

## **Johnson City Board of Education Special Meeting**

**July 29, 2024 8:30 AM**

Central Office

### **1. CALL TO ORDER AND PURPOSE OF MEETING**

- 1.A. Agreement with CRW for construction drawings/administration of School Vestibules Project \$153,950 PEP Funded
- 1.B. Central Office Improvements - Boardroom, HVAC, hallway flooring
- 1.C. Agreement with ESG for design and installation of HVAC improvements at South Side \$3,990,000 PEP Funded
- 1.D. Bid award to Energy Control for installation of window security film at 12 schools
- 1.E. 2024-2025 Budget Amendment #1
- 1.F. Investment of Funds in TN Local Government Investment Pool
- 1.G. Policies
  - 1.G.1. 1.501 - Visitors to Schools
  - 1.G.2. 3.202 - Emergency Preparedness Plan
  - 1.G.3. 3.205 - Security
  - 1.G.4. 4.213 - Family Life Education
  - 1.G.5. 4.214 - Use of Artificial Intelligence Programs
  - 1.G.6. 4.300 - Extracurricular Activities
  - 1.G.7. 4.301 - Interscholastic Athletics
  - 1.G.8. 4.600 - Grading System
  - 1.G.9. 5.307 - Physical Assault Leave

- 1.G.10. 6.203 - School Admissions
- 1.G.11. 6.309 - Zero Tolerance Offenses
- 1.G.12. 6.312 - Use of Personal Communication Devices in School
- 1.G.13. 6.318 - Admission of Suspended or Expelled Students
- 1.G.14. 4.2011 - Class Size Ratios
- 1.G.15. 6.4052 - Opioid Antagonist

## **2. ADJOURNMENT**

**JOHNSON CITY SCHOOLS**  
**Special Called BOE Budget Meeting**  
**July 29, 2024**

**AGENDA**

1. **Agreement with CRW for construction drawings/administration of School Vestibules Project \$153,950 PEP Funded.**
2. **Central Office Improvements- Boardroom, HVAC, hallway flooring**
3. **Agreement with ESG for design and installation of HVAC improvements at South Side \$3,990,000 PEP Funded.**
4. **Bid award to Energy Control for installation of window security film at 12 schools.**
5. **2024-2025 Budget Amendment #1**
6. **Investment of Funds in TN Local Government Investment Pool**
7. **Policies**

**JCS SECURE VESTIBULES**  
**Opinion of Probable Cost**

7/16/24

<b>Location</b>	<b>Construction</b>	<b>Contingency</b>	<b>Design Fee</b>	<b>Total</b>	<b>ADA Ramps</b>	<b>Total w/ Ramps</b>
Columbus Powell	\$ 453,468	\$ 36,275	\$ 34,285	\$ 524,028	\$ 150,000	\$ 674,028
Cherokee	\$ 286,447	\$ 22,916	\$ 21,655	\$ 331,018	\$ -	\$ 331,018
Mountain View (Option 1)	\$ 664,666	\$ 53,172	\$ 50,250	\$ 768,088	\$ -	\$ 768,088
North Side (Option 2)	\$ 193,590	\$ 15,488	\$ 14,635	\$ 223,713	\$ -	\$ 223,713
Topper Academy	\$ 438,123	\$ 35,047	\$ 33,125	\$ 506,295	\$ 100,000	\$ 606,295
<b>Grand Total</b>	<b>\$ 2,036,294</b>	<b>\$ 162,898</b>	<b>\$ 153,950</b>	<b>\$ 2,353,142</b>	<b>\$ 250,000</b>	<b>\$ 2,603,142</b>

**Notes:**

Based on preliminary design concepts and estimates provided by Cain Rash West Architects  
PEP funding; Requires deferment of proposed HVAC upgrades at Mountain View and Indian Trail



June 14, 2024

Mr. Brian Ross  
Facilities Director  
City of Johnson City, Tennessee

RE: Request for Proposal – Johnson City Schools: Central Office Secure Vestibule

Dear Mr. Ross,

CainRashWest Architects is pleased to submit the following architectural fee proposal for the Johnson City Schools: Central Office Secure Vestibule project. We propose the following scope, services and fee:

**Scope Overview:**

Provide construction & engineering documents to add a secure vestibule & associated office renovations for JCS Central Office based on the preliminary Johnson City Schools Vestibule Concept Design package dated May 20, 2024.

**Construction Document / Construction Administration Services:**

- Engage structural, mechanical, plumbing and electrical engineers to further develop floor plans and associated drawings.
- Complete Construction documents suitable for bidding, approval from City of Johnson City and obtaining necessary permits.
- Bidding phase support issuing addendums and answering sub-contractor questions.
- Construction Administration phase including review of shop drawings, job site meetings and inspections, RFI's, ASI's and pay request approvals.

**Architectural Fee:**

We propose the Lump Sum Architectural Fee of **\$34,285.00** based on Opinion of Probable Cost developed by GRC Construction during conceptual design phase.

Construction	\$ 453,468
Contingency (8%)	\$ 36,275
Fee (7%)	\$ 34,285
<b>Total OPC</b>	<b>\$ 524,028</b>

Architectural Fee may be reduced to **\$29,000.00** if Bidding and Construction Administration Services are not required.

*Note: Architectural Fee shall be adjusted once final bidding is complete to reflect 7% of actual construction cost. Architectural fee shall be a minimum of \$29,000.00 regardless of final construction price or delivery method.*

Reimbursable allowance – No reimbursables included, see attached rate sheet for hourly rates and reimbursable expenses. All deliverables will be in pdf format. Reimbursables shall be approved by Owner before any additional services completed.

Thank you for the opportunity and we look forward to working with you.

Sincerely,



Catherine Hill, AIA, NCARB  
CainRashWest Architects

\_\_\_\_\_  
Owner Signature – Acceptance of Proposal

\_\_\_\_\_  
Date

June 14, 2024

Mr. Brian Ross  
Facilities Director  
City of Johnson City, Tennessee

RE: Request for Proposal – Johnson City Schools: Cherokee Elementary School Secure Vestibule

Dear Mr. Ross,

CainRashWest Architects is pleased to submit the following architectural fee proposal for the Johnson City Schools: Cherokee Elementary School Secure Vestibule project. We propose the following scope, services and fee:

**Scope Overview:**

Provide construction & engineering documents for a secure vestibule addition & front office renovation for Cherokee Elementary based on the preliminary Johnson City Schools Vestibule Concept Design package dated May 20, 2024.

**Construction Document / Construction Administration Services:**

- Engage structural, mechanical, plumbing and electrical engineers to further develop floor plans and associated drawings.
- Complete Construction documents suitable for bidding, approval from TN State Fire Marshal's Office / City of Johnson City and obtaining necessary permits.
- Bidding phase support issuing addendums and answering sub-contractor questions.
- Construction Administration phase including review of shop drawings, job site meetings and inspections, RFI's, ASI's and pay request approvals.

**Architectural Fee:**

We propose the Lump Sum Architectural Fee of **\$21,655.00** based on Opinion of Probable Cost developed by GRC Construction during conceptual design phase.

Construction	\$ 286,447
Contingency (8%)	\$ 22,916
Fee (7%)	\$ 21,655
Total OPC	\$ 331,018

*Note: Architectural Fee shall be adjusted once final bidding is complete to reflect 7% of actual construction cost. Architectural fee shall be a minimum of \$21,655.00 regardless of final construction price or delivery method.*

Reimbursable allowance – No reimbursables included, see attached rate sheet for hourly rates and reimbursable expenses. All deliverables will be in pdf format. Reimbursables shall be approved by Owner before any additional services completed.

Thank you for the opportunity and we look forward to working with you.

Sincerely,



Catherine Hill, AIA, NCARB  
CainRashWest Architects

\_\_\_\_\_  
Owner Signature – Acceptance of Proposal

\_\_\_\_\_  
Date

June 14, 2024

Mr. Brian Ross  
Facilities Director  
City of Johnson City, Tennessee

RE: Request for Proposal – Johnson City Schools: Mountain View Elementary School Secure Vestibule

Dear Mr. Ross,

CainRashWest Architects is pleased to submit the following architectural fee proposal for the Johnson City Schools: Mountain View Elementary School Secure Vestibule project. We propose the following scope, services and fee:

**Scope Overview:**

Provide construction & engineering documents for a secure vestibule and associated interior renovations based on the preliminary Johnson City Schools Vestibule Concept Design package dated May 20, 2024. The Facilities Committee elected to pursue Option 1 (infill double height lobby with new structure to create additional floor area for program areas of need).

**Construction Document / Construction Administration Services:**

- Engage structural, mechanical, plumbing and electrical engineers to further develop floor plans and associated drawings.
- Complete Construction documents suitable for bidding, approval from TN State Fire Marshal's Office / City of Johnson City and obtaining necessary permits.
- Bidding phase support issuing addendums and answering sub-contractor questions.
- Construction Administration phase including review of shop drawings, job site meetings and inspections, RFI's, ASI's and pay request approvals.

**Architectural Fee:**

We propose the Lump Sum Architectural Fee of **\$50,250.00** based on Opinion of Probable Cost developed by GRC Construction during conceptual design phase.

Construction	\$ 664,666
Contingency (8%)	\$ 53,172
Fee (7%)	\$ 50,250
Total OPC	\$ 768,088

*Note: Architectural Fee shall be adjusted once final bidding is complete to reflect 7% of actual construction cost. Architectural fee shall be a minimum of \$50,250.00 regardless of final construction price or delivery method.*

Reimbursable allowance – No reimbursables included, see attached rate sheet for hourly rates and reimbursable expenses. All deliverables will be in pdf format. Reimbursables shall be approved by Owner before any additional services completed.

Thank you for the opportunity and we look forward to working with you.

Sincerely,



Catherine Hill, AIA, NCARB  
CainRashWest Architects

\_\_\_\_\_  
Owner Signature – Acceptance of Proposal

\_\_\_\_\_  
Date

June 14, 2024

Mr. Brian Ross  
Facilities Director  
City of Johnson City, Tennessee

RE: Request for Proposal – Johnson City Schools: North Side Elementary School Secure Vestibule

Dear Mr. Ross,

CainRashWest Architects is pleased to submit the following architectural fee proposal for the Johnson City Schools: North Side Elementary School Secure Vestibule project. We propose the following scope, services and fee:

**Scope Overview:**

Provide construction & engineering documents for a secure vestibule & associated front office renovations for North Side Elementary based on the preliminary Johnson City Schools Vestibule Concept Design package dated May 20, 2024. The Facilities Committee elected to pursue Option 2 (utilize existing classroom for secure vestibule and reception).

**Construction Document / Construction Administration Services:**

- Engage structural, mechanical, plumbing and electrical engineers to further develop floor plans and associated drawings.
- Complete Construction documents suitable for bidding, approval from TN State Fire Marshal's Office / City of Johnson City and obtaining necessary permits.
- Bidding phase support issuing addendums and answering sub-contractor questions.
- Construction Administration phase including review of shop drawings, job site meetings and inspections, RFI's, ASI's and pay request approvals.

**Architectural Fee:**

We propose the Lump Sum Architectural Fee of **\$14,635.00** based on Opinion of Probable Cost developed by GRC Construction during conceptual design phase.

Construction	\$ 193,590
Contingency (8%)	\$ 15,488
Fee (7%)	\$ 14,635
Total OPC	\$ 223,713

*Note: Architectural Fee shall be adjusted once final bidding is complete to reflect 7% of actual construction cost. Architectural fee shall be a minimum of \$14,635.00 regardless of final construction price or delivery method.*

Reimbursable allowance – No reimbursables included, see attached rate sheet for hourly rates and reimbursable expenses. All deliverables will be in pdf format. Reimbursables shall be approved by Owner before any additional services completed.

Thank you for the opportunity and we look forward to working with you.

Sincerely,



Catherine Hill, AIA, NCARB  
CainRashWest Architects

\_\_\_\_\_  
Owner Signature – Acceptance of Proposal

\_\_\_\_\_  
Date

June 14, 2024

Mr. Brian Ross  
Facilities Director  
City of Johnson City, Tennessee

RE: Request for Proposal – Johnson City Schools: Topper Academy Secure Vestibule

Dear Mr. Ross,

CainRashWest Architects is pleased to submit the following architectural fee proposal for the Johnson City Schools: Topper Academy Secure Vestibule project. We propose the following scope, services and fee:

**Scope Overview:**

Provide construction & engineering documents to add a secure vestibule & associated front office renovations for Topper Academy based on the preliminary Johnson City Schools Vestibule Concept Design package dated May 20, 2024.

**Construction Document / Construction Administration Services:**

- Engage structural, mechanical, plumbing and electrical engineers to further develop floor plans and associated drawings.
- Complete Construction documents suitable for bidding, approval from TN State Fire Marshal's Office / City of Johnson City and obtaining necessary permits.
- Bidding phase support issuing addendums and answering sub-contractor questions.
- Construction Administration phase including review of shop drawings, job site meetings and inspections, RFI's, ASI's and pay request approvals.

**Architectural Fee:**

We propose the Lump Sum Architectural Fee of **\$33,125.00** based on Opinion of Probable Cost developed by GRC Construction during conceptual design phase.

Construction	\$ 438,123
Contingency (8%)	\$ 35,047
Fee (7%)	\$ 33,125
Total OPC	\$ 506,295

Architectural Fee may be reduced to **\$28,000.00** if Bidding and Construction Administration Services are not required.

*Note: Architectural Fee shall be adjusted once final bidding is complete to reflect 7% of actual construction cost. Architectural fee shall be a minimum of \$28,000.00 regardless of final construction price or delivery method.*

Reimbursable allowance – No reimbursables included, see attached rate sheet for hourly rates and reimbursable expenses. All deliverables will be in pdf format. Reimbursables shall be approved by Owner before any additional services completed.

Thank you for the opportunity and we look forward to working with you.

Sincerely,



Catherine Hill, AIA, NCARB  
CainRashWest Architects

\_\_\_\_\_  
Owner Signature – Acceptance of Proposal

\_\_\_\_\_  
Date

---

# JOHNSON CITY SCHOOLS

## Vestibule Concept Design for:

- Cherokee Elementary School
- Mountain View Elementary School
- North Side Elementary School
- Topper Academy
- Johnson City Schools - Central Office

---

### Project Team

#### Owner

Johnson City Schools  
City of Johnson City  
Steve Barnett, Ed.D.  
Greg Wallace, Ed. D  
Joe Barnes  
Brian Ross

#### Architect

CainRashWest Architects  
Katie Hill, RA  
Rick Lutz, RA

#### Cost Estimating

GRC Construction, Inc.

#### Cherokee Elementary School

Richard Hutson, Ed.S.

#### Mountain View Elementary School

Chelsea Lee, Ed.D.

#### North Side Elementary School

Chad Moore, Ed.S.

#### Topper Academy

Holly English, Ed.D.

#### Johnson City Schools - Central Office

Steve Barnett, Ed.D.

#### Tennessee School Safety Mentor

Jeff Hicks



**JOHNSON CITY SCHOOLS**

*Expect The Best!*

**Cain  
Rash  
West**

Architects

---

# Design Guidelines

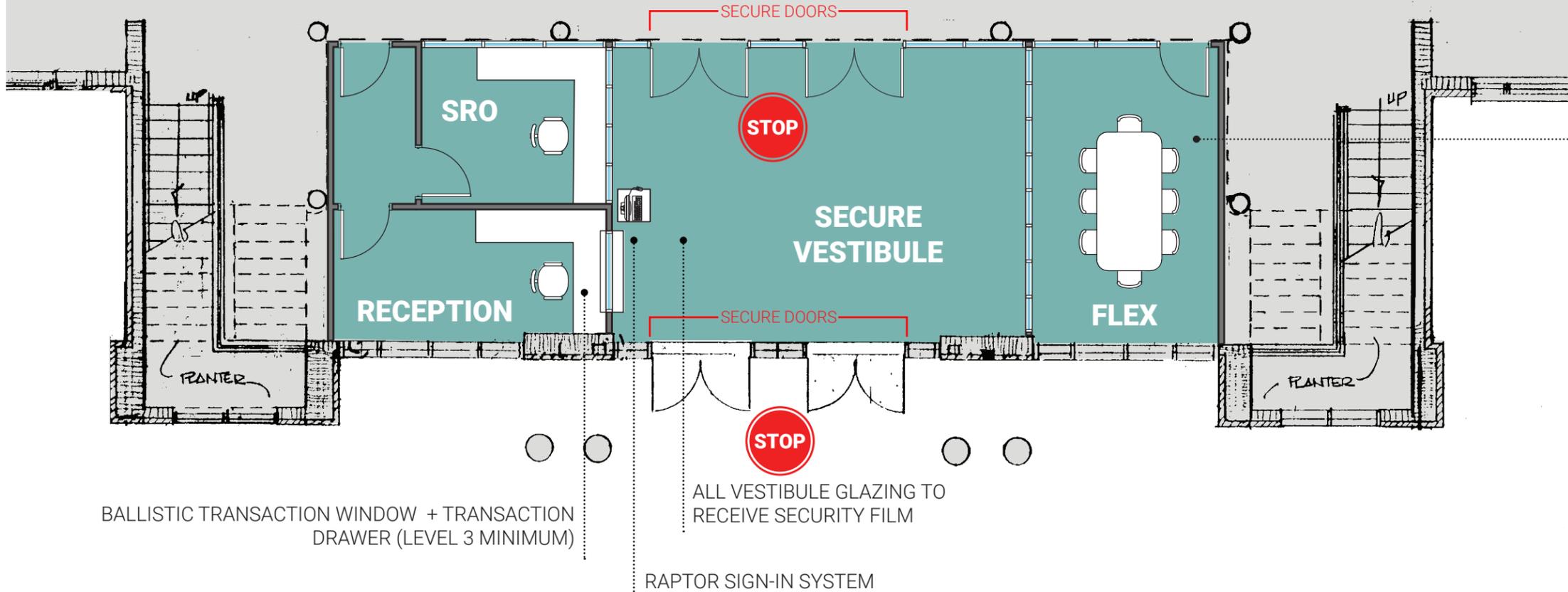
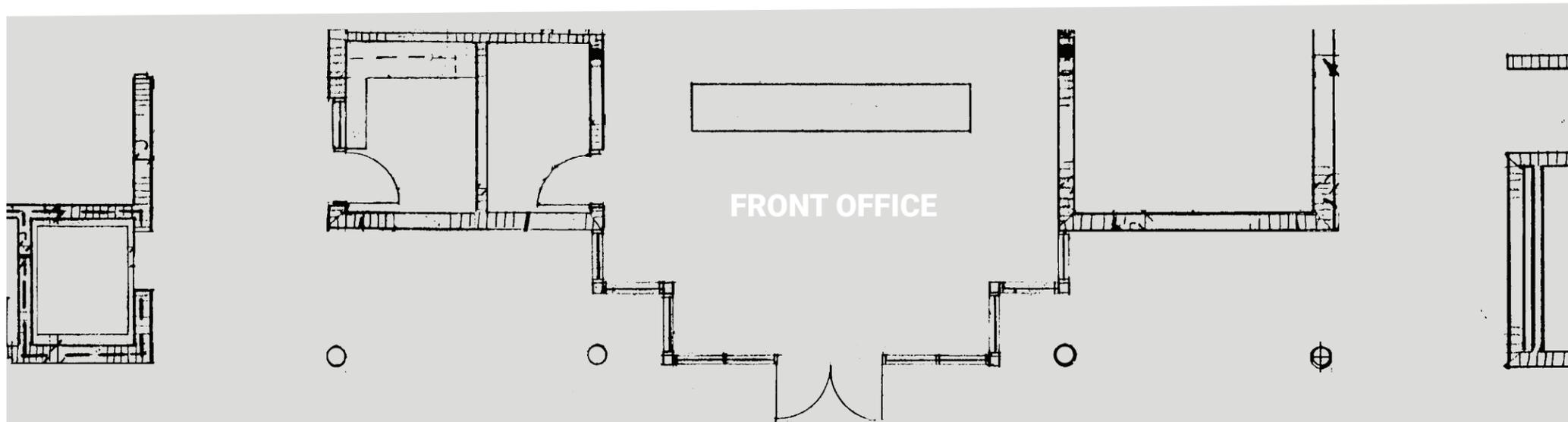
- Visitors must go through (2) sets of secure doors and an in-person check-in process prior to entering the facility.
- No student/staff circulation (*excluding entering/exiting the facility*) through the secure lobby and students/staff should not enter the secure lobby for front office activities.

