</b>			<b>948,500</b>	<b>815,078</b>	<b>1,029,648</b>
<b>TECHNOLOGY TOTAL:</b>			<b>1,723,615</b>	<b>1,598,444</b>	<b>2,018,096</b>

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

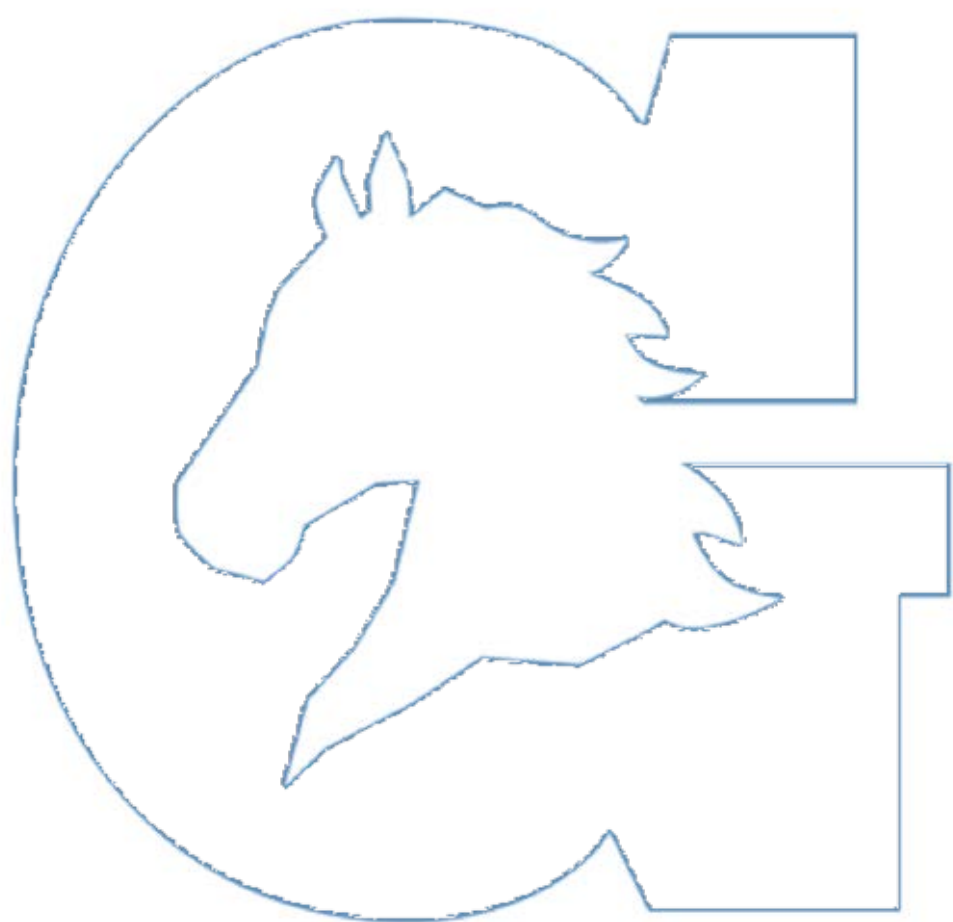
A grayscale photograph of four students in a classroom setting. In the foreground, a male student on the left and a female student in the center are looking towards the right. Behind them, another male student with glasses is visible. On the right, a female student is working on a laptop. The background shows bookshelves filled with books.

# BLENDLED LEARNING PROGRAM

## Program Overview

Goal Four of GMSD's Strategic Plan is to establish 21<sup>st</sup> Century classrooms and schools. The Germantown Municipal School District strives to develop students, who are responsible in their use of technology, can use technology advantageously as a communication and presentation device, and can stay current with creative opportunities. In accordance with this, schools will transition to blended classrooms and the use of 1:1 devices for all students grades 6-12 (3,400 devices). This also includes adding devices to the elementary schools each year and providing laptops to staff. Blended Learning is an aggressive initiative that has required a substantial financial investment. It has also required a substantial infrastructure investment around capacity and cybersecurity.

The district continues to place a large emphasis on cybersecurity and students' digital safety by incorporating an active student email monitoring system which scans files in students' web-based OneDrive storage. This system scans for inappropriate material, instances of cyberbullying, and incorporates an instant alert reporting system that students can use to share their own concerns about school safety (including bullying, planned fights, students in crisis, threats of violence, weapons brought to school, etc.). Trained professionals monitor this system 24/7/365 and alert district-appointed personnel.