## Opinion of Probable Cost

- High level cost estimate based on Bid Market Pricing
- A/E Fees
- Project Contingency



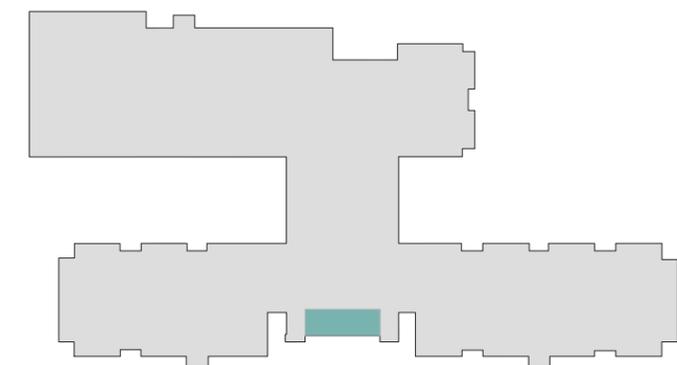




INFILL DOUBLE HEIGHT LOBBY WITH NEW STRUCTURE TO CREATE ADDITIONAL FLOOR AREA FOR PROGRAM AREAS OF NEED.

**PROJECT AREA = 2,030 SF**

LEVEL 1 = 1,015 SF  
LEVEL 2 = 1,015 SF



KEY PLAN

**OPINION OF PROBABLE COST = \$768,088**



scale = 1/8" = 1'-0"

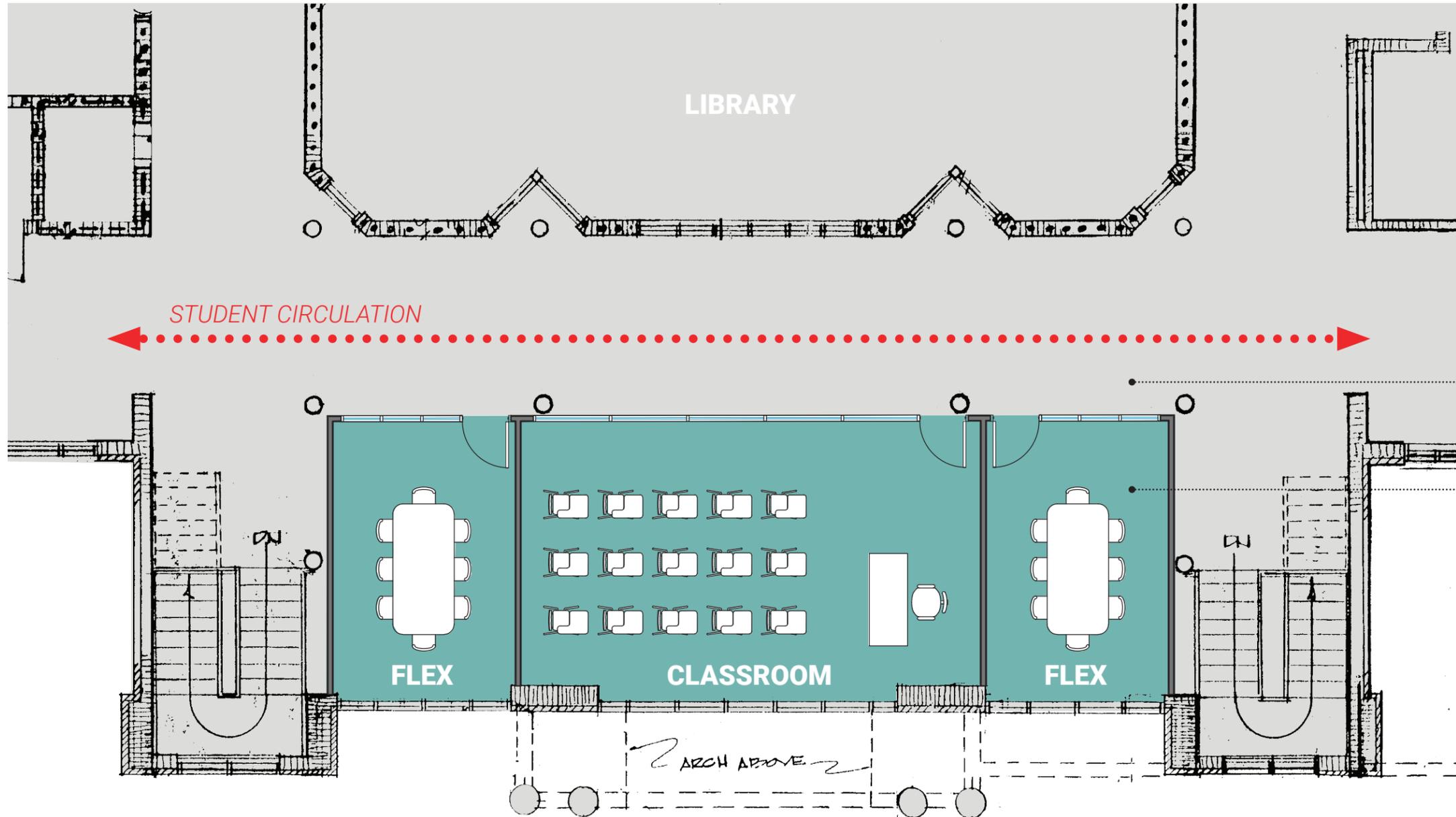
**03** | **OPTION 1:**  
**FLOOR PLAN - LEVEL 1**

phase: Conceptual Design  
project: Johnson City Schools - Secure Vestibule Study  
date: May 20, 2024



**MOUNTAIN VIEW  
ELEMENTARY SCHOOL**

**Cain  
Rash  
West**  
Architects



GLASS AT CORRIDOR TO MAINTAIN VIEWS

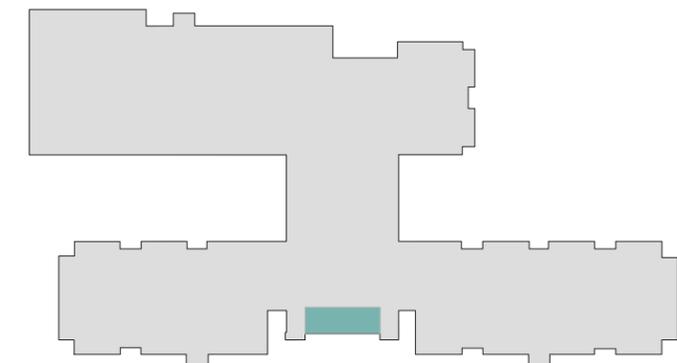
INFILL DOUBLE HEIGHT LOBBY WITH NEW STRUCTURE TO CREATE ADDITIONAL FLOOR AREA FOR PROGRAM AREAS OF NEED.

CLASSROOM AND FLEX SPACE SHOWN FOR CONTEXT. FINAL SPACE REQUIREMENTS TO BE DETERMINED.

**PROJECT AREA = 2,030 SF**

LEVEL 1 = 1,015 SF

LEVEL 2 = 1,015 SF



KEY PLAN

**OPINION OF PROBABLE COST = \$768,088**



scale = 1/8" = 1'-0"

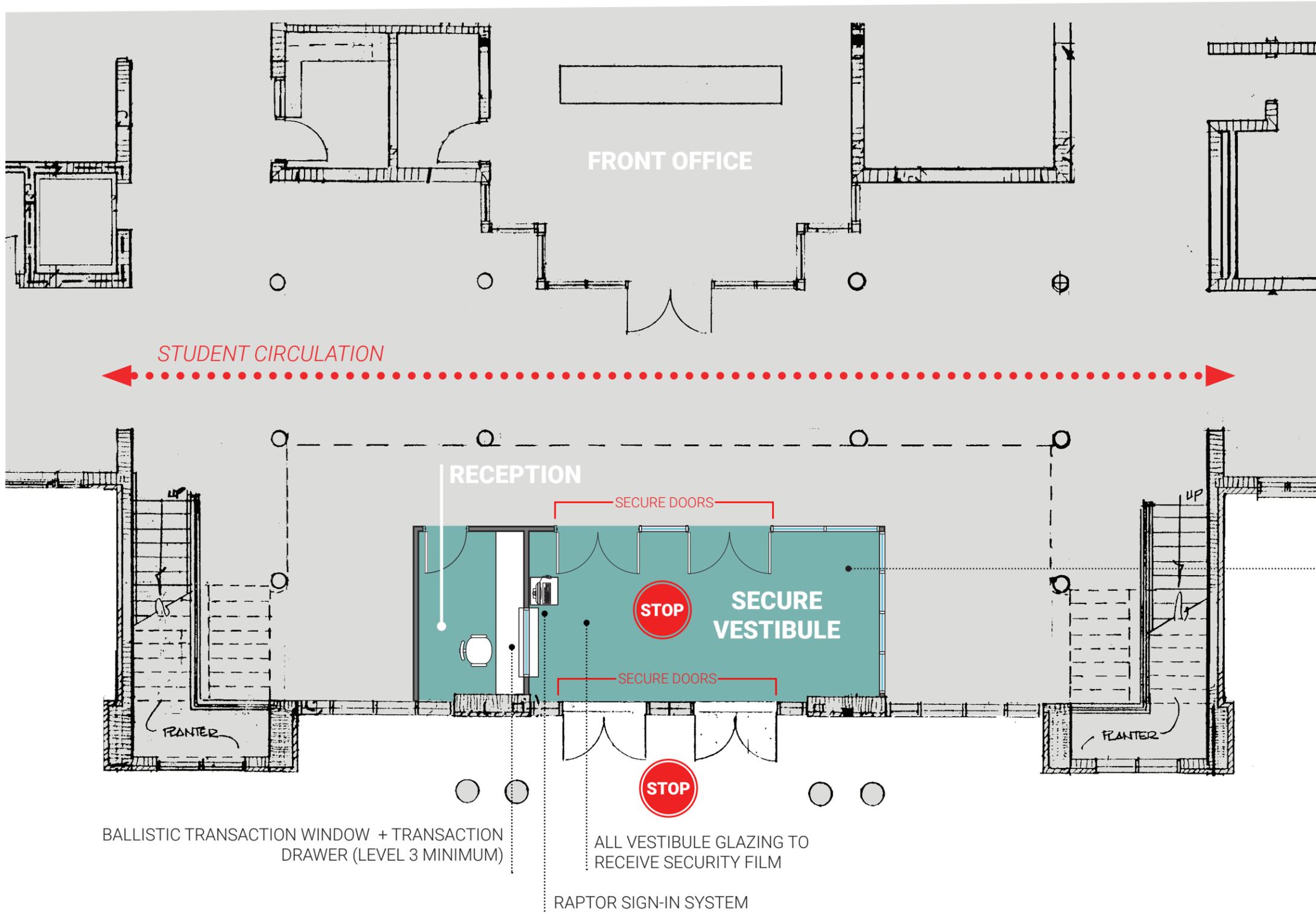
**04** | **OPTION 1:**  
FLOOR PLAN - LEVEL 2

phase	Conceptual Design
project	Johnson City Schools - Secure Vestibule Study
date	May 20, 2024



**MOUNTAIN VIEW  
ELEMENTARY SCHOOL**

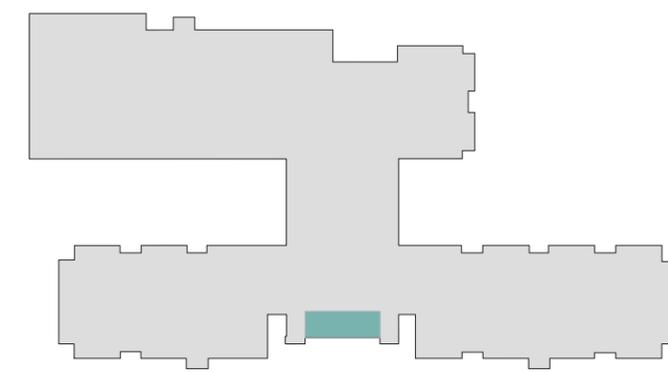
**Cain  
Rash  
West**  
Architects



"FREESTANDING" SECURE VESTIBULE WITHIN DOUBLE HEIGHT LOBBY.

POWER, HVAC, AND FIRE PROTECTION TO VESTIBULE COULD BE A CHALLENGE AND WILL REQUIRE FURTHER INVESTIGATION.

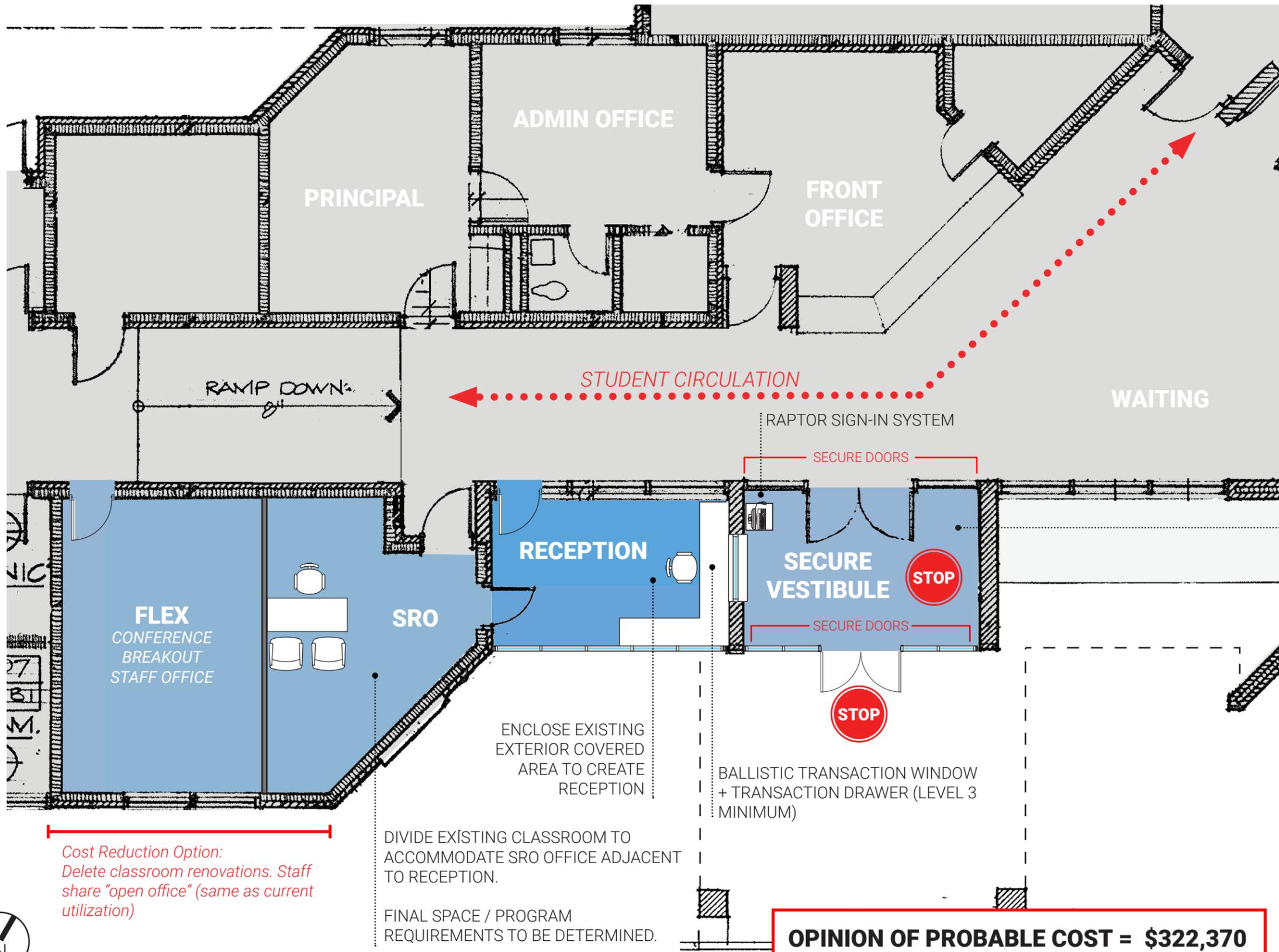
**PROJECT AREA = 435 SF**



KEY PLAN

**OPINION OF PROBABLE COST = \$260,056**

scale = 1/8" = 1'-0"

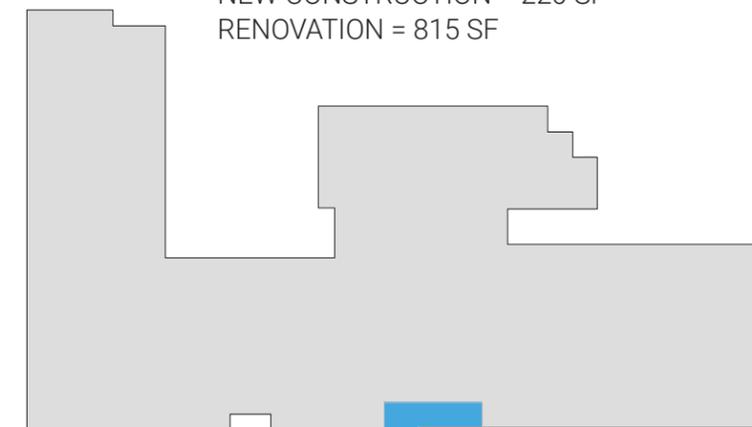


ENLARGE EXISTING VESTIBULE TO ALLOW FOR TRANSACTION WINDOW AND ACHIEVE ADA ACCESSIBILITY

ALL VESTIBULE GLAZING TO RECEIVE SECURITY FILM

**PROJECT AREA = 1,035 SF**

NEW CONSTRUCTION = 220 SF  
RENOVATION = 815 SF



KEY PLAN

*Cost Reduction Option:  
Delete classroom renovations. Staff share "open office" (same as current utilization)*

DIVIDE EXISTING CLASSROOM TO ACCOMMODATE SRO OFFICE ADJACENT TO RECEPTION.

FINAL SPACE / PROGRAM REQUIREMENTS TO BE DETERMINED.

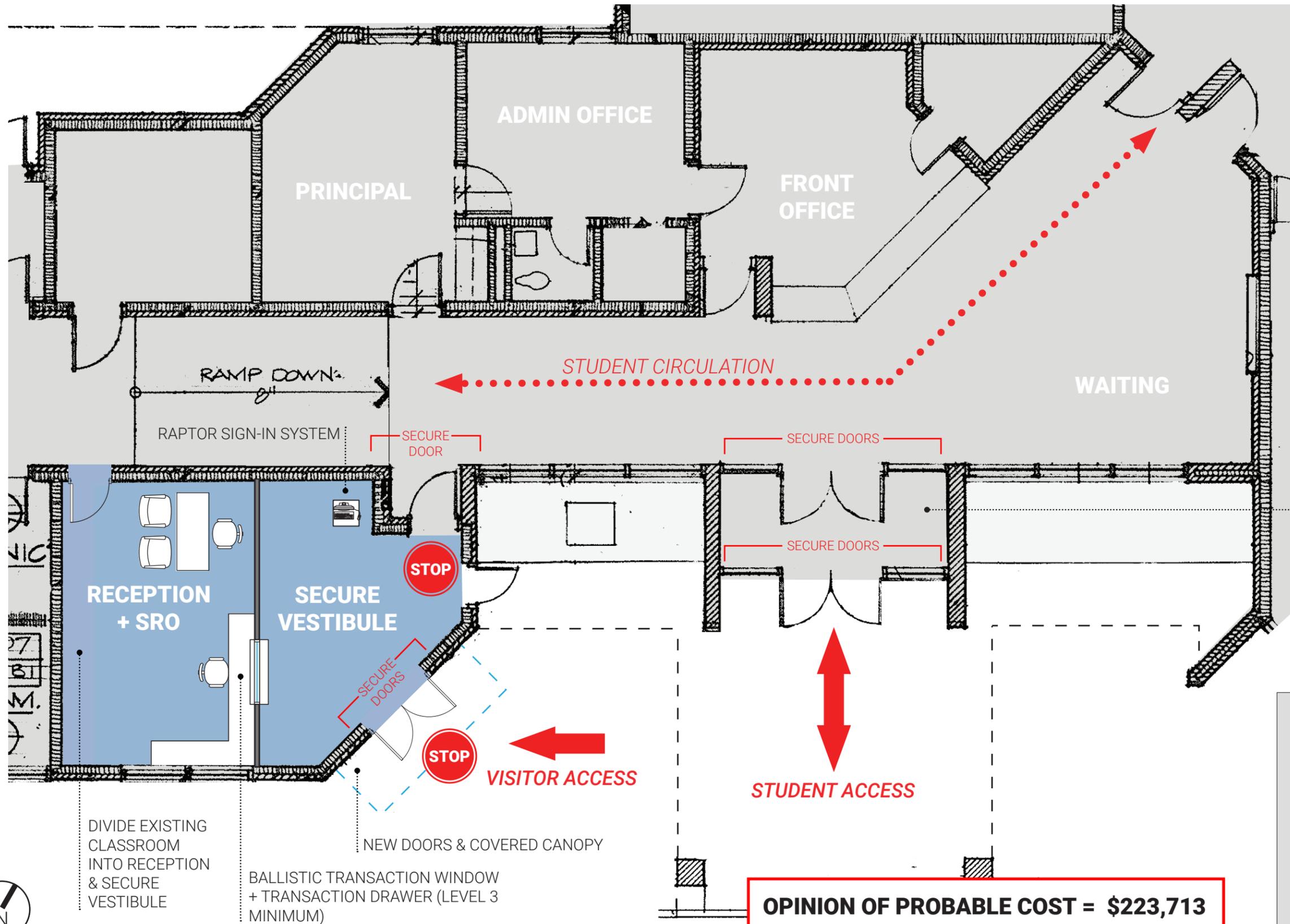
ENCLOSE EXISTING EXTERIOR COVERED AREA TO CREATE RECEPTION

BALLISTIC TRANSACTION WINDOW + TRANSACTION DRAWER (LEVEL 3 MINIMUM)

**OPINION OF PROBABLE COST = \$322,370**

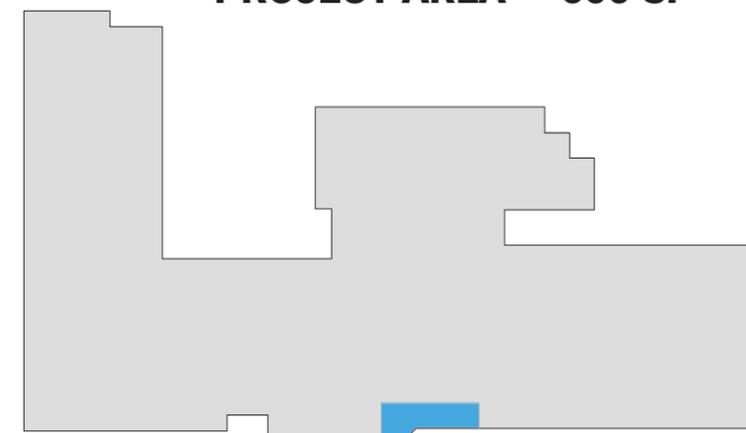


scale = 1/8" = 1'-0"



ALL EXISTING VESTIBULE GLAZING TO RECEIVE SECURITY FILM

PROJECT AREA = 600 SF



KEY PLAN

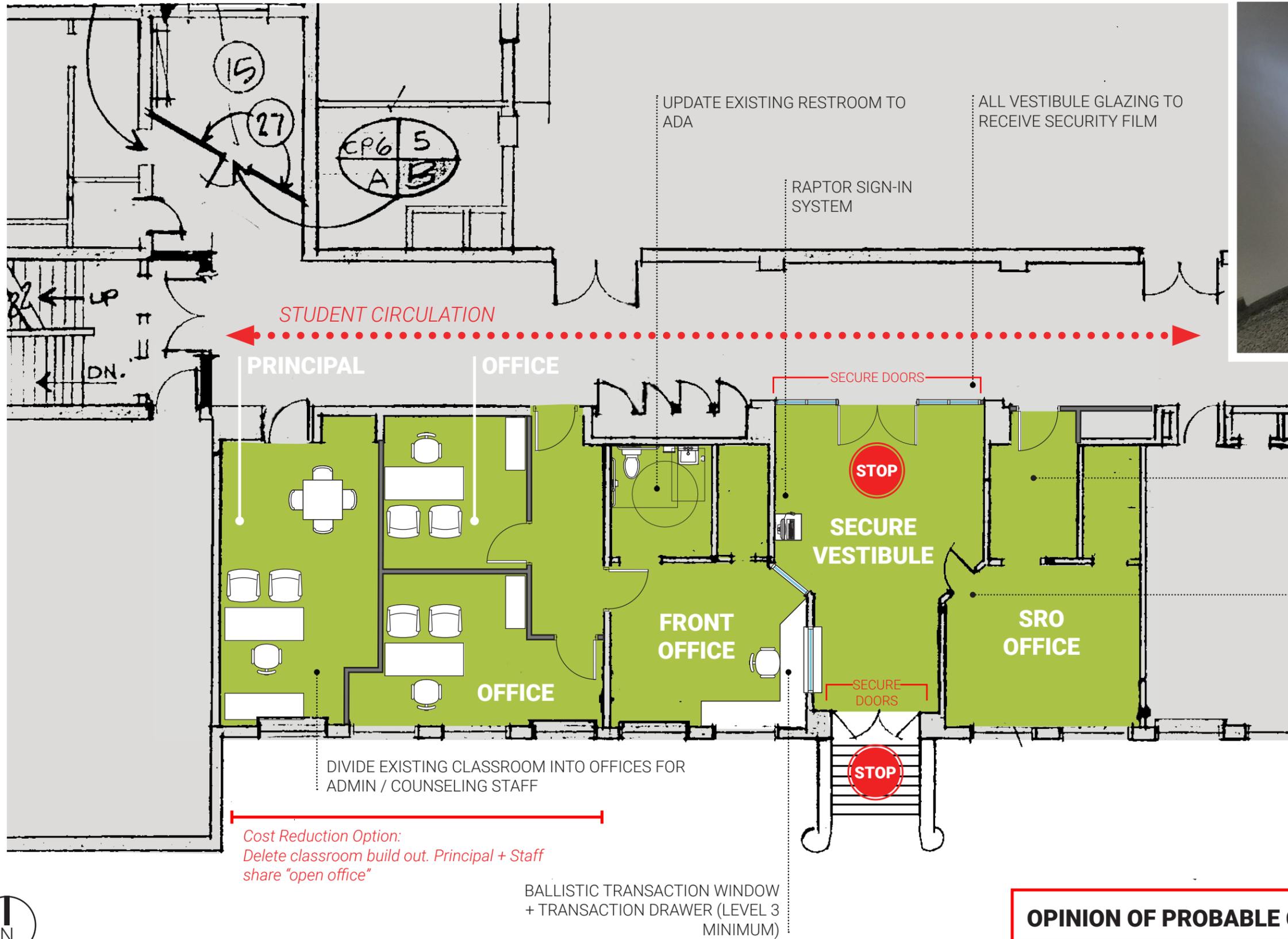


scale = 1/8" = 1'-0"

**07** | **OPTION 2:**  
FLOOR PLAN

phase: Conceptual Design  
 project: Johnson City Schools - Secure Vestibule Study  
 date: May 20, 2024



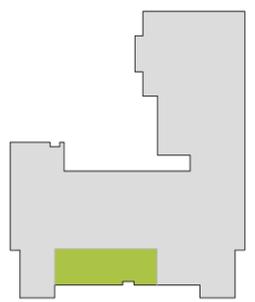


NEW ENTRANCE TO SRO OFFICE

MAINTAIN SRO ACCESS TO VESTIBULE. UPGRADE DOOR & HARDWARE FOR SECURE ACCESS

**PROJECT AREA = 1,675 SF**

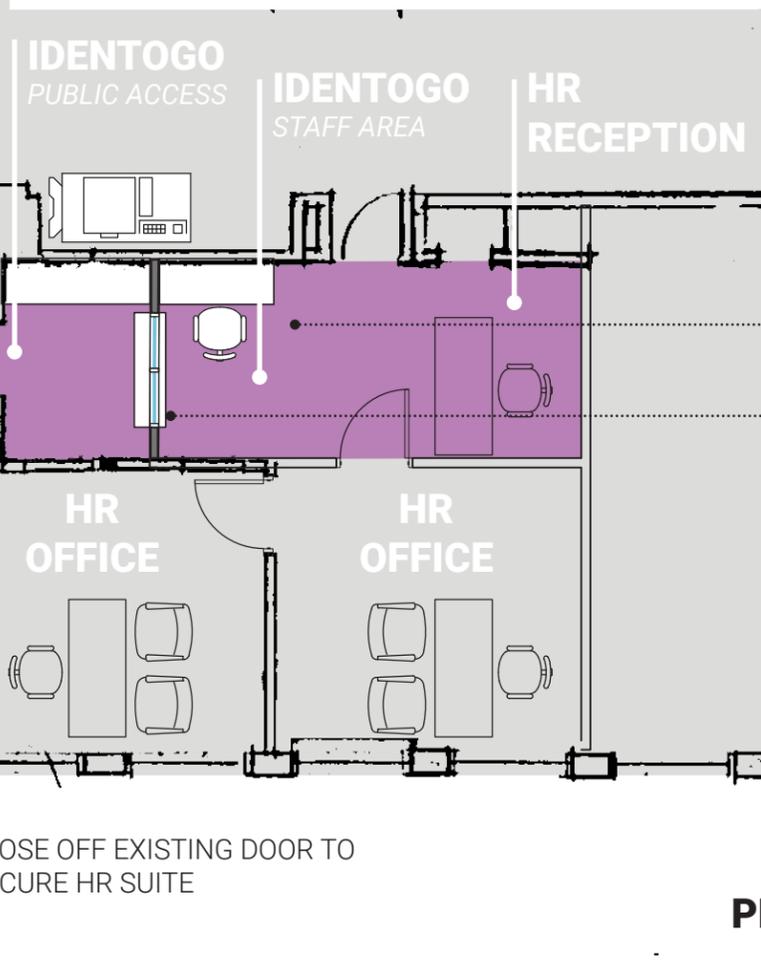
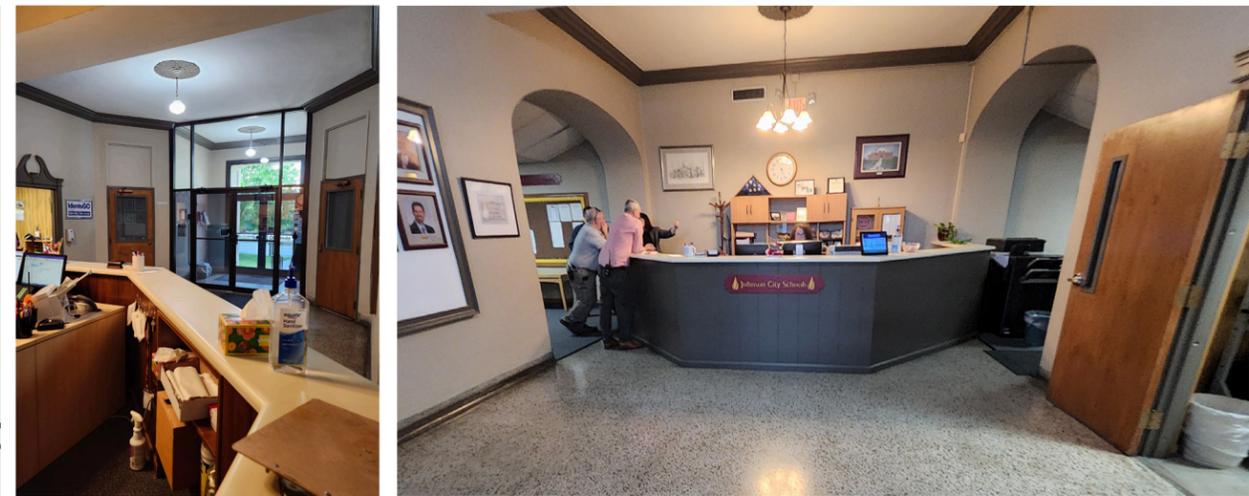
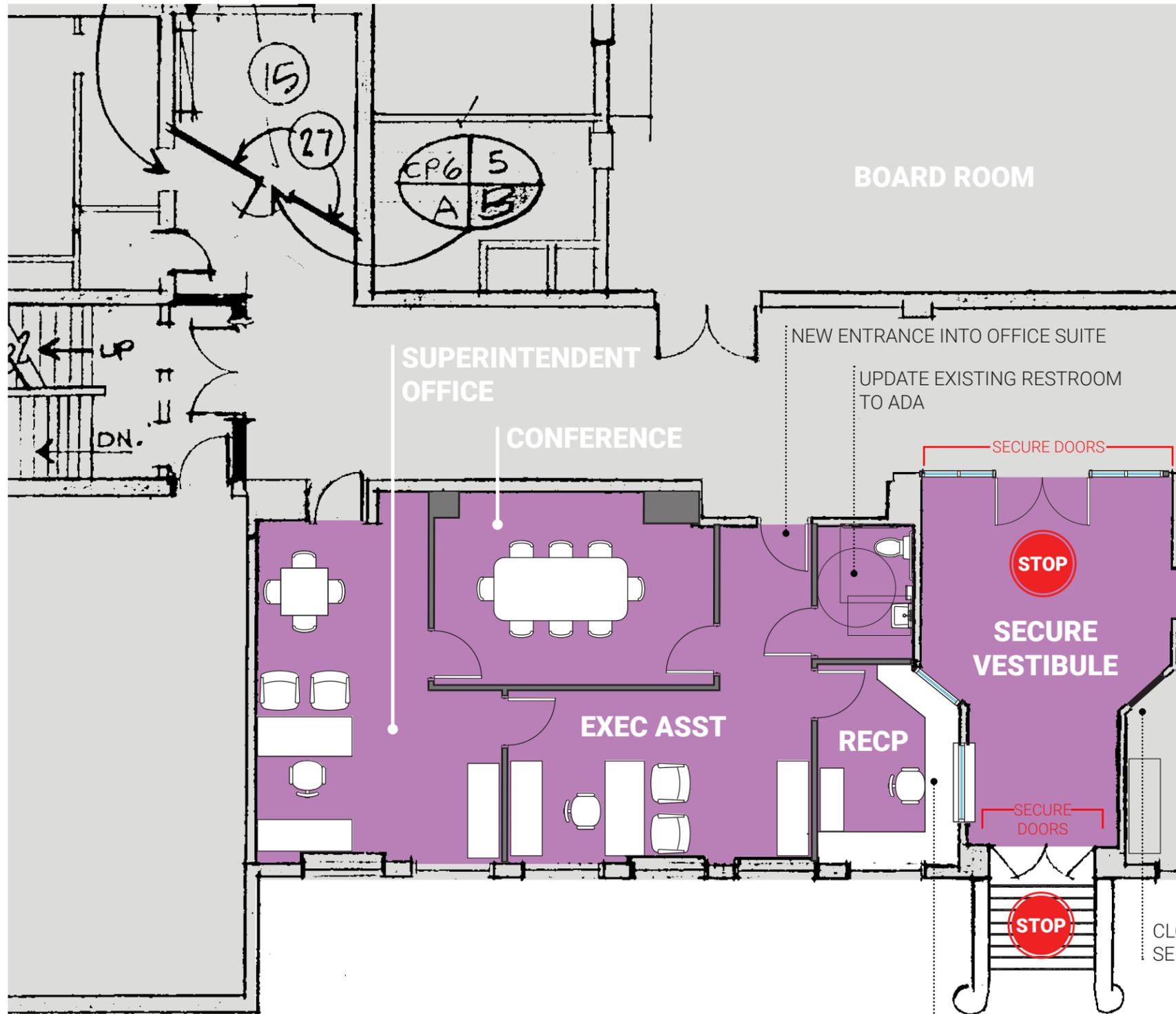
**OPINION OF PROBABLE COST = \$506,295**