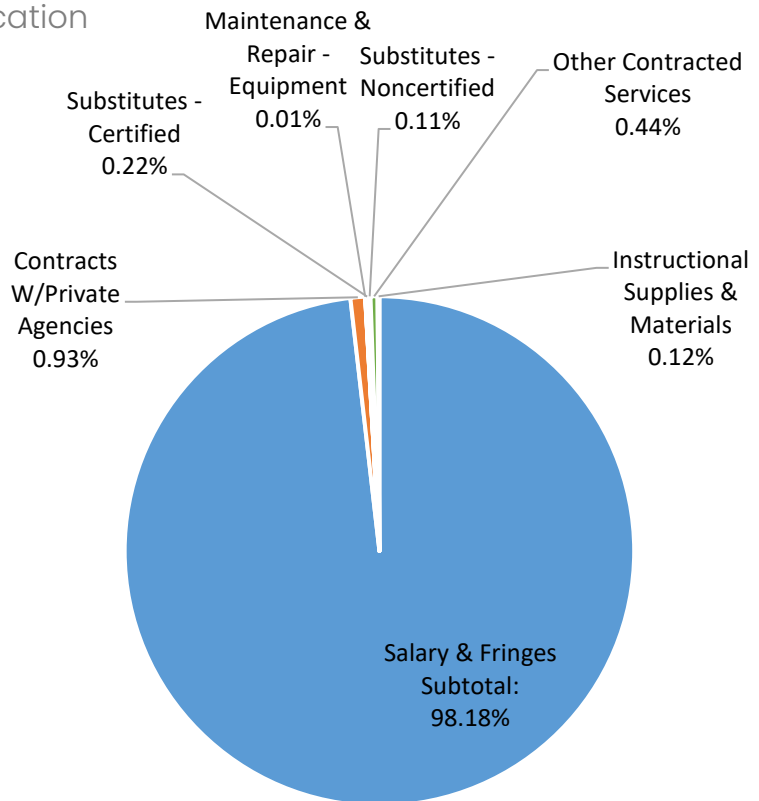


# SPECIAL EDUCATION INSTRUCTION

## Department of Exceptional Student Education

**Sarah Huffman**

Assistant Superintendent, Exceptional Student  
Education



**\$4,532,556**

## Overview

This function holds all SPED teachers, assistants, speech language pathologists, and contracting services for vision, speech and Board Certified Behavior Analysts. Instructional Supplies and Materials include teacher discretionary funds, materials for the new teacher at FHES and a web based visual vocabulary system. Special education equipment purchases ranged from standers to assistive technology devices.

# SPECIAL EDUCATION PROGRAM

<b>Acct</b>	<b>Description</b>	<b>FY 2021 PERS</b>	<b>FY 2021 Budget</b>	<b>FY 2020 Budget</b>	<b>FY 2019 Actual</b>
116	Teachers	37.00	2,115,771	2,119,215	1,689,532
117	Career Ladder Program		10,000	10,000	5,000
127	Extended Contracts		-	-	-
128	Homebound Teachers		-	43,159	61,921
163	Educational Assistants	33.00	785,260	723,678	611,301
171	Therapists (Speech)	8.80	495,882	448,014	309,469
188	Instructional Responsibility		48,000	40,000	70,115
201	Social Security		214,205	211,053	158,957
204/217	State Retirement		344,846	352,365	262,951
206	Life Insurance		13,790	13,125	6,333
207	Medical Insurance		364,000	375,000	282,597
212	Medicare		58,202	57,334	37,178

<b>Salary &amp; Fringes Subtotal:</b>	78.80	4,449,956	4,392,943	3,495,355
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***Includes salaries and benefits for teachers, speech therapists, and classroom assistants used in Special Education classes. Includes homebound teachers who go to individual students' homes if they are unable to attend school because of illness or hospitalization.***

312	Contracts W/Private Agencies		42,000	37,000	80,341
336	Maintenance & Repair - Equipment		300	300	-
369	Substitutes - Certified		10,000	-	-
370	Substitutes - Noncertified		5,000	-	-
399	Other Contracted Services		-	40,000	18,294
429	Instructional Supplies & Materials		20,000	20,083	31,523
725	Special Education Equipment		5,300	11,705	15,339

<b>Services Subtotal:</b>		82,600	109,088	145,497
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<b>SPECIAL EDUCATION TOTAL:</b>		<b>4,532,556</b>	<b>4,502,031</b>	<b>3,640,852</b>
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***Includes contracts for services provided by private agencies for services (such as hearing impaired and visually impaired) that cannot be provided in a cost efficient manner by the District and the cost of instructional materials and supplies and equipment used to provide Special Education services.***