KEY PLAN

scale = 1/8" = 1'-0"





HR RECEPTIONIST CAN ASSIST IDENTOGO CUSTOMERS IF REQ'D

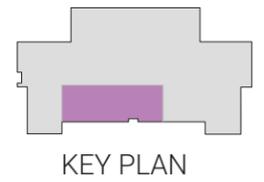
BALLISTIC SLIDING TRANSACTION WINDOW (LEVEL 3 MINIMUM)

NO STAFF WITHIN SECURE VESTIBULE

**PROJECT AREA = 1,570 SF**

BALLISTIC TRANSACTION WINDOW (LEVEL 3 MINIMUM)

**OPINION OF PROBABLE COST = \$524,028**



KEY PLAN

— N  
scale = 1/8" = 1'-0"



---

# OPC Compilation

## Cherokee Elementary School

- \$331,018

## Mountain View Elementary School

- Option 1: \$768,088
- Option 2: \$260,056

## North Side Elementary School

- Option 1: \$322,370
- Option 2: \$223,713

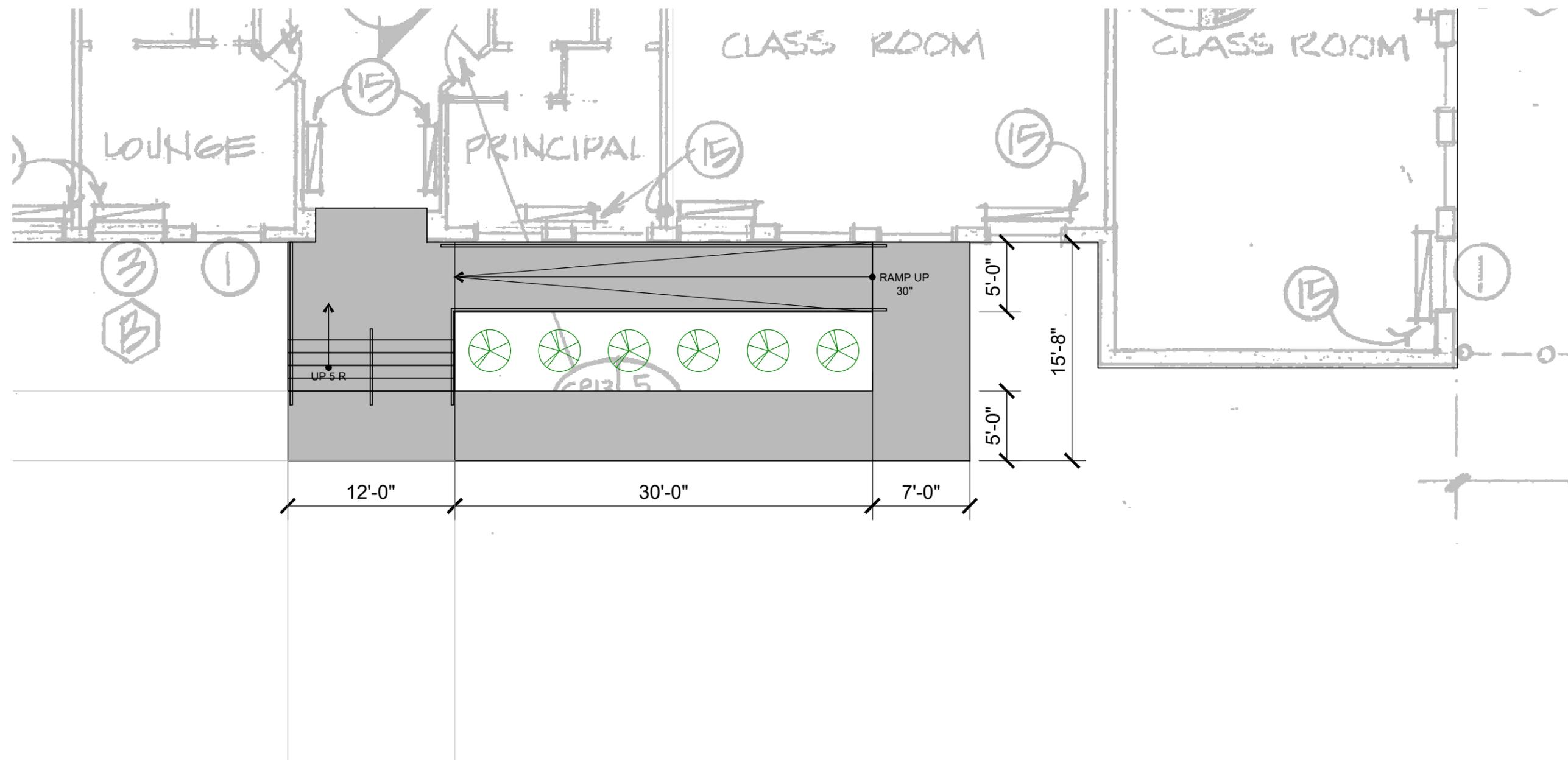
## Topper Academy

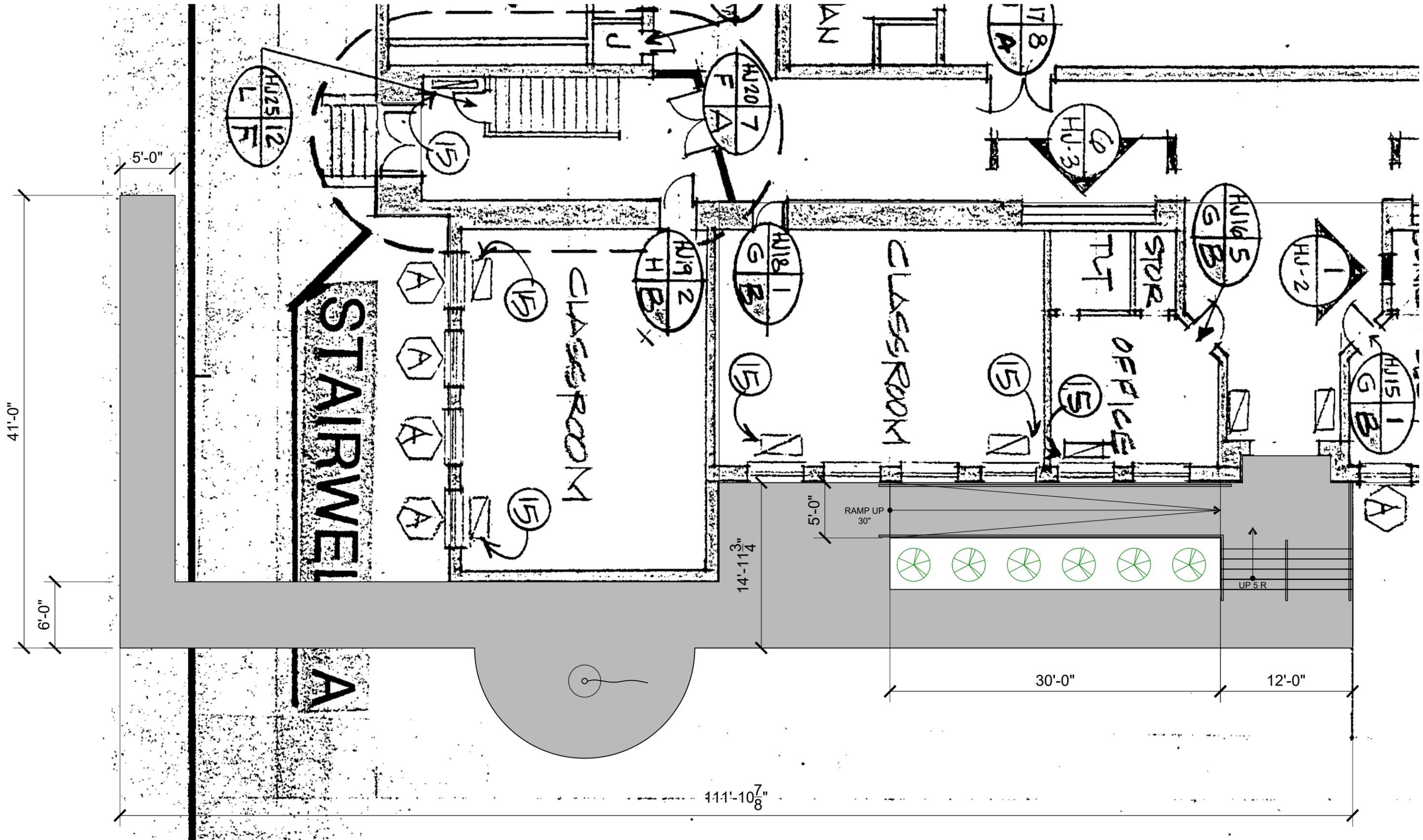
- \$506,295

## Johnson City Schools - Central Office

- \$524,028









Schematic Design Option 1 For:

# Johnson City Schools Board of Education Conference Room

100 E. Maple Street  
Johnson City, Tennessee 37601

June 4, 2024



---

3203 Hanover Road  
Johnson City, TN 37604

---



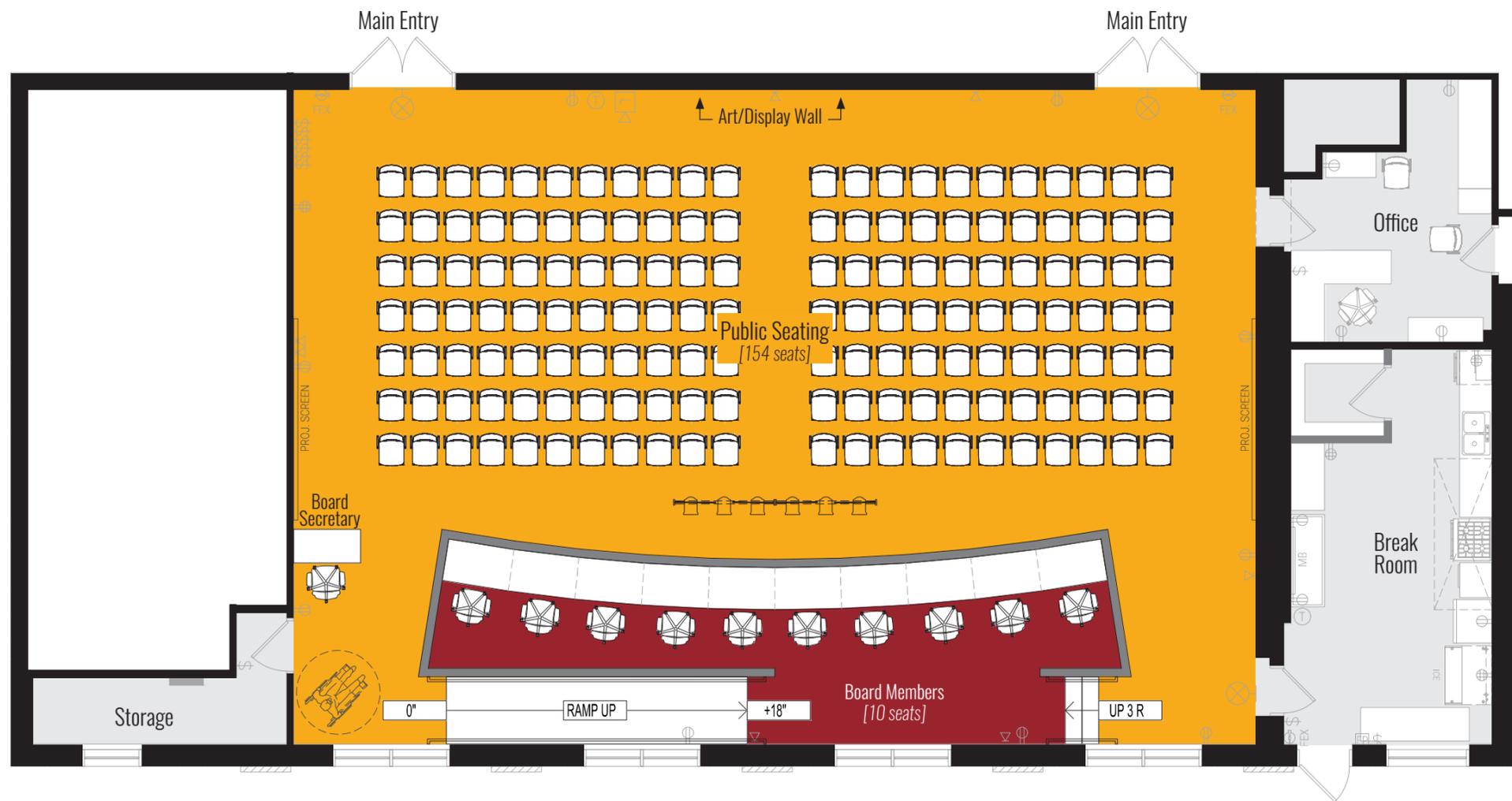
P: (423) 952-2700  
F: (423) 952-2702

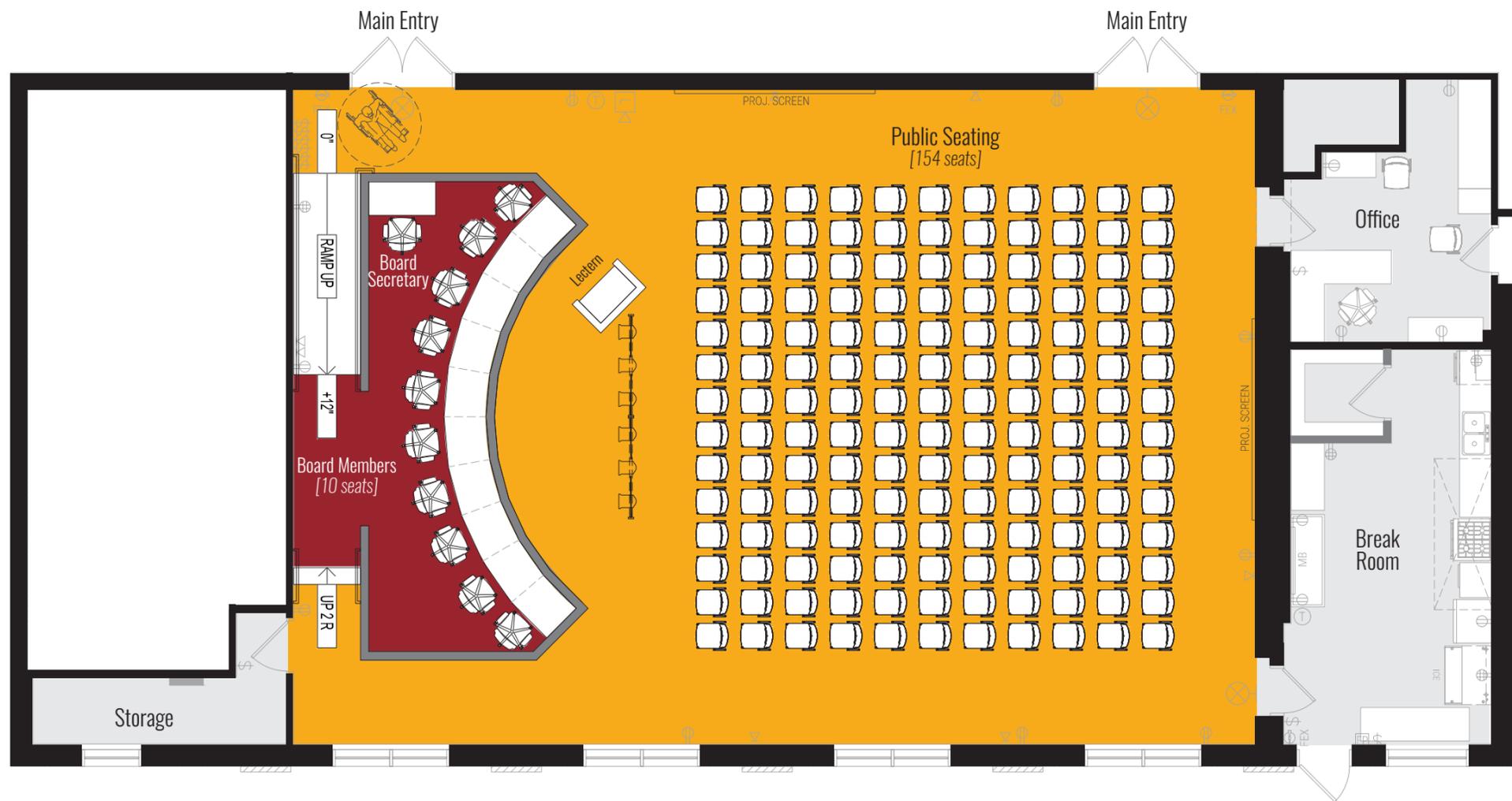
---



[thomasweemsarchitect.com](http://thomasweemsarchitect.com)