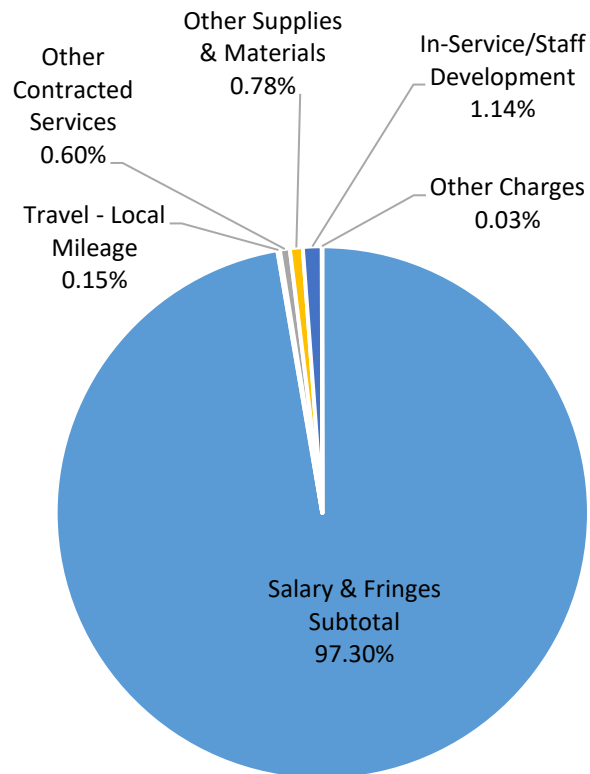


# SPECIAL EDUCATION SUPPORT

## Department of Exceptional Student Education

**Sarah Huffman**

Assistant Superintendent, Exceptional Student  
Education



**\$1,664,630**

## Overview

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



## SUPPORT: SPECIAL EDUCATION

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Supervisors/Coordinators	2.61	254,707	257,666	254,559
117	Career Ladder Program		1,000	1,000	2,000
124	Psychological Personnel	3.00	224,451	234,992	229,003
131	Medical Personnel (OT/PT)	5.00	339,678	-	-
161	Assistant	1.00	58,366	58,366	56,100
162	Clerical Personnel	6.00	200,219	205,285	162,156
189	Other Salaries	3.00	198,526	477,633	401,257
201	Social Security		79,171	76,566	63,134
204/217	State Retirement		118,070	118,152	102,583
206	Life Insurance		5,327	5,328	2,423
207	Medical Insurance		121,599	111,599	99,120
212	Medicare		18,516	17,907	15,153
<b>Salary &amp; Fringes Subtotal:</b>		18.61	1,619,630	1,564,494	1,387,489

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

355	Travel - Local Mileage		2,500	3,500	3,769
399	Other Contracted Services		10,000	9,500	16,947
499	Other Supplies & Materials		13,000	24,102	12,319
524	In-Service/Staff Development		19,000	19,000	12,190
599	Other Charges		500	500	672
<b>Services Subtotal:</b>			45,000	56,602	45,897
<b>SUPPORT: SPECIAL EDUCATION TOTAL:</b>			<b>1,664,630</b>	<b>1,621,096</b>	<b>1,433,385</b>

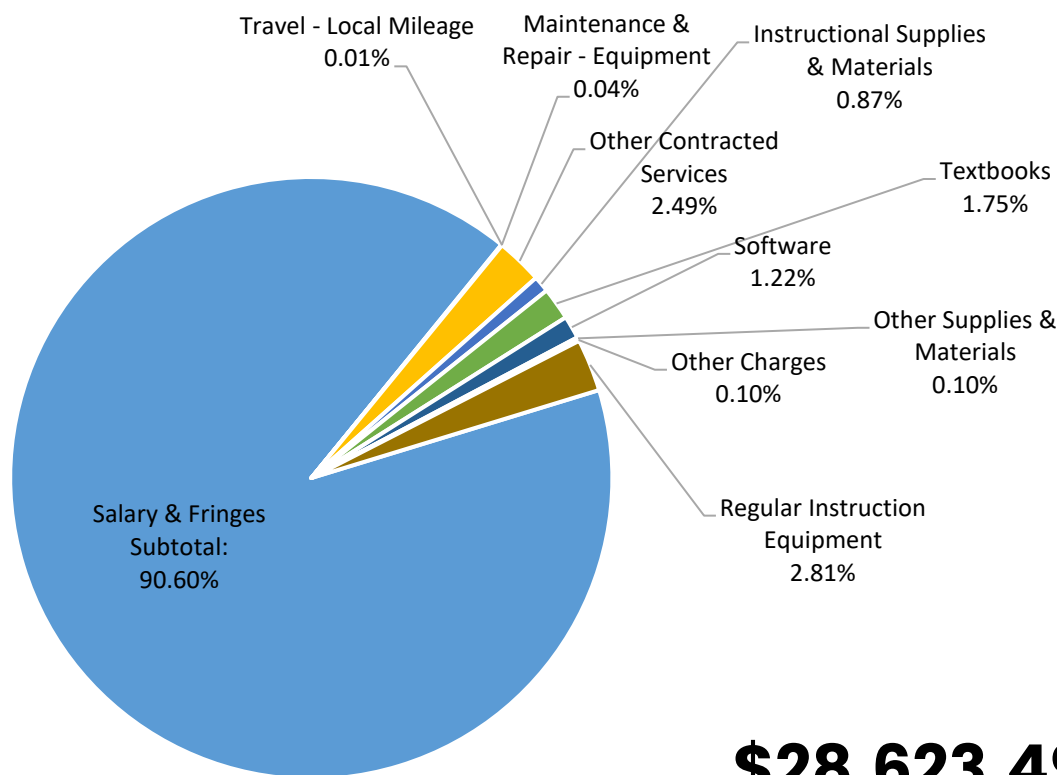
*Includes support for Special Education Department for consultation, travel - local mileage for special education personnel using personal vehicles in the performance of their job, in-service and staff development. Includes specialized supplies, materials, and evaluations used with special populations.*

# REGULAR INSTRUCTION PROGRAM

## Teaching, Learning, and Assessment

**Teresa Price**

Assistant Superintendent



**\$28,623,496**

## Overview

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

# REGULAR INSTRUCTION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
116	Teachers	326.42	19,303,671	19,304,125	17,781,678
117	Career Ladder		66,000	69,000	69,000
127	Extended Contracts		25,000	25,000	4,607
140	Coaching and Other Supplements		279,700	169,700	183,034
163	Educational Assistants	29.00	654,181	526,129	456,817
188	Instructional Responsibility		55,800	55,800	48,000
19500	Substitute Teachers - Certified		-	-	
0	Substitute Teachers - Non Certified		-	-	
201	Social Security		1,263,830	1,249,285	1,076,539
204/217	State Retirement		2,085,164	2,135,831	1,871,638
206	Life Insurance		62,199	61,119	42,958
207	Medical Insurance		1,842,594	1,810,954	1,926,908
212	Medicare		295,573	292,171	251,762
<b>Salary &amp; Fringes Subtotal:</b>		355.42	25,933,712	25,699,114	23,712,940

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

336	Maintenance & Repair – Equipment		12,000	16,000	7,930
355	Travel – Local Mileage		1,500	3,000	572
399	Other Contracted Services		712,430	697,430	593,184
429	Instructional Supplies & Materials		250,000	356,591	523,259
449	Textbooks		500,000	851,931	547,539
471	Software		350,000	-	-
499	Other Supplies & Materials		30,000	572,295	127,248
599	Other Charges		29,284	55,168	15,753
722	Regular Instruction Equipment		804,570	1,799,114	571,980
<b>Services Subtotal:</b>			2,689,784	4,351,529	2,387,467
<b>REGULAR INSTRUCTION TOTAL:</b>			<b>28,623,496</b>	<b>30,050,643</b>	<b>26,100,407</b>