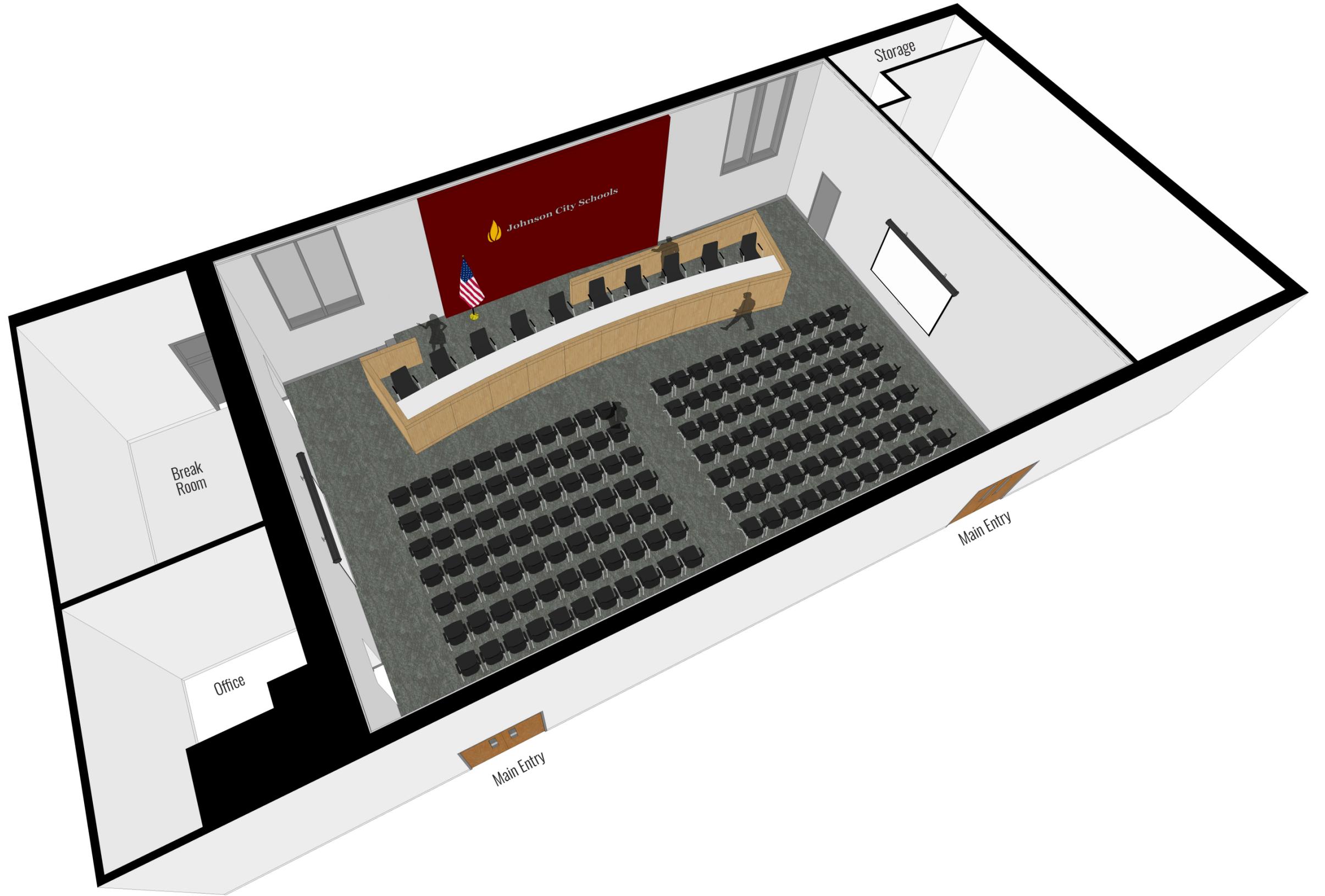
# SCHEMATIC DESIGN











# AGENDA SUMMARY

July 18, 2024 Approved by the Board of Commissioners



**SUBJECT:** Consider Energy-Related Services Contract with Energy Systems Group, LLC (ESG) for HVAC upgrades at South Side Elementary School (Administration)

**MEETING:** City Commission - Jul 18 2024

**DEPARTMENT:** Administration

**STAFF CONTACT:** Randy Trivette, Assistant City Manager

## SUMMARY:

In accordance with TCA 12-4-107 (D), the City would expand the scope of services with ESG to provide engineering and contractor services to complete the replacement of all HVAC equipment and controls at South Side Elementary School as outlined in Exhibit A of agreement. The existing HVAC equipment has reached its useful life and creating extensive maintenance repairs and is time for replacement before a major outage occurs. The replacement of the existing aged equipment will consist of the same HVAC system component design with new energy efficient equipment.

## WHICH COMMISSION STRATEGIC GOAL DOES THIS SUPPORT?

Future Ready Infrastructure

## FINANCIAL IMPACT:

Contract Amount \$3,990,000.00 (funded with the PEP Fund Balance)

## STAFF RECOMMENDATION:

Staff recommends approval and request Mayor's signature on any and all documents needed to facilitate the project.

## SUPPORTING DOCUMENTS:

[City of Johnson City \(TN\) Ph 3 Execution Copy 07-12-24](#)

## ENERGY-RELATED SERVICES CONTRACT

THIS ENERGY-RELATED SERVICES CONTRACT (herein sometimes "Agreement" and sometimes "Contract"), made this \_\_\_\_\_, by and between City of Johnson City, Johnson City, Tennessee, (hereinafter called "City" or "Owner") and Energy Systems Group, LLC, an Indiana limited liability company (hereinafter called "Contractor" or "ESG"),

WITNESSETH, That:

WHEREAS, Contractor was previously selected by the Owner on the basis of a competitive procurement to perform comprehensive energy efficiency services, including engineering and design services, facility improvements, construction and/or installation of energy related upgrades, and post-construction measurement and verification services pursuant to Tennessee Statute § 12-4-110 and § 49-2-203(a)(3)(G) at facilities owned by Owner and located in Washington County, Tennessee (herein the "Facilities");

WHEREAS, Contractor has performed its prior energy related services to the Owner's satisfaction;

WHEREAS, Contractor maintains a satisfactory existing working relationship with the Owner for the provision of energy related services and, as a result, the Owner desires to expand the scope of Contractor's services pursuant to this Agreement;

WHEREAS, Contractor submitted to Owner a proposal for the engineering and and/or installation of additional energy related services and equipment at the Owner's Facilities;

WHEREAS, Owner wishes to accept Contractor's proposal to perform the work and services described in the attached Exhibit A Scope of Work ("Work" or "Project"); and

WHEREAS, Owner and Contractor desire to enter into this Agreement to memorialize their respective agreements and undertakings with respect to the Project.

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

1. Contract Documents. The parties hereby incorporate by reference, as if fully set forth herein, the following documents and instruments, all of which together with this Agreement are herein referred to as the "Contract Documents":

Schedule 1 - Final Acceptance Certificate  
Schedule 2 - Partial Acceptance Certificate

- Exhibit A - Scope of Work
- Exhibit B - Projected Energy Savings
- Exhibit C - Opinion of Owner's Counsel
- Exhibit D - State Specific Statutory Requirements

The Contract Documents also shall include any permissible change orders issued pursuant to this Agreement.

If there is a conflict between the provisions of this Agreement and any other Contract Document, the provisions of this Agreement shall control with respect to the subject matter hereof.

2. Scope of Project. For purposes hereof, the term "Project" shall mean and include the installation of the energy conservation measures and related upgrades ("ECMs" or "Measures") at Owner's Facilities, which are defined in Exhibit A, Scope of Work, and annual support services, if any, as outlined in Exhibit B, Projected Savings.

2.1 Dodd-Frank Municipal Advisor Rule Statement: ESG is retained by Owner as an engineering and energy services firm to design and deliver energy-related and other infrastructure solutions described in the Scope of Work. Owner acknowledges that ESG is not a financial advisor or municipal advisor as contemplated under the U.S. securities laws, is not providing recommendations regarding any municipal financial product or the issuance of municipal securities, and does not owe a fiduciary duty to Owner under section 15B of the Securities Exchange Act, or otherwise. Owner acknowledges that as a commercial entity ESG is influenced by its own interests, which will not always be the same as Owner's. Owner has had the opportunity to retain and consult with such financial, municipal, legal or other advisors as it may deem appropriate regarding this Project.

3. General Obligations and Rights of Contractor. Contractor shall do all acts and provide all things necessary to perform and complete the Project properly, in a good and workmanlike manner, and in compliance with all applicable laws and regulations. Contractor shall apply for, secure, and obtain all necessary construction permits which may be required in connection with the Project.

3.1 Warranty. Contractor hereby warrants to Owner that all materials furnished by Contractor, if any, and all workmanship performed by Contractor in connection with the Project, shall

be in accordance with the general industry standards of the construction industry; shall be performed in a competent, good and workmanlike manner and in compliance with the Contract Documents, and all applicable laws, rules and regulations; and shall be free from any and all faults or defects in material and workmanship. Contractor shall promptly remedy any and all defective materials or workmanship furnished by Contractor or any subcontractor upon receipt of written notice thereof from Owner. Contractor's warranty excludes remedy for damage or defect caused by abuse, alterations to the Work not executed by the Contractor, improper or insufficient maintenance, improper operation, or normal wear and tear. If required by Owner, Contractor shall furnish satisfactory evidence as to kind and quality of materials and equipment used in connection with the Project.

The warranty set forth herein shall continue to be effective for a period of one year following Owner's acceptance or beneficial use of each ECM, acceptance of a particular Facility, or acceptance of the Work, whichever comes first. Owner shall give Contractor written notice of all defective Work, specifically detailing the deficiencies to be corrected, and Contractor shall repair or otherwise remedy such defective Work in an expeditious manner.

CONTRACTOR MAKES NO OTHER WARRANTIES, EXPRESS, IMPLIED, STATUTORY OR OTHERWISE INCLUDING, BUT NOT LIMITED TO, THE IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE. Contractor makes no warranty or representation of any kind regarding reducing, preventing, eliminating or inhibiting the transmission or spread of contaminants or pathogens (including COVID-19 and any other virus) in connection with the Work or services provided under this Agreement. To the extent possible, Contractor shall assign to Owner all warranties that Contractor receives from its vendors and/or subcontractors for any materials or equipment, which are or are to become permanent features of the Project, which shall be in addition to the other warranties provided herein.

3.2 Indemnification. Contractor shall indemnify, defend, and hold harmless Owner, the agents, officers, employees, and representatives of Owner (herein the "Indemnified Owner Parties") against all liability and loss including reasonable attorney's fees and expenses to the extent resulting from the negligence or willful misconduct in connection with the Project by Contractor, any subcontractor, or the agents, employees, or representatives of Contractor or any subcontractor, including any injury (including death) sustained by or any damage to the property of, any person; provided however, that Contractor shall not be responsible for any injury (including death), damage, or loss (including reasonable attorney fees and expenses) that is caused by the sole negligence of

an Indemnified Owner Party, nor shall Contractor be held responsible for the concurrent negligence of an Indemnified Owner Party.

Contractor agrees to indemnify, defend and hold Owner, its successors and assigns, and any assignee of Contractor, harmless from the payment of any sum of money whatsoever (including reasonable attorneys' fees and expenses) on account of any laborer's, mechanic's, materialmen's or any other lien against Owner's property related to Contractor's performance of the Project, unless the lien is caused by some fault of Owner or some person or entity acting on Owner's behalf.

As a condition precedent to the duties to indemnify, defend and/or hold harmless (collectively "Indemnification") established in this Contract, the indemnified party must provide prompt notice to the indemnitor of a claim or matter for which Indemnification is sought, must allow the indemnitor to select counsel and control the defense, must cooperate with indemnitor at indemnitor's expense, and must allow the indemnitor to settle the matter at its expense.

3.3 Bonds. Before commencing work under this Agreement, Contractor shall execute for the benefit of Owner, a Performance Bond and Payment Bond. Each bond shall be in an amount equal to the Contract Price (as defined below in Section 5 of this Agreement).

The Performance Bond shall also be a guarantee for the repair or replacement of any portion of the Work that is defective to and including the date of Owner's execution of the Final Acceptance Certificate. Execution by Owner of such Final Acceptance Certificate (see Schedule 1) with respect to the Work shall constitute "Final Acceptance" of such Work performed by ESG and the date of Owner's signature on the Final Acceptance Certificate shall be known as "Final Acceptance Date". The Payment Bond shall be a guarantee for the payment for labor, materials and equipment furnished for use in the performance of Contractor's obligations hereunder. The Performance and Payment Bond will terminate effective the Final Acceptance Date. Effective immediately thereafter, a Maintenance Bond will be provided for the one-year period commencing on the Final Acceptance Date in the amount of 10% of the total Contract Price. The surety which executes the Performance Bond and Payment Bond will waive any right to independent notice under this Agreement if Contractor receives such notice, and consents to any extensions of time, modification, waiver, forbearance, or change which may be made in any of the terms and conditions of the Agreement by the parties or by their successors or assigns. Notwithstanding any other provision of this Agreement

or the bonds, in no event and in no manner shall coverage under the Performance Bond and Payment Bond extend to Section 3.4, Projected Savings, as further set forth in Exhibit B Projected Energy Savings, or any related provisions.

3.4 Projected Savings. The Project will result in energy savings and operational savings as detailed in Exhibit B – Projected Energy Savings.

3.5 Limitation of Liability.

3.5.1 The aggregate total liability of Contractor on all claims, whether in contract, warranty, tort, strict liability, indemnity, or otherwise, arising out of the performance of this Agreement, shall in no event exceed insurance policy limits required to be carried by Contractor in Section 3.6.2. NOTWITHSTANDING ANY OTHER PROVISION HEREIN TO THE CONTRARY, IN NO EVENT SHALL CONTRACTOR BE LIABLE FOR INDIRECT, CONSEQUENTIAL, INCIDENTAL, SPECIAL, SPECULATIVE, PUNITIVE, OR REMOTE DAMAGES INCLUDING, BUT NOT LIMITED TO, LOSS OF PROFITS OR REVENUE, COST OF CAPITAL, AND DOWN TIME COST.

3.5.2 Airborne pathogens and/or contaminants may be transmitted in a variety of ways and circumstances, the aspects of which are currently not completely known. The effectiveness of HVAC systems, products, services and other offerings in reducing the spread of pathogens or contaminants (e.g., COVID-19), including through indoor air, has not been tested. IN NO EVENT WILL ESG BE LIABLE UNDER THIS AGREEMENT OR OTHERWISE FOR ANY ACTION OR CLAIM, WHETHER BASED ON WARRANTY, CONTRACT, TORT OR OTHERWISE, FOR ANY BODILY INJURY (INCLUDING DEATH) OR ANY OTHER LIABILITIES, DAMAGES OR COSTS RELATED TO AIRBORNE PATHOGENS, CONTAMINANTS AND/OR COVID-19 (INCLUDING THE TRANSMISSION, SPREAD OR CONTAMINATION THEREOF) (COLLECTIVELY, "PATHOGEN CLAIMS") AND OWNER HEREBY EXPRESSLY RELEASES ESG FROM ANY SUCH PATHOGEN CLAIMS.

3.6 Insurance.

3.6.1 Obtaining Proper Insurance. Contractor shall not commence performance hereunder until (i) it has obtained and Owner has approved all insurance coverage required by this Section 3.6; and (ii) Owner has been furnished with a certificate of insurance properly evidencing and confirming that Owner is an additional insured on Contractor's public liability and automobile liability policies.

3.6.2 Amount of Insurance. Contractor shall take out and maintain, at its sole cost and expense, the following insurance coverage during the term of this Agreement and all other times during which Contractor, its employees, agents, or subcontractors shall be present at the Facilities, whether performing or correcting any portion of the Project:

(A) Worker's Compensation, Employer's Liability, and Occupational Disease Insurance. Statutorily required worker's compensation insurance, including employer's liability and occupational disease coverage, to the extent mandated by applicable state law, on all of Contractor's employees engaged in the Project;

(B) Public Liability. Commercial general liability insurance (including contractual, independent contractors, explosion, and product/completed operations coverages) against damage because of bodily injury, including death, or damage to property of others, such insurance to afford protection to the limit of not less than One Million Dollars (\$1,000,000.00) in one occurrence, and to the limit of not less than Two Million Dollars (\$2,000,000.00) annual aggregate;

(C) Automobile Liability. Automobile liability insurance against damage because of bodily injury, including death, or damage to property of others as the result of the operation of any automobile owned or hired by Contractor, with such insurance to afford protection to the limit of not less than Five Hundred Thousand Dollars (\$500,000.00) for any one person, not less than One Million Dollars (\$1,000,000.00) in respect to any one accident, and not less than One Hundred Thousand Dollars (\$100,000.00) for property damage.

3.7. Builder's Risk Insurance. Contractor shall purchase and maintain a builder's risk insurance policy, providing coverage for the risk of physical loss or damage to the Measures in an amount equal to the completed value of the Work contracted hereunder. This builder's risk insurance policy shall be maintained by Contractor until Substantial Completion of the Work ("Substantial Completion", as used in this Agreement, means that the Work or a designated portion thereof is sufficiently complete so that the Owner can utilize the Work for its intended use). Such builder's risk insurance policy shall not insure against damage to existing Owner property, but only the Measures installed pursuant to this Agreement. If any of the Measures are damaged or destroyed after they are installed to Owner's Facilities, but prior to Substantial Completion of the Work, the proceeds of such insurance shall be utilized by Contractor to repair or replace such Measures. If any of the Measures are damaged or destroyed after Substantial Completion of the Work, Owner shall be obligated to promptly repair or replace the damaged or destroyed Measures at its sole cost and expense. The Owner as well as Contractor's subcontractors shall be considered "Additional Insureds," insofar as their interests appear, pursuant to ESG's builder's risk insurance policy.

3.8. Waiver of Rights Relating to Insurance. Owner and Contractor hereby release each other and each other's employees, agents, and subcontractors from any and all liability for any loss of or damage to property arising during the Project by reason of fire or other casualty or any other risk or cause which is or which is required to be insured against under this Agreement, regardless of cause, including the negligence of Owner or Contractor and their respective employees, agents, and subcontractors, and agree that all insurance carried by either of them shall contain a clause whereby the insurer waives its right of subrogation against the other party. Because the provisions of this paragraph are intended to preclude the assignment of any claim mentioned herein by way of subrogation or otherwise to an insurer or any other person, each party to this Agreement shall give to each insurance company which has issued to it one or more policies of insurance required by this Agreement notice of the provisions of this paragraph and have such insurance policies properly endorsed, if necessary, to prevent the invalidation of such insurance by reason of the provisions of this paragraph.

4. Title and Risk of Loss. Risk of Loss for all equipment and materials provided by Contractor or any subcontractor pursuant to this Agreement shall transfer to Owner upon Substantial Completion of the Work. Title to a Measure shall vest with Owner upon the earlier occurrence of (i) installation and payment

for such Measure(s) to Contractor; (ii) the Owner's written acceptance of a particular Measure or Facility, as the case may be, in the form of Schedule 2 (the "Partial Acceptance Certificate"); or (iii) the Owner's written acceptance of all of the Work in the form of Schedule 1 (the Owner's "Final Acceptance Certificate"). It is the intent of all parties that any transfer of title to Owner pursuant to this Agreement shall occur automatically without the necessity of any bill of sale, certificate of title, or other instrument of conveyance. Owner shall be responsible for operating and maintaining all Measures that are installed. Further, Owner represents that it is a governmental entity and that it will cooperate with Contractor and will provide the same with appropriate documentation so that the Contractor may establish that it shall not be required to pay taxes, fees, assessments, or other charges of any character which may be imposed or incurred by any governmental or public authority as an incident to title to, ownership of, or operation of the ECMs installed during this Project.

5. Contract Price and Payments.

5.1 Contract Price. In consideration of Contractor's performance of the Work, Owner shall pay Contractor the sum of Three Million Nine Hundred Ninety Thousand Dollars (\$3,990,000.00) (herein the "Contract Price"), in accordance with the provisions of this Section 5.