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

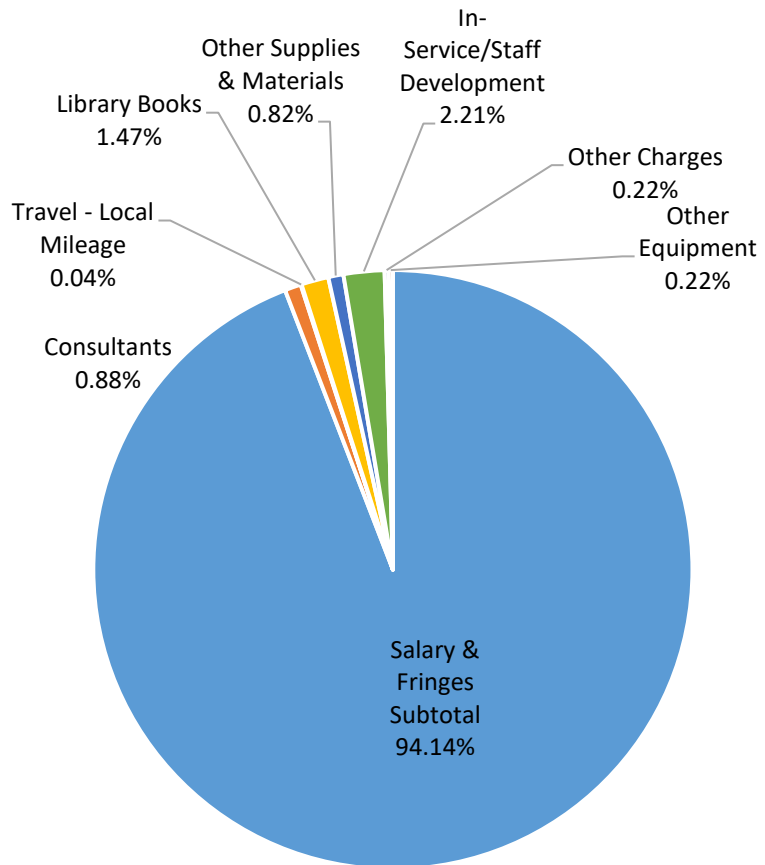


# REGULAR INSTRUCTION SUPPORT

Teaching, Learning, and  
Assessment

**Teresa Price**

Assistant Superintendent



**\$2,133,783**

## Overview

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

## SUPPORT: REGULAR INSTRUCTION

<b>Acct</b>	<b>Description</b>	<b>FY 2021 PERS</b>	<b>FY 2021 Budget</b>	<b>FY 2020 Budget</b>	<b>FY 2019 Actual</b>
105	Directors/Supervisors	7.80	741,882	689,507	515,005
117	Career Ladder Program		3,000	3,000	3,000
129	Librarians	7.00	410,463	427,006	351,979
136	Audiovisual Personnel	1.00	71,766	71,765	70,358
137	Education Media Personnel	1.00	71,235	71,235	69,838
138	Instructional Computer Personnel	4.00	228,584	239,561	174,411
161	Secretary	1.00	56,100	58,366	56,100
163	Ed/Library Assistant	2.50	53,527	56,339	34,068
188	Instructional Responsibility		1,500	1,500	-
189	Other Salaries & Wages	1.00	60,703	59,513	44,486
201	Social Security		101,560	100,333	77,609
204/217	State Retirement		156,886	159,678	129,295
206	Life Insurance		6,325	6,010	3,053
207	Medical Insurance		146,500	120,015	116,206
212	Medicare		23,752	23,465	18,150
<b>Salary &amp; Fringes Subtotal:</b>		25.30	2,133,783	2,087,293	1,663,558

*Includes salaries and benefits for the Department of Curriculum Directors and Supervisors as well as clerical staff at the Central Office and individual school librarians and library assistants.*

308	Consultants		20,000	1,000	-
355	Travel - Local Mileage		1,000	1,000	-
432	Library Books		33,370	33,370	31,000
499	Other Supplies & Materials		18,500	14,900	8,741
524	In-Service/Staff Development		50,000	122,400	32,209
599	Other Charges		5,000	27,073	-
722	Regular Instruction Equipment		-	18,000	11,598
790	Other Equipment		5,000	151,932	15,255
<b>Services Subtotal:</b>			132,870	369,675	98,803

### SUPPORT: REGULAR INSTRUCTION TOTAL:

**2,266,653**

**2,456,968**

**1,762,361**

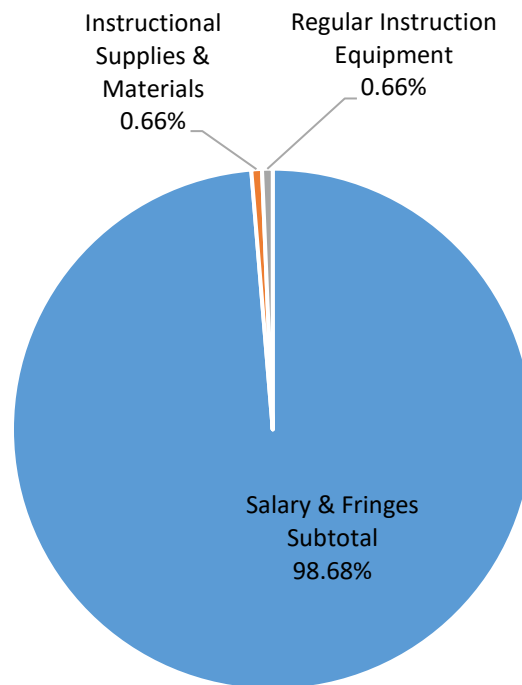
*Includes costs for library books used in schools for replacement and additional books to address enrollment growth and meet educational standards. Includes costs for mileage for Central Office personnel using personal vehicles in the performance of their job and travel to conferences.*

# ALTERNATIVE SCHOOLS PROGRAM

Teaching, Learning, and  
Assessment

**Teresa Price**

Assistant Superintendent



**\$303,661**

## Overview

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

## ALTERNATIVE EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
116	Teachers	2.00	131,627	131,624	114,673
117	Career Ladder		1,000	1,000	-
128	Homebound Teachers	-	15,000	25,000	6,393
130	Social Worker	1.00	61,833	61,832	60,620
163	Educational Assistants	1.00	24,990	22,947	21,967
201	Social Security	-	14,536	15,029	11,981
204/217	State Retirement	-	22,975	24,638	20,574
206	Life Insurance	-	700	700	467
207	Medical Insurance	-	23,600	23,600	23,600
212	Medicare	-	3,400	3,515	2,802
		-	-	-	-
	<b>Salary &amp; Fringes Subtotal:</b>	4.00	299,661	309,885	263,076
		-	-	-	-
312	Contracts With Agencies		-	31,500	2,861
429	Instructional Supplies & Materials		2,000	500	-
722	Regular Instruction Equipment		2,000	2,000	-
			-	-	-
	<b>Services Subtotal:</b>		4,000	34,000	2,861
			-	-	-
	<b>ALTERNATIVE EDUCATION TOTAL:</b>		<b>303,661</b>	<b>343,885</b>	<b>265,937</b>

*Includes salaries and fringe benefits for teachers and contracts with outside providers for alternative school academic and counseling programs.*

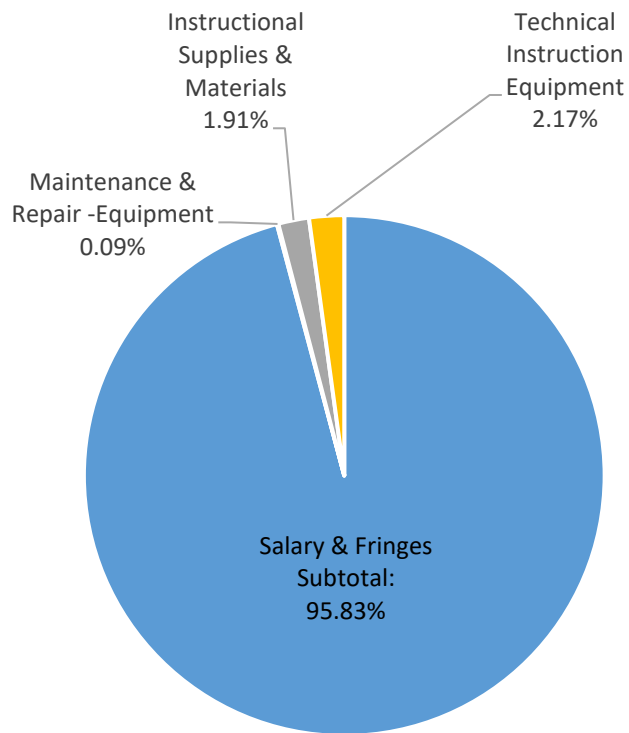


# CAREER AND TECHNICAL EDUCATION PROGRAM

Teaching, Learning, and Assessment

**Teresa Price**

Assistant Superintendent



**\$1,151,992**

## Overview

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



## CAREER & TECHNICAL EDUCATION PROGRAM

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
116	Teachers	14.75	832,965	845,201	716,372
117	Career Ladder Program		1,000	1,000	-
201	Social Security		51,706	52,464	40,380
204/217	State Retirement		85,648	89,951	72,125
206	Life Insurance		2,581	2,581	1,722
207	Medical Insurance		118,000	118,000	110,000
212	Medicare		12,092	12,270	9,444
<b>Salary &amp; Fringes Subtotal:</b>		14.75	1,103,992	1,121,467	950,043
<b><i>Includes salaries and benefits for teachers in the Career and Technical Education programs provided at Houston High School.</i></b>					
336	Maintenance & Repair -Equipment		1,000	1,000	-
429	Instructional Supplies & Materials		22,000	22,000	18,010
730	Technical Instruction Equipment		25,000	31,429	18,644
<b>Services Subtotal:</b>			48,000	54,429	36,654
<b>TECHNICAL EDUCATION TOTAL:</b>			<b>1,151,992</b>	<b>1,175,896</b>	<b>986,697</b>

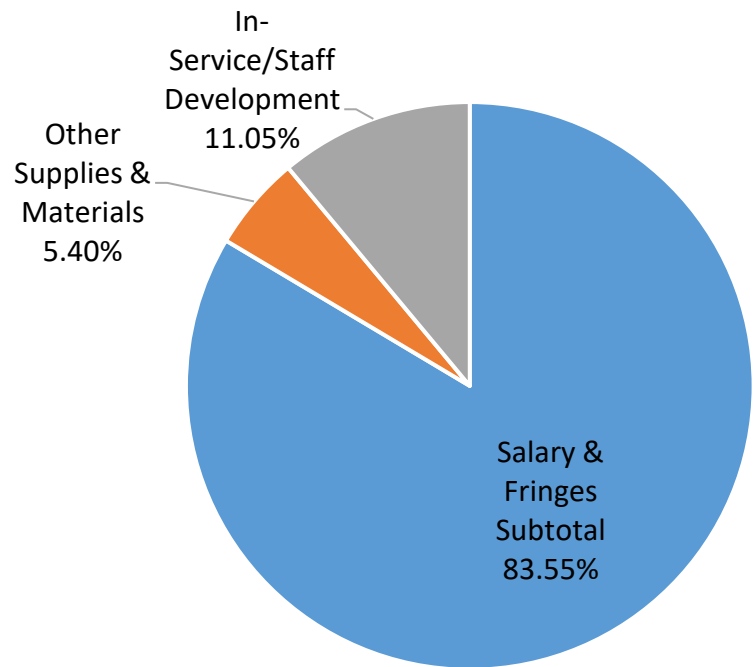
***Includes textbooks, materials and supplies, and equipment in Career and Technical Education programs at Houston High School.***