5.2 Concerning Payment of the Contract Price. The following provisions shall apply to payment of the Contract Price:

5.2.1 Applications for Payment. Payment of the Contract Price shall be made in monthly installments based upon Contractor's progress in completing the installation of the Work, except that Contractor shall be paid an "Initial Payment" equal to 25% of the Contract Price, which shall compensate Contractor for preconstruction work and services performed at Contractor's sole cost and risk prior to the execution of this Agreement. The request for such Initial Payment shall be submitted to Owner upon the execution of this Agreement. Contractor shall not submit to Owner any additional invoices until such time as Contractor has performed Work with a cumulative value in excess of the Initial Payment described herein.

With respect to monthly progress payments, Contractor shall submit to Owner each month, an application for payment on a form mutually agreeable to Contractor and Owner. Owner shall pay or cause to be paid such invoice within 30 days of receipt. For payments not timely made, interest shall accrue at 10% per annum.

5.2.2 Completion and Inspection; Acceptance. When Contractor reasonably believes that an ECM, a Facility or all of the Work is substantially complete, it shall notify Owner that such ECM, Facility or all of the Work is ready for inspection and acceptance. Within five business days following such notification, the Owner shall commence to conduct such inspections as it deems necessary or appropriate in order to determine that the ECM, Facility, or all of the Work, as the case may be, is free from defects and that the installation of the ECM, Facility, or all of the Work, as the case may be, has been completed in conformity with the Contract Documents. If any aspect of the ECM, Facility, or all of the Work, as the case may be, shall be incomplete as of the date of such inspection, Owner shall notify Contractor in writing as to the items that render the ECM, Facility, or all of the Work, as the case may be, incomplete (such writing herein referred to as the "Punch List").

Contractor shall, at its expense and without further cost to Owner, undertake to perform such work as will complete the Punch List in compliance with the Contract Documents as soon as practicable. Contractor retains the right to dispute whether an item or items on the Punch List is required by the Contract Documents. If Contractor does not satisfactorily complete the Punch List agreed to by Owner and Contractor by a date 30 days following Owner's submission of the agreed to Punch List, Owner shall have the right to order Contractor to stop any further work on the agreed to Punch List and Owner shall be entitled to complete the agreed to Punch List. In such event, Contractor shall be responsible for all costs incurred by Owner in completing the agreed to Punch List and Owner shall have the right to deduct all such costs from any payment then or thereafter due to Contractor. If such cost exceeds the balance of the Contract Price then or thereafter due Contractor, Contractor shall pay such excess to Owner within ten days following Owner's demand therefor.

Periodically during the performance of the Work, the Owner agrees to provide Contractor with written notice of the Owner's acceptance of a particular ECM or Facility, as the case may be, in the form of Schedule 2 (the "Partial Acceptance Certificate"). Following Contractor's completion of the Work and completion of the agreed to Punch List, Owner agrees to provide Contractor prompt written notice of its acceptance of all of the Work by executing and delivering Schedule 1 to the Contractor (the Owner's "Final Acceptance Certificate") upon satisfaction of the following conditions:

- A. Contractor shall have completed the agreed to Punch List to Owner's reasonable satisfaction and Contractor shall have corrected any other non-conforming items or condition, if any, reported to it by Owner;
- B. Contractor shall have furnished to Owner's reasonable satisfaction, evidence that all equipment and labor costs incurred or accrued in connection with the Work have been or will be promptly paid; and
- C. Contractor shall have delivered to Owner all drawings and documents required to be furnished by Contractor pursuant to the Contract Documents.

If Owner is required to complete the agreed to Punch List, the Final Acceptance Date shall be extended to the date upon which the Work is completed by Owner, or any person retained by Owner, in accordance with the Contract Documents.

5.2.3 Final Payment. Any sums due and owing in respect of the Contract Price shall be payable to Contractor within ten calendar days after the date Owner delivers a signed Schedule 1 to the Contractor, signifying the Owner's Final Acceptance of the Work. In the event Owner does not, within 30 days after submission of the Final Acceptance Certificate to Owner, either (i) execute the Final Acceptance Certificate or (ii) provide written notice to Contractor of Punch List items requiring correction, then the Project shall be deemed to have achieved Final Acceptance and the Final Acceptance Date shall be the date of submission of the Final Acceptance Certificate to Owner.

6. Independent Contractor. It is understood and agreed by the parties hereto that Contractor shall perform the Project according to its own means and methods and shall for all purposes be an independent contractor. All persons employed by Contractor in connection with the Project shall be paid directly by Contractor, and shall be subject to Contractor's orders and supervision.

7. Defective Work. Contractor shall, within forty-eight hours after receiving written notice from Owner to that effect, proceed to remove from the Facilities all materials that fail to conform to the Contract Documents.

8. Termination.

8.1 Owner's Right to Terminate. Should Contractor fail to perform any material term or condition of the Contract Documents, Owner shall be at liberty, after 30 days written notice to Contractor and Contractor's failure to remedy the problem within that time period, to terminate this Agreement and to enter upon the Facilities and take possession of the equipment and materials for the purpose of completing the Work to be done under this Contract, to use all materials of Contractor available for such Work, and to employ any other person or persons to finish the Work and to provide such additional materials therefor as may be necessary; and in case of such termination of the employment of Contractor, Contractor shall not be entitled to receive any further payment under this Contract until the Work shall be wholly finished, at which time if the unpaid balance of the amount to be paid under the Contract shall exceed the expense incurred by Owner in finishing the Work, such excess shall be paid by Owner to Contractor, but if such expense shall exceed such unpaid balance, Contractor shall pay the excess to Owner. The expenses incurred by Owner as herein provided, either for the furnishing of materials or for finishing the Work, shall be certified by Owner, and payment shall be made upon such certification.

8.2 Contractor's Right to Terminate or Stop Work. Should Owner fail to perform any material term or condition of the Contract Documents, Contractor shall be at liberty, after 30 days written notice to Owner and Owner's failure to remedy the problem within that time period, to terminate this Agreement or stop Work. If Contractor elects to stop Work, Contractor shall not be required to recommence Work until such time as Owner has completely remedied its breach.

9. Delays. Should Contractor be obstructed or delayed in the prosecution or completion of the Work or the performance of its obligations under the Energy Savings Guarantee and Measurement and Verification Plan specified in Exhibit B by the act, negligence, delay, or default of Owner or by any other damage, act or cause beyond the reasonable control of Contractor or any subcontractor, including but not limited to, an act of God; war (declared or undeclared); sabotage; riot; epidemic/pandemic or quarantine; government action; insurrection; civil unrest or disturbance; terrorism; civil strike, work stoppage, slow-down, or lock-out; inability to obtain labor, material, equipment or transportation; explosion; fire; earthquake; abnormal weather condition or actions of the elements; hurricane; flood; lightning; wind; drought; the binding order of any governmental authority; or the failure to act on the part of any governmental authority, then the

time herein fixed for the completion of Contractor's obligations specified in the Agreement shall be extended for a period equivalent to the time lost by reason of such event. If Contractor is delayed by actions or inactions of Owner or its agents or employees, Owner shall be required to reimburse Contractor for its additional costs incurred as a result of such delay.

10. Contractor to Furnish Required Notices. Contractor shall provide all notices required by applicable state or federal law or regulation or by applicable local ordinances or rules, at such times and in the form required by said laws, regulations, ordinances, or rules, and Contractor hereby acknowledges receipt of notice from Owner to furnish same.

11. Nondiscrimination in Hiring Employees.

- A. Contractor, its subcontractors, and suppliers shall not discriminate against any employee or applicant for employment to be employed in the performance of this Contract with respect to his or her hire, tenure, terms, conditions, or privileges of employment or any matter directly or indirectly related to employment, because of race, color, religion, sex, disability, national origin, ancestry or military status.
- B. Since this Contract involves the construction, alteration, or repair of a public building or public work, Contractor agrees:
  - (1) That in the hiring of employees for the performance of Work under this Contract or any subcontract hereunder, Contractor, subcontractor or any person acting on behalf of Contractor or subcontractor shall not, by reason of race, religion, color, sex, national origin, or ancestry, discriminate against any citizen of the State of Tennessee who is qualified and available to perform the Work to which the employment relates; and
  - (2) That Contractor, a subcontractor, or any person on his or their behalf shall not, in any manner, discriminate against or intimidate any employee hired for the performance of Work under this Contract on account of race, religion, color, sex, national origin, or ancestry.

C. If required by applicable state statute, Contractor or any subcontractor of Contractor shall be required to pay for each class of work on such project a scale of wages which shall in no case be less than the prevailing wages being paid in the immediate locality for such class of work. As part of this Contract, if applicable, there is incorporated by reference herein a prevailing scale of wages.

12. Miscellaneous Provisions.

12.1. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee. Contractor agrees that it will be subject to the exclusive jurisdiction of the courts in Tennessee in actions that may arise under this contract. Contractor acknowledges and agrees that any rights or claims against the City of Johnson City, or its employees, and any remedies arising therefrom, shall be subject to and limited to those rights and remedies, if any, available under Tennessee Code Annotated §§ 9-8-101 – 407.

12.2. Notices. Unless otherwise specifically provided herein, any notice, consent, request, demand, report or statement (herein "Notice"), which is required or permitted to be given to or served upon either party hereto by the other party hereto under any of the provisions of this Agreement shall be in writing and deemed to be duly delivered when (i) personally delivered to Contractor, or personally delivered to Owner in the case of a Notice to be given to Owner, or (ii) deposited in the United States mail, registered or certified, postage prepaid, and properly addressed as follows:

If to Owner:                      Todd Fowler, Mayor  
   City of Johnson City  
   601 East Main Street  
   Johnson City, Tennessee 37605-2150  
   E: mayor@johnsoncitytn.org

If to Contractor:                Steven C. Craig, President  
   Energy Systems Group, LLC  
   9877 Eastgate Court  
   Newburgh, Indiana 47630

Either party may change its address or its designated representative for receipt of notices by submitting a notice in compliance with this Section.

If Owner has questions about billing, invoices or any other accounting or related administrative issues, it can make contact (which will not constitute Notice) with:

Geoff Wilde, Chief Financial Officer  
Energy Systems Group, LLC  
9877 Eastgate Court  
Newburgh, IN 47630  
(812) 492-3771  
gwilde@energysystemsgroup.com

12.3. Allocation of IRC 179D or Similar Income Tax Deduction Benefits. As a result of ESG's design and implementation of this Project, a federal income tax deduction under Section 179D of the Internal Revenue Code ("IRC 179D") may become available to ESG as the party primarily responsible for designing energy efficiency improvements implemented at Owner's Facilities. Congress provided, in IRC 179D(d)(4), government owners, which do not pay income tax and are thus ineligible to use this deduction, to allocate the deduction to the party primarily responsible for designing the energy efficiency improvements, here ESG. Owner hereby agrees to allocate to ESG such deduction and any similar deduction enacted by Congress to replace IRC 179D. Owner agrees to cooperate with ESG by executing annually during the construction of the Measures, and promptly returning to ESG, a written allocation and declaration required by IRC 179D. ESG will prepare and is responsible for the accuracy of any allocation documents and all accompanying documentation supplied for Owner's signature. Notwithstanding anything to the contrary herein, Owner makes no representation concerning the availability or applicability of any such tax deduction benefits or of their ability to be allocated to or claimed by ESG. ESG assumes all risk related to such allocation and deduction.

12.4. Debarment and Suspension. Contractor certifies, to the best of its knowledge and belief, that it, its officers, all subcontractors retained to perform work on this Project and their principals or officers:

12.4.1. are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or state department or agency;

12.4.2. have not within a three (3) year period preceding this Agreement been convicted of, or had a civil judgment rendered against them from commission of fraud, or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or grant under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property;

12.4.3. are not presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) with commission of any of the offenses detailed in Paragraph 12.4.2 of this Section 12.4;

12.4.4 has not within a three (3) year period preceding this Agreement had one or more public transactions (federal, state, or local) terminated for cause or default; and

12.4.5 is not ineligible to contract with City pursuant to Tenn. Code Anno. § 12-4-601 et seq. Contractor shall provide immediate written notice to City if at any time it learns that there was an earlier failure to disclose information or that due to changed circumstances, its officers or the officers or principals of its subcontractors are excluded or disqualified.

12.5. Claims for Damages. Any claims by either party hereto for bodily injury or damage to personal property caused by any act or omission of the other party hereto or by any of such party's employees or agents or others for whose acts it is legally liable shall be made in writing to such other party within a reasonable time after the occurrence or first knowledge of such injury or damage.

12.6. Assignment. Neither party shall assign, transfer, pledge, or grant any security interest in, or otherwise dispose of, this Agreement or the equipment or any interest in this Agreement or the equipment without first obtaining the other party's written consent. Subject to the foregoing, this Agreement shall inure to the benefit of and is binding upon the heirs, executors, administrators, successors, and assigns of the parties hereto.

12.7. Waivers. The failure of either party hereto to insist upon strict performance of any of the provisions of this Agreement or to take advantage of any of its rights hereunder shall not be

construed as a waiver of any such provision or the relinquishment of any such rights unless such waiver is in writing and signed by both parties.

12.8. Hazardous Materials. If during the performance of the services related to the Project, the presence of Hazardous Materials is discovered or reasonably suspected, Contractor shall notify Owner of such discovery or suspicion and shall be permitted to immediately cease all Work that may require contact with or exposure to such hazardous materials until Owner has inspected the same and Owner has made arrangements for the removal of the same at its expense. Contractor shall be entitled to an extension of the time fixed for the completion of the Work equivalent to the time required to remediate such Hazardous Material. "Hazardous Materials" includes all hazardous or toxic substances or materials as may be so designated by federal, state or local governmental entities, including, without limitation, asbestos, mold, lead paint and soil or water contamination of any kind, unless expressly included within the Scope of Work.

12.9. Concealed Conditions. If the Contractor encounters conditions at the site that are (1) subsurface or otherwise concealed physical conditions that differ materially from those indicated in the Contract Documents or (2) unknown physical conditions of an unusual nature, that differ materially from those ordinarily found to exist and generally recognized as inherent in construction activities of the character provided for in the Contract Documents, the Contractor shall promptly provide notice to the Owner in no event later than 21 days after first observance of the conditions and, if appropriate, the Contract Price and/or Contract Time, shall be adjusted by Change Order signed by both parties.

12.10. Amendments. No amendment, supplement, or modification hereof shall be effective for any purpose unless the same is in writing and signed by both parties hereto.

12.11. Headings. The headings of sections and subsections of this Agreement are for convenience of reference only and shall not affect the meaning or construction of any provision hereof.

12.12. Entire Agreement. This Agreement, together with the Contract Documents, represents the entire agreement between the parties hereto with respect to the subject matter hereof and supersedes all prior negotiations, representations and agreements whether written or oral.

12.13. Review by Counsel. This Contract has been reviewed by counsel selected by the Owner, who has issued an opinion consistent with the form Opinion of Owner's Counsel, identified within Exhibit C, hereto.

[Remainder of page intentionally left blank; signature page to follow.]

12.14. Authority to Execute Contract. This Contract is executed by Owner pursuant to a resolution of Owner duly adopted at its regular meeting called and held on the 18<sup>th</sup> day of July 2024.

**CITY OF JOHNSON CITY**

Signature \_\_\_\_\_

Title \_\_\_\_\_

**ENERGY SYSTEMS GROUP, LLC**

Signature \_\_\_\_\_

Title \_\_\_\_\_

SCHEDULE 1

FINAL ACCEPTANCE CERTIFICATE

Energy Systems Group, LLC  
9877 Eastgate Court  
Newburgh, IN 47630

Re: Energy-Related Services Contract, dated as of \_\_\_\_\_ (the "Agreement"),  
between Energy Systems Group, LLC (the "Contractor") and City of Johnson City (the "Owner").

Ladies and Gentleman:

In accordance with the Agreement, Owner hereby certifies and represents to, and agrees with, Energy Systems Group, LLC as follows:

The Work (as defined in the Agreement) has been delivered, installed, and accepted as of  
\_\_\_\_\_ (the "Final Acceptance Date").

Owner has conducted such inspection and/or testing of the Work, as it deems necessary and appropriate, and hereby acknowledges that it accepts all of the Work for all purposes.

No event or condition that constitutes, or with notice or lapse of time, or both, would constitute, a default or breach of contract exists at the date hereof.

Sincerely,

**CITY OF JOHNSON CITY**

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

SCHEDULE 2

PARTIAL ACCEPTANCE CERTIFICATE

Energy Systems Group, LLC  
9877 Eastgate Court  
Newburgh, IN 47630

Re: Energy-Related Services Contract, dated as of \_\_\_\_\_ (the "Agreement"),  
between Energy Systems Group, LLC (the "Contractor") and City of Johnson City (the "Owner").

Ladies and Gentleman:

In accordance with the Agreement, Owner hereby certifies and represents to, and agrees with, Energy Systems Group, LLC as follows:

The ECM (or ECMs), Facility (or Facilities), as the case may be, (as defined in the Agreement) have been delivered, installed, and accepted as of \_\_\_\_\_ (the "Acceptance Date").

Owner has conducted such inspection and/or testing of the ECM (or ECMs), Facility, as the case may be, as it deems necessary and appropriate and hereby acknowledges that it accepts the ECM (or ECMs), Facility, as the case may be, for all purposes.

No event or condition that constitutes, or with notice or lapse of time, or both, would constitute, a default or breach of contract exists at the date hereof.