# CAREER AND TECH EDUC SUPPORT

Teaching, Learning, and  
Assessment

**Teresa Price**

Assistant Superintendent



**\$30,246**

## Overview

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

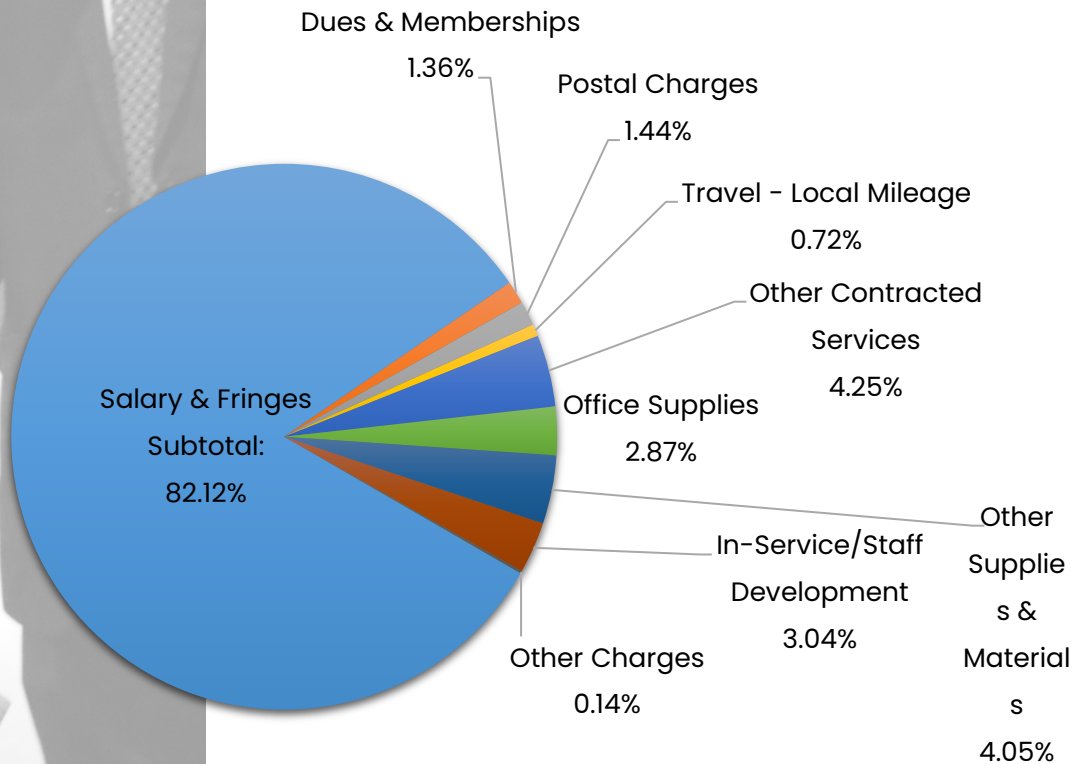
## SUPPORT: CAREER AND TECHNICAL EDUCATION

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
105	Director/Supervisor	0.20	18,311	18,311	17,593
201	Social Security		1,135	1,135	1,022
204/217	State Retirement		1,881	1,946	1,583
206	Life Insurance		50	50	41
207	Medical Insurance		2,650	1,650	1,651
212	Medicare		266	265	239
<b>Salary &amp; Fringes Subtotal:</b>		0.20	24,293	23,357	22,129
499	Other Supplies & Materials		1,953	1,953	-
524	In-Service/Staff Development		4,000	4,000	1,699
<b>Services Subtotal:</b>			5,953	5,953	1,699
<b>SUPPORT: CAREER AND TECH EDUCATION TOTAL:</b>			<b>30,246</b>	<b>29,310</b>	<b>23,828</b>

*Includes funds for support staff in the Career and Technical Education Department.*

# SUPERINTENDENT

## Office of the Superintendent



**\$696,682**

## Overview

This budget includes salaries for the Superintendent, academy registrar and whole child coordinator, communications coordinator and interns, executive secretary, and front desk receptionist. It also includes lease payments for the central office space.

# OFFICE OF SUPERINTENDENT

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
101	County Official/Administrative Officer	1.00	169,793	169,793	167,017
103	Deputy	0.50	75,990	75,990	-
117	Career Ladder		1,000	1,000	3,000
161	Secretaries	2.00	105,152	105,151	58,681
189	Other Salaries & Wages	1.20	104,892	103,071	89,285
201	Social Security		28,323	28,338	16,499
204/217	State Retirement		37,778	40,541	32,911
206	Life Insurance		1,880	1,687	723
207	Medical Insurance		33,500	31,500	30,000
212	Medicare		6,624	6,627	4,403
299	Other Fringe Benefits		7,200	7,200	7,200
<b>Salary &amp; Fringes Subtotal:</b>		4.70	572,132	570,898	409,719

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

320	Dues & Memberships		9,500	9,500	7,121
330	Operating Lease Payments		-	51,816	155,448
348	Postal Charges		10,000	10,000	7,702
355	Travel - Local Mileage		5,000	5,000	366
399	Other Contracted Services		29,600	22,400	20,400
435	Office Supplies		20,000	20,000	5,281
499	Other Supplies & Materials		28,250	13,250	-
524	In-Service/Staff Development		21,200	26,200	17,934
599	Other Charges		1,000	3,943	946
<b>Services Subtotal:</b>			124,550	162,109	215,198