Sincerely,

**CITY OF JOHNSON CITY**

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

City of Johnson City Schools Ph 3 – TRI00030

## EXHIBIT A SCOPE OF WORK

### General Provisions

1. ESG will provide all labor and materials to install the items specifically listed in the following scope of work. Items that are not specifically listed in this Scope of Work are not included in the Project.
2. Equipment submittals will be provided to the Owner for review and comment prior to ESG and its subcontractor ordering equipment. Herein after references to ESG will inherently include any of its subcontractors.
3. ESG will be responsible to secure all local construction permits; provided, if a permit requires information maintained by the Owner and not otherwise easily attained by ESG, the Owner agrees to provide reasonable assistance in retrieving or providing information to the ESG.
4. Design engineering and commissioning is included for equipment specification verification, new equipment schedules, and any change from original as-built design including but not limited to modifications of natural gas piping, hydronic piping, exhaust flue, and code requirements.
5. Unless specified otherwise within this scope, existing equipment or material removed by the ESG in order to achieve the Work will become property of ESG once removed from the Owner's Facilities. ESG will properly dispose of all such equipment or material.
6. If at any time during performance of the Work the presence of hazardous materials is discovered or reasonably suspected, work will stop in that area and the Owner will be notified. The Owner will be responsible for the abatement of any hazardous material discovered during construction.
7. ESG will produce maintenance and operating manuals for all work listed in this scope. These manuals will document all equipment installed, provide manufacturer's operating and maintenance details, include any as-built drawings required for installation and define manufacturers' warranty provisions and instructions. ESG will provide the O&M manuals in electronic format.
8. ESG will provide training for the work listed in this scope. This training will transfer at minimum the information required for the inspection, maintenance and operation of installed equipment including the timing of and scope of inspections, needed and recommended routine maintenance, and proper operation of all installed equipment.
9. Abbreviations used in this scope of work
  - a. SSES – South Side Elementary School
  - b. WSHP – Water Source Heat Pump
  - c. DX – Direct Expansion Cooling
  - d. HVAC – Heating, Ventilation, Air Conditioning
  - e. DDC – Direct Digital Controls
  - f. BACnet – Building Automation and Control Network

The following attachments will support this exhibit:

#### **Attachment #1: Mechanical Equipment Schedule**

The Scope of Work includes the following:

1. WSHP & DX Replacement
2. Fluid Cooler Replacement
3. Condensing Boiler Installation
4. Motor & Pump Replacement
5. Duct Cleaning
6. Controls

### WSHP & DX EQUIPMENT REPLACEMENT

ESG will furnish and install new WSHPs and DX equipment at SSES. Refer to **Exhibit A - Attachment #1: Mechanical Equipment Schedule** for additional details and a list of the equipment included in this project.

Summary of installation:

1. Remove existing WSHP units and DX equipment per Attachment #1.
2. Existing materials to remain and be reused:
  - a. Ductwork, primary piping, primary electrical, outside air damper and actuator, control wiring, fire dampers, duct smoke alarms, in-room temperature sensors, condensate drains.
3. Furnish and install WSHP units and DX equipment to match existing capacity.
  - a. Reconnect all items that were to remain
  - b. Unit DDC controllers will be factory installed and majority of the points will be factory mounted the rest will be field installed including 2-way valve and humidity sensor.
  - c. Field install new supply and return hose kits with ball valves and new wiring to controller for 2-way control valve.
  - d. Library split system will receive new refrigerant piping
  - e. Startup, verify, and commission operation of new units including reconnected items
4. WSHP and DX Basis of Design Specification:
  - a. Manufacturer: Trane
  - b. Refrigerant: R-410A

**Note: The Environmental Protection Agency (EPA) has mandated equipment manufactured after January 1, 2025 shall not be manufactured with R-410A. Alternate refrigerants R-454B or R-32 are to replace R-410A in 2025 and thereafter. An estimated 35% material price increase is associated with this refrigerant change if the basis of design were to change. The deadline for ordering equipment to be manufactured prior to 2025 with R-410A is August 31<sup>st</sup>, 2024. In order for ESG to meet this deadline, a contract signed by the Owner must be delivered to ESG by August 16<sup>th</sup>, 2024. In the event the Owner does not deliver the signed contract to ESG by this date the parties shall revise the Basis of Design Specification and the Contract Price by Change Order.**

## FLUID COOLER REPLACEMENT

ESG will furnish and install a new Fluid Cooler at SSES. Refer to **Exhibit A - Attachment #1: Mechanical Equipment Schedule** for additional details and a list of the equipment included in this project.

Summary of installation:

1. Remove existing Fluid Cooler unit per Attachment #1.
2. Existing materials to remain:
  - a. Water source hydronic piping, pumping, chemical feeds, primary electrical
3. Furnish and install new fluid cooler and controls to match existing capacity.
  - a. Reconnect all items that were to remain
  - b. Install updated DDC controller that will integrate to a factory installed controller
  - c. Verify and commission operation of new fluid cooler including reconnected items
4. Basis of Design Specification
  - a. Manufacturer: Baltimore Air Coil (BAC)

## CONDENSING BOILER INSTALLATION

ESG will design and install a condensing boiler system to replace the existing conventional boiler system. Refer to **Exhibit A - Attachment #1: Mechanical Equipment Schedule** for additional details and a list of the equipment included in this project.

Summary of scope:

1. Demolition of existing conventional boilers.
2. Existing materials to remain:
  - a. Primary piping, primary pumping, chemical feeds, primary electrical
3. Engineering design of new condensing boiler system including:
  - a. Natural gas piping for new boilers
  - b. Exhaust flue for new boilers
  - c. Hydronic piping modification for new boilers
  - d. Secondary pumps for condensing boiler secondary loop
4. Furnish and install new condensing boiler system to match existing boiler system capacity.
  - a. Reconnect all items that were to remain
  - b. Install updated DDC controller that will integrate to a BACnet controller
  - c. Verify and commission operation of new condensing boilers including reconnected items
5. Basis of Design Specification
  - a. Manufacturer: Lochnivar

## MOTOR & PUMP REPLACEMENT

ESG will furnish and install new primary loop motors and pumps for the water source heat pump hydronic loop at SSES. Refer to **Exhibit A - Attachment #1: Mechanical Equipment Schedule** for additional details and a list of the equipment included in this project.

Summary of scope:

1. Demolition of existing pumps associated motors and variable frequency drives.
2. Existing materials to remain:
  - a. Primary piping

- b. Chemical feed
- c. Primary electrical
- 3. Furnish and install new motors, pumps, and variable frequency drives to match existing capacities.
  - a. Reconnect all items that were to remain
  - b. Install updated DDC controller that will integrate to a factory installed controller
  - c. Verify and commission operation of motors, pumps, and variable frequency drives including reconnected items

### **CLEAN DUCTWORK**

ESG will clean existing ductwork at SSES.

Summary of scope:

1. Diffusers and grilles for return, supply, and exhaust will be removed, wiped, and treated prior to reinstallation.
2. Ductwork will be zoned and put under negative pressure vacuum with a collection device for contaminants
  - a. Contact cleaning and air wash agitation devices are utilized to push the contaminants toward the HEPA-filtered (High Efficiency Particulate Air) negative air flow collection unit
  - b. Existing service openings will be utilized whenever possible
  - c. New service openings will be installed to facilitate the cleaning process and will be installed in accordance with industry standards and codes included resealing insulated duct work.
3. Fogging/Disinfecting will utilize an Ultra-Low Volume (ULV) fogger that will apply an all-natural antimicrobial, disinfect, deodorizing solution to the duct work while still under negative pressure through the duct vacuum.

Note: Upon completion of cleaning, expect to see some pieces of debris from supply vents from broken fabric insulation for a short period of time.

Exclusions: fume hoods, kitchen make-up and exhaust, general exhaust.

### **HVAC CONTROLS**

ESG will furnish and install a partial direct digital controls upgrade.

Summary of scope:

1. New equipment included in this scope of work and existing primary equipment utilizing the obsolete controls will receive upgraded unit controllers to allow system control and compatibility with the most recent version of the software the Owner operates.
2. New communications link to each piece of equipment
3. All existing control wiring to remain including:
  - a. Existing in room temperature sensors and wiring.
  - b. Outside air damper and actuator wiring
4. ESG will furnish and install new humidity sensors and wiring in the return ductwork near the new WSHP units

5. Existing sequences, schedules and setpoints will be integrated into the new controllers
6. Any new accessories will operate according to manufacturer's built-in sequence or will be provided a new sequence of operation.
7. ESG will perform a controls checkout and verification of the system upon installation to verify operation and performance.
  - a. Schedules and setpoints will be confirmed with Owner and modified to Owner's specification.
8. Basis of Design Specification
  - a. Manufacturer: Trane Controls

## **EXCLUSIONS**

The specific items in this section are excluded from the scope of work.

1. WSHP #35 serving classroom 218
2. WSHPs labeled AC#1 and AC#2 located and serving the office/administration area
3. RTU-1, RTU-2, RTU-3, RTU-4, and DSC-1 all located in the new addition
4. Any electrical scope outside of disconnecting existing equipment and reconnecting new equipment
5. Any hydronic piping scope outside of disconnecting existing equipment and reconnecting new equipment unless listed explicitly within scope of work.

Existing Information and/or Original Design Information

Water Source Heat Pumps included in scope to be REPLACED												
School	Identifier	Serves	Room Type	Location	Manufacturer	Model #	Serial #	Electrical	Refrigerant	LBs Ref	Water Pressure High	Water Pressure Low
South Side ES	HP-01	123	Classroom	118	Command Aire	SPVE05141G00BB310000000010	W95L40415	460/3/60	R-22	6.06	300	150
South Side ES	HP-02	122	Classroom	118	Command Aire	SPVE05141E000AA010000000010	W94M26860	460/3/60	R-22	7.25	300	150
South Side ES	HP-03	124	Classroom	118	Command Aire	SPVE05141D00BB010000000010	W94M26786	460/3/60	R-22	7.25	300	150
South Side ES	HP-04	125	Classroom	118	Command Aire	SPVE04141E00AA010000000010	W94M26790	460/3/60	R-22	8	300	150
South Side ES	HP-05	116	Classroom	118	Command Aire	SPVE04141E00AA010000000010	W94M26791	460/3/60	R-22	8	300	150
South Side ES	HP-06	113	Classroom	118	Command Aire	SPVE04141E00BB010000000010	W94M26883	460/3/60	R-22	8	300	150
South Side ES	HP-07	115	Classroom	118	Command Aire	SPVE05141E00AA010000000010	W94M26861	460/3/60	R-22	7.25	300	150
South Side ES	HP-08	114	Classroom	118	Command Aire		W94M26882	460/3/60	R-22	8	300	150
South Side ES	HP-09	119-A	Media Lab	118	Command Aire				R-22			
South Side ES	HP-11	129	Tutor	127	Command Aire	SPVD01971D00AA010000000010		265/1/60		4.75	300	150
South Side ES	HP-12	145	Educare	141	Command Aire	SPVE02841E00AA010000000010	W94M26895	460/3/60	R-22	6.25	300	150
South Side ES	HP-13	136	Teachers Work	141	Command Aire				R-22			
South Side ES	HP-14	144	guidance	141	Command Aire	SPVE02841E00AA010000000010	W94M26894	460/3/60	R-22	6.25	300	150
South Side ES	HP-15	137	Teacher Asst	141	Command Aire			460/3/60	R-22	8	300	150
South Side ES	HP-17	150	Gym	151	Command Aire	25041G00AA310000000110	W95A01863	460/3/60	R-22	12	300	150
South Side ES	HP-18	151-B/182	Gym office	151	Command Aire	SPVD1971D00AA010000000010	W94M26893	265/1/60	R-22	4.75	300	150
South Side ES	HP-19	155	Kitchen	153	Command Aire	SPVE20041G00AA010000000110	W95A01864	460/3/60	R-22	9.38	300	150
South Side ES	HP-20	157	Cafeteria	152	Command Aire	SPVD20041G00AA010000000110	W95A01865	460/3/60	R-22	9.38	300	150
South Side ES	HP-21	180/179	Lobby	152	Command Aire	SPVE05141E00AA010000000010	W94M26863	460/3/60	R-22		300	150
South Side ES	HP-22	148	Music	152	Command Aire	SPVE06141E00BB010000000010		460/3/60	R-22	6.3	300	150
South Side ES	HP-23	146	Educare	152	Command Aire	SPVE04141E00AA010000000010		460/3/60	R-22	8	300	150
South Side ES	HP-24	175	Lobby/hall	152	Command Aire	SPVE05141E00BB010000000010		460/3/60	R-22	7.25	300	150
South Side ES	HP-25	156	Serving Line	152	Command Aire	SPVE0514E00BB010000000010	W94M26788	460/3/60	R-22	7.25	300	150
South Side ES	HP-26		Classroom	216	Command Aire	SPVE04141E00BB010000000010	W94M26886	460/3/60	R-22		300	150
South Side ES	HP-27		Classroom	216	Command Aire	SPVE04141E00AA010000000010	W94M26793	460/3/60	R-22	8	300	150
South Side ES	HP-28		Classroom	212	Command Aire	SPVE04141E00AA010000000010	W94M26794	460/3/60	R-22	8	300	150
South Side ES	HP-29		Classroom	212	Command Aire	SPVE04141E00BB010000000010	W94M26887	460/3/60	R-22	8	300	150
South Side ES	HP-30	215	Classroom	216	Command Aire	SPVE04141E00BB010000000010	W94M26888	460/3/60	R-22	8	300	150
South Side ES	HP-31	217	Classroom	216	Command Aire			460/3/60	R-22	8	300	150
South Side ES	HP-32	213	Classroom	212	Command Aire	SPVE04141E00AA010000000010		460/3/60	R-22	8	300	150
South Side ES	HP-33	211	Classroom	212	Command Aire	SPVE04141E00BB010000000010	W94M26889	460/3/60	R-22	8	300	150
South Side ES	HP-34	210	Classroom	209	Command Aire	SPVE04141E00BB010000000010	W94M26890	460/3/60	R-22	8	300	150
South Side ES	HP-36	208	Classroom	209	Command Aire	SPVE04141E00BB010000000010	W94M26891	460/3/60	R-22	8	300	150
South Side ES	HP-37	221	Classroom	209	Command Aire	SPVE04141E00AA010000000010	W94M26798	460/3/60	R-22	8.2	300	150
South Side ES	HP-38	204	Teachers Lng	205	Command Aire				R-22			
South Side ES	HP-39	223	Resources	223	Command Aire				R-22			
South Side ES	HP-40	227	Corridor	205	Command Aire	SPVE03541E00AA00000000010	W94M26898	460/3/60	R-22	7.5	300	150
South Side ES	HP-41	206	Comp Lab	205	Command Aire				R-22			
South Side ES	HP-42	203	Art	205	Command Aire				R-22			

Direct Expansion Systems (Roof Top Units and Split Systems) included in scope to be REPLACED												
School	Identifier	Serves	Room Type	Location	Manufacturer	Model #	Serial #	Electrical	Refrigerant	LBs Ref		
South Side ES	RTU-10	Stair 201	Stairwell	Roof	Trane	RTU		460/3/60	R-22			
South Side ES	RTU-16	Stair 214	Stairwell	Roof	Trane	WCD060C40	N/A	460/3/60	R-22	9.28		
South Side ES	AC-4	119	Library	118	Trane	TWE180B400BC	J41180375	460/3/60	R-22			

Plant Equipment included in scope to be REPLACED												
School	Identifier	Serves	Room Type	Location	Manufacturer	Model #	Serial #	Electrical			Input	Output
South Side ES	FC-1	Hydro	Fluid Cooler	Exterior	Evapco	LSWA-87B	941213					
South Side ES	B-1	Hydro	Boiler	153	Lochnivar	CHN2070	J941269				2,070	1,738
South Side ES	B-2	Hydro	Boiler	153	Lochnivar	CHN2070	J941270				2,070	1,738
South Side ES	P-1	Hydro			Marathon						50 hp	VFD
South Side ES	P-2	Hydro			Marathon						50 hp	VFD

Systems EXCLUDED from Project												
School	Identifier	Serves	Room Type	Location	Manufacturer	Model #	Serial #	Electrical	Refrigerant	LBs Ref	Water Pressure High	Water Pressure Low
South Side ES	#1		Offices		ClimateMaster	TCV060AFC30CRTS	U11739841	460/3/60	R-410A	5.12		
South Side ES	#2		Offices		ClimateMaster	TCV060AFC38CLTS	U11739838	460/3/60	R-410A	5.12		
South Side ES	DSC-1		Classroom		Mitsubishi	PUZ-A18NKA7	9ZU16517A	208-230/1/60	R-410A	4.9		
South Side ES	HP-35	218	Classroom	209	ClimateMaster	TCV030AFC40CLTS	212511012	460/3/60	R-410A	4		
South Side ES	RTU-01		Classroom	Roof	Trane	YHC047E4RMA05C6C1C0060B0CE	204010674L	460/3/60	R-410A	15.2		
South Side ES	RTU-02		Classroom	Roof	Trane	YHC047E4RMA05C6C1C0060B0CE	204010670L	460/3/60	R-410A	15.2		
South Side ES	RTU-03		Classroom	Roof	Trane	YHC047E4RMA05C6C1C0060B0CE	2040106##L	460/3/60	R-410A	15.2		
South Side ES	RTU-04		Classroom	Roof	Trane	YHC047E4RMA05C6C1C0060B0CE	204010666L	460/3/60	R-410A	15.2		

## EXHIBIT B

### SCHEDULE OF PROJECTED SAVINGS

#### FOR SOUTH SIDE ELEMENTARY SCHOOL MECHANICAL EQUIPMENT REPLACEMENTS

In consideration of the cost of servicing an energy savings guarantee and the relative magnitude of the projected energy savings, the Owner has agreed to accept the projected savings in lieu of a guarantee. The energy savings calculations and inherent assumptions are set forth below. The Owner has agreed that the savings and assumptions used are reasonable with consideration of how they operate their facilities.

The Table below outlines the source of the projected annual savings and the agreed upon projected values.

Building	Annual NG Savings (Therms)	Annual Electric Savings (kWh)	Annual Savings (\$)
South Side Elementary School	827	80,589	\$6,394

#### Calculation Methodology

1. An eQuest model was generated of the facility utilizing the existing equipment and operating hours calibrated to closely match the baseline energy consumption of January to December of 2023.
2. Higher efficiency water source heat pumps, conversion to condensing boilers, and the general efficiency gains of replacing deteriorating old equipment to new fully functional equipment were included as the basis of energy savings within the eQuest model.
3. Electric rates applied are based on utility tariff, effective December 2023. The rate which South Side is on includes tiered electric usage rates, as well as demand rates. South Side Elementary School consistently uses greater than 15,000 kWh per month, so the rate for the higher-usage tier has been used. For the portion of the rate that changes monthly, the average of rates for each month of 2023 was used, to estimate an average of \$0.07/kWh.
4. Natural gas rates change monthly. A blended rate was determined by dividing the 2023 costs, with fixed customer charges removed, by the total usage, resulting in \$0.91/Therm.

In light of ESG not guaranteeing the energy savings there will be no Measurement and Verification services associated with this project. However, to document the savings potential, a report will be provided within 60 days of Final Acceptance. This report will document efficiency gains in equipment, and the potential for savings based on the implemented project.