## OFFICE OF SUPERINTENDENT TOTAL:

696,682

733,007

624,916

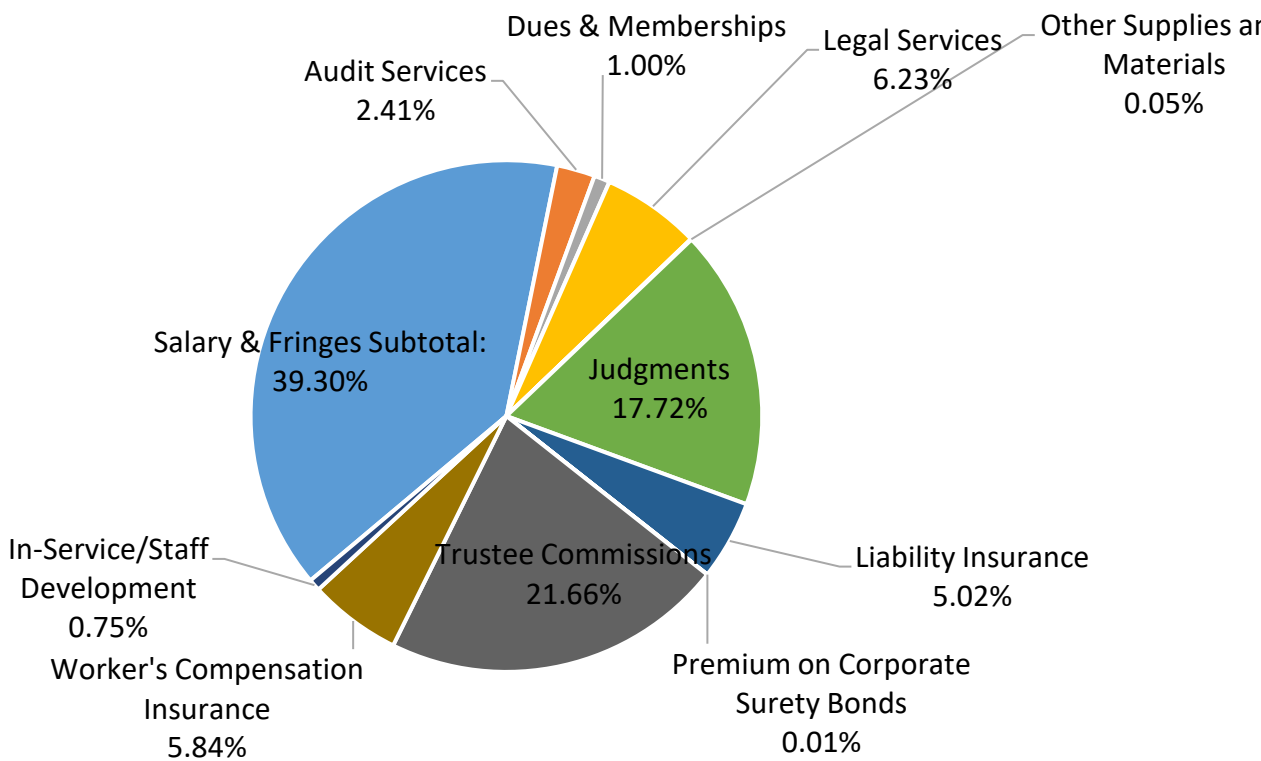
***Includes costs associated with the Office of the Superintendent and leasing costs for the District Office.***





## SCHOOL BOARD

### Board of Education Services **\$2,005,590**



## Overview

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

The School Board has made a commitment to fully fund retiree health benefits (OPEB) since FY15. The total investment to the district's OPEB trust account is \$3.0 million. The budgeted contribution for FY21 is \$755,000. This district initiative annually requires a commitment of approximately \$500,000.

## BOARD OF EDUCATION SERVICES

<u>Acct</u>	<u>Description</u>	<u>FY 2021 PERS</u>	<u>FY 2021 Budget</u>	<u>FY 2020 Budget</u>	<u>FY 2019 Actual</u>
189	Other Salaries & Wages	5.00	21,500	21,500	21,500
201	Social Security		1,333	1,333	1,333
204/217	State Retirement		-		-
206	Life Insurance - Retirees		46,000	46,000	32,259
207	Health Insurance - Retirees		709,000	709,000	693,208
210	Unemployment Compensation		10,000	10,000	6,111
212	Medicare		312	312	312
<b>Salary &amp; Fringes Subtotal:</b>		5.00	788,145	788,145	754,722

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

305	Audit Services		48,400	41,500	38,600
320	Dues & Memberships		20,000	20,000	14,805
331	Legal Services		125,000	125,000	136,340
499	Other Supplies and Materials		1,000	1,000	630
505	Judgments		355,453	-	150,000
506	Liability Insurance		100,748	98,750	94,942
508	Premium on Corporate Surety Bonds		300	300	-
510	Trustee Commissions		434,409	423,560	406,631
513	Worker's Compensation Insurance		117,135	117,135	100,042
524	In-Service/Staff Development		15,000	25,000	12,339
<b>Services Subtotal:</b>			1,217,445	852,245	954,329

### **BOARD OF EDUCATION SERVICES TOTAL:**

**2,005,590      1,640,390      1,709,052**

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