EXHIBIT C

OPINION OF OWNER'S COUNSEL  
(TO BE TYPED ON COUNSEL'S LETTERHEAD)

Energy Systems Group, LLC  
And Its Assignee  
9877 Eastgate Court  
Newburgh, IN 47630

Ladies and Gentlemen:

I am counsel for the City of Johnson City ("Owner"). In order to render this opinion I have reviewed the Energy-Related Services Contract (the "Agreement"), dated as of \_\_\_\_\_, 20\_\_\_\_, between Owner and Energy Systems Group, LLC ("Contractor"), and other documents and instruments related to the Agreement or otherwise necessary to render this opinion, as well as all proceedings taken by Owner in connection with the Agreement. Capitalized terms not otherwise defined herein shall have the meanings ascribed to them in the Agreement. Based upon the foregoing it is my opinion that:

1. Owner is a duly organized and validly existing political subdivision of the State of Tennessee and is a political subdivision within the meaning of Section 103 of the Internal Revenue Code and related regulations and rulings.
2. Owner has the power and authority to execute and perform the Agreement and to purchase ECMs from Contractor thereunder.
3. The Agreement and related instruments and documents:
  - (a) Have been duly authorized by appropriate resolutions;
  - (b) Do not contravene and will not violate or result in a default under any charter, certificate of incorporation, by-laws, indenture, or any other agreement or instrument by which Owner or its property is bound or to which Owner is a party;
  - (c) The Agreement has been duly executed by the duly authorized officers of Owner, and does and will constitute the legal, valid, and binding obligations of Owner enforceable against Owner in accordance with their respective terms.
4. No approval or consent is required from any governmental authority with respect to the entering into or performance by Owner of the Agreement and the transactions contemplated thereby or if any such approval is required it has been duly obtained.
5. No litigation or other proceedings are pending or, to the best of my knowledge, threatened against Owner which would adversely affect Owner's legal title to the ECMs or, if decided adversely to Owner, would materially affect its financial condition.

This opinion is for the benefit of the addressee and any Assignee, and you and such Assignee and any counsel engaged by you or such Assignee shall be entitled to rely hereupon, including such counsel's reliance hereupon in giving its opinion addressed to other persons.

Very truly yours,

## EXHIBIT D

### STATE SPECIFIC STATUTORY REQUIREMENTS FOR TENNESSEE STATE AGENCIES, HIGHER EDUCATION INSTITUTIONS, CITIES, COUNTIES, AND SCHOOL DISTRICTS

The Owner and the Contractor agree that the following statutory requirements shall be applicable to this Contract:

1. The Contractor and Owner stipulate and agree that there is no Tennessee legislation directly on point that relates to energy performance contracts.
2. Pursuant to Tennessee Code § 12-4-110 and § 49-2-203, the Owner is authorized to enter into contracts that include both engineering services and equipment, and have as their purpose the reduction of energy costs in public facilities, which contracts shall be awarded on the same basis as contracts for professional services.
3. The Owner represents and warrants that it has retained the Contractor and entered into this Performance Contract in compliance with all the requirements specified in Tennessee Code § 12-4-107 related to professional service contracts.

City Commission  
**AGENDA SUMMARY**



**SUBJECT:** ITB# 6781 - Energy Control Consultants, Inc.  
Window Security Film  
(Facilities Management for J C Schools)

**MEETING:** City Commission - Aug 01 2024

**DEPARTMENT:** Facilities Management

**STAFF CONTACT:** Brian Ross, Director of Facilities Management

**SUMMARY:**

Request for approval of a contract with Energy Control Consultants to install 3M Ultra 800 security film on selected glass doors/windows at all 12 schools in the district. Proposed materials and methods are consistent with other previous renovation projects. The scope of work includes the entire base bid quantity plus an allowance for up to 5,000 SF of additional film.

The low bid from SpeedPro Commercial Graphics, which proposes an alternate product manufactured by Lumar, is not acceptable due to inferior performance test results and warranty, as detailed in the attached recommendation memo.

Insurance pending approval

**FINANCIAL IMPACT:**

\$ 201,764.47 - Police capital fund

**STAFF RECOMMENDATION:**

Approval, as indicated

**SUPPORTING DOCUMENTS:**

[ITB 6781 recommendation](#)

[ITB 6781 WINDOW SECURITY FILM INSTALLATION tab sheet.xlsx](#)

**Dillon, Debbie**

---

**From:** Ross, Brian  
**Sent:** Tuesday, July 16, 2024 6:47 PM  
**To:** Dillon, Debbie; Harless, Valerie  
**Cc:** Devlin, Tim; Kolarick, Terrybeth; Jenkins, Jeff  
**Subject:** RE: ITB 6781 WINDOW SECURITY FILM INSTALLATION tab sheet.xlsx  
**Attachments:** Pages from SpeedPro Commercial Graphics.pdf; Pages from Energy Control Consultants, Inc..pdf; Pages from International Energy Savers of Central FL, INC.pdf; ITB 6781 Bid Tab Modified.xlsx

Debbie,

I have reviewed the bids and have been in contact with three bidders – SpeedPro, Energy Control, and Int’l Energy Savers – for clarification on a few points:

1. SpeedPro proposes Llumar SCLSRPS8 as a substitute film to the specified 3M Ultra 800. After reviewing tensile strength reports from each manufacturer (attached), it is evident that the 3M product is superior, particularly in the machine direction (MD). In this category, 3M reports an average rating of 30,624 psi – 38% higher than the Llumar rating of 22,174.
2. 3M attributes this advantage to their patented micro-layer technology, which is in part why Ultra 800 was specified for this project in the first place. The product was researched, specified, and installed in recently completed security improvement projects at South Side Elementary, Woodland Elementary, Lake Ridge Elementary, and Indian Trail Middle. It is our desire to maintain the same consistent level of protection at all schools throughout the district.
3. Energy Control offers a 15-year labor warranty and a 15-year manufacturer’s warranty. SpeedPro offers a 1-year labor warranty and a 10-year manufacturer’s warranty. Int’l Energy Savers offers a 5-year labor warranty and a 12-year manufacturer’s warranty.
4. Regarding the “Unit Price per SF of film” submitted on the line just below the table in the pricing sheets. Energy Control stated that their price includes film, sealant, and labor. Int’l Energy Savers indicated that they had copied the “Unit price of film” from the table above and that their comparable film, sealant, and labor price should be adjusted to \$14.25 (see attached email).
5. No matter how you analyze costs – base bid only, base bid + separate unit pricing, or base bid + all-inclusive unit pricing – Energy Control has the lowest bid (see attached modified bid tab).
6. As stated in the bid specifications, it is our intent to award all locations to one vendor, with the possibility of adding installed SF by use of unit pricing, as the budget allows. We do have the funding to support additional SF.

Considering all of the points above, I believe it is in the best interest of the project to award a contract to Energy Control Consultants as follows:

Base Bid	\$130,373.74
<u>Allowance (5,000 SF at \$14.28/SF)</u>	<u>\$ 71,400.00</u>
<b>Contract Sum</b>	<b>\$201,773.74</b>



**Brian Ross**  
Facilities Director  
City of Johnson City, Tennessee  
423.434.5718 | [johnsoncitytn.org](http://johnsoncitytn.org)

**From:** Dillon, Debbie <ddillon@johnsoncitytn.org>  
**Sent:** Monday, July 15, 2024 3:05 PM

TABULATION OF BIDS  
 CITY OF JOHNSON CITY, TENNESSEE  
 JULY 10, 2024 -2:00 PM  
 ITB #6781 WINDOW SECURITY FILM INSTALLATION  
 FACILITIES MANAGEMENT

Page 3 of 3

Description	SpeedPro Commercial Graphics	Energy Control Consultants, Inc	International Energy Savers of Central Florida Inc	Window Energy Film Inc	Tennessee Window Films, LLC	Osteen Construction LLC	Budget Holdings dba Solar Art	National Glazing Solutions	Blink Marketing dba BlinkSigns	Budget Holdings dba Solar Art	Bearfish Holdings dba Metro Tint Texas	Central Technologies	Skilled Services
Science Hill High School	\$ 33,697.00	\$ 34,624.84	\$ 48,196.00	\$ 39,013.00	\$ 36,853.90	\$ 47,385.00	\$ 41,671.38	\$ 40,643.00	\$ 43,070.71	\$ 53,178.29	\$ 59,644.80	\$ 60,324.94	\$ 206,000.00
Liberty Bell Middle School	\$ 2,912.00	\$ 2,701.53	\$ 3,721.50	\$ 3,264.00	\$ 3,364.85	\$ 3,347.50	\$ 2,538.28	\$ 3,624.00	\$ 2,867.58	\$ 3,239.19	\$ 4,425.06	\$ 4,653.53	\$ 11,300.00
Indian Trail Middle School	\$ 6,906.00	\$ 6,289.48	\$ 6,508.75	\$ 7,806.00	\$ 6,689.38	\$ 6,630.00	\$ 5,419.15	\$ 8,420.00	\$ 8,771.23	\$ 6,915.56	\$ 11,013.53	\$ 11,599.87	\$ 24,200.00
Topper Academy	\$ 3,712.00	\$ 2,005.42	\$ 4,312.50	\$ 3,587.00	\$ 2,962.82	\$ 2,405.00	\$ 8,564.75	\$ 3,603.00	\$ 5,271.24	\$ 10,929.77	\$ 4,080.73	\$ 3,510.76	\$ 18,800.00
North Side Elementary	\$ 4,435.00	\$ 3,913.69	\$ 3,599.50	\$ 5,927.00	\$ 5,890.27	\$ 5,703.75	\$ 3,877.49	\$ 4,758.00	\$ 8,544.51	\$ 4,948.20	\$ 6,380.62	\$ 9,058.46	\$ 9,800.00
Mountain View Elementary	\$ 33,432.00	\$ 43,513.57	\$ 43,894.75	\$ 44,941.00	\$ 50,699.23	\$ 46,800.00	\$ 47,791.28	\$ 55,487.00	\$ 57,671.90	\$ 60,988.10	\$ 75,034.37	\$ 76,655.31	\$ 220,600.00
Fairmont Elementary	\$ 14,604.00	\$ 14,891.37	\$ 8,106.00	\$ 18,026.00	\$ 17,820.68	\$ 17,078.75	\$ 15,369.82	\$ 19,853.00	\$ 20,064.72	\$ 19,613.96	\$ 27,831.68	\$ 28,879.55	\$ 151,200.00
South Side Elementary	\$ 8,592.00	\$ 8,414.53	\$ 9,774.50	\$ 9,699.00	\$ 7,234.22	\$ 8,791.25	\$ 9,436.79	\$ 12,137.00	\$ 14,708.46	\$ 12,042.62	\$ 14,532.80	\$ 15,869.77	\$ 25,200.00
Cherokee Elementary	\$ 2,192.00	\$ 2,408.73	\$ 2,709.25	\$ 3,148.00	\$ 3,289.80	\$ 2,811.25	\$ 4,095.51	\$ 3,104.00	\$ 4,151.81	\$ 5,226.42	\$ 4,910.74	\$ 4,877.08	\$ 9,800.00
Lake Ridge Elementary	\$ 6,234.00	\$ 5,889.82	\$ 3,955.75	\$ 6,833.00	\$ 6,963.92	\$ 6,500.00	\$ 9,561.37	\$ 7,187.00	\$ 6,362.33	\$ 12,201.59	\$ 8,122.94	\$ 9,872.08	\$ 22,000.00
Towne Acres Elementary	\$ 2,132.00	\$ 2,139.72	\$ 1,518.75	\$ 2,549.00	\$ 3,013.54	\$ 1,365.00	\$ 3,021.02	\$ 2,639.00	\$ 3,712.54	\$ 3,855.23	\$ 3,895.20	\$ 3,871.06	\$ 6,900.00
Wood Elementary	\$ 2,992.00	\$ 3,581.04	\$ 3,071.25	\$ 3,791.00	\$ 2,968.85	\$ 2,860.00	\$ 3,161.17	\$ 4,084.00	\$ 4,350.19	\$ 4,034.08	\$ 6,812.82	\$ 5,938.64	\$ 13,500.00
<b>GRAND TOTAL:</b>	\$ 121,840.00	\$ 130,373.74	\$ 139,368.50	\$ 148,584.00	\$ 149,562.60	\$ 151,677.50	\$ 154,508.00	\$ 165,539.00	\$ 179,534.00	\$ 197,173.00	\$ 226,685.28	\$ 235,111.05	\$ 719,300.00
Unit price (SF) film	\$ 12.50	\$ 10.54	\$ 10.75	\$ 10.83	\$ 3.27**	\$ 7.34	\$ 10.00	\$ 16.41	\$ 8.62	\$ 14.30	\$ 13.37	\$ 15.43	\$ 26.00
Unit price (LF) attachment sealant	\$ 6.33	\$ 2.75	\$ 3.50	\$ 4.35	\$ 4.00**	\$ 4.25	\$ 4.00	\$ 12.11	\$ 3.70	\$ 4.00	\$ 7.42	\$ 8.30	\$ 17.00
Delivery/Installation Timeframe	"Start Immediately"	3-4 Weeks	2.5 Weeks	4 Weeks	Late Sept. Early Oct.	8 Months	2-4 Weeks	8 Weeks	30 Days	2-4 Weeks	60 Days	90-120 Days	60 Days
Film Proposed	Llumar SCLSRPS8*	3M	3M	3M Ultra S800	Llumar PS8	3M	Llumar	3M Ultra S800	3M Ultra S800	3M Ultra S800	3M Ultra S800	3M Ultra 800	3M Ultra 800
Unit Price per SF of additional	\$ 18.83	\$ 14.278145	\$ 10.75	\$ 17.21	\$ 16.50*	\$ 16.25	\$ 10.00	\$ 16.41	\$ 14.17	\$ 14.30	\$ 13.37	\$ 15.43	\$ 26.00

5000 additional SF \$ 71,390.73  
**GRAND TOTAL:** \$ 201,764.47

\*product unacceptable

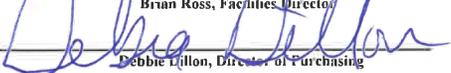
Non-Responsive: Guardian Safety Films, WYRD Media Group

\*\* Proudect only

\* Includes labor

**No Response:** Accurate Contracting Services Inc., Aces glass high access maintenance, Advanced Wireless Solutions Inc., AGC of East TN, American Blind & Shade LLC, Anderson Lumber Company Inc., Annalyn Ang Jones Distribution LLC, Ark Painting, Bar Environmental, Bernhard MCC, Blue Team Restoration, Budget Blinds of Kingsport, Builders Exchange of Tennessee, City Wide of Knoxville, Cool Sunlight, CoolVu, Curl Construction and Excavating, Duracap Asphalt Paving Co Inc., Engineered Restorations Inc., English Mountain Construction, Hall Construction LLC, Hoilman Construction Company Inc., HomeChoice Windows doors and flooring, K&J Associates Inc., NGS, Power Pro Pressure, Rogers Custom Construction Inc., S & L. Specialty Contracting, Solar Response LLC, Ten Twenty-Four Industries DBA Sunsaional Solutions, Tint Works, T's Auto Detailing & Window Tinting

RECOMMEND ACCEPTANCE OF THE LOWEST ACCEPTABLE BID CIRCLED ABOVE. TOTAL INCLUDES BASE BID AND ADDITIONAL 5000 SF.

  
 Brian Ross, Facilities Director  
  
 Debbie Dillon, Director of Purchasing

7/22/24

## Budget Recap 2024 - 2025 Amendment

<b>Funding Sources:</b>	<b>Increase (Decrease)</b>	<b>Information</b>
-------------------------	----------------------------	--------------------

TISA	\$	(21,301)
Sales Tax	\$	736,569
Property Tax		FY24 estimated over budget \$930,257, 2.5% growth \$510,421
Fund Balance		

<b>Total</b>	<b>\$</b>	<b>715,268</b>
--------------	-----------	----------------

<b>New Needs:</b>		
-------------------	--	--

1% Raise	\$	704,957
Maintenance Dept Adjustment	\$	27,396
Medical Insurance	\$	(127,439)
TISA On-Behalf	\$	110,354
		Budgeted 7% increase, reduced to 6% increase

<b>Total</b>	<b>\$</b>	<b>715,268</b>
--------------	-----------	----------------



**BILL LEE**  
GOVERNOR

STATE OF TENNESSEE  
**DEPARTMENT OF EDUCATION**  
NINTH FLOOR, ANDREW JOHNSON TOWER  
710 JAMES ROBERTSON PARKWAY  
NASHVILLE, TN 37243-0375

**LIZZETTE REYNOLDS**  
COMMISSIONER

June 27, 2024

Dear Director Barnett,

The Tennessee Investment in Student Achievement (TISA) Act passed in 2022, enacting a student-based funding formula that generates funding based on individual student need. The new funding formula generated more than one billion new dollars of state investment for students across Tennessee.

This letter and associated data file provide the **Final FY25 TISA allocation** for your district, building on six months of data verification and estimates.

#### ***FY25 TISA Allocation***

Allocations in the table below include the **base, weighted and direct funding** generated by student data submitted by your district **averaged over all nine reporting periods of the 2023-24 school year**. This information was pulled on June 17, 2024, and reflects a full application of the [TISA Rules](#). Additionally, a table has been included below to detail the split between state and local funds required by the formula, as well as your district's current maintenance of effort local funding level. In reviewing this information, please be mindful of the data caveats noted above your district's allocation table and in the district data files.

There are some key updates for FY25 to be aware of as your district reviews the final allocation:

- **Economically Disadvantaged Funding:** Students generated funding for the economically disadvantaged weight based on the following student classification codes: Direct Certification of economic disadvantage (J), Foster Care (FOS01), Homeless (H), Migrant (I) and Runaway (U). Students identified in the Medicaid eligibility pilot program for school nutrition who only met Medicaid Free or Medicaid Reduced criteria should have been coded as "MF" or "MR" and are not included in your Economically Disadvantaged ADM (ED ADM) for funding.

For some districts, economically disadvantaged counts for the current school year are lower than expected, potentially influenced by delayed timelines in certification of SNAP and TANF benefits. In recognition of these challenges, the state proactively processed automatic data appeals to ensure all districts were held harmless from the delayed certification timelines. **Unless a district requested otherwise, districts were funded at the higher ED ADM values between the 2023-24 school year or the 2022-23 school year. This provision only applied to the FY25 TISA allocations.**

- **English Learners and Characteristics of Dyslexia Funding:** For the 2024-25 school year, based on data generated in the 2023-24 school year, funding is allocated for all English Learner students who meet the EL Tier I-III definitions as outlined in TISA Rule and have an Individual Learning Plan (ILP) finalized in TN PULSE at their full ADM generated based on the student's enrollment date. If an EL student was enrolled in your district but transferred out prior to an ILP being established in TN PULSE, the district received credit for the student's EL ADM value in your district. These values are reflected in the allocations below and corresponding data files.

Similarly, 2024-25 school year funding is provided for all students who met the criteria for Characteristics of Dyslexia as defined in rule and have a finalized ILP-D in TN PULSE at full ADM generated based on the student's enrollment date.

*District Data File*

To be reviewed in combination with the table below, the department has uploaded a *FY25 Final Allocation TISA District File* to your TNShare EIS Administrator folder. Tabs within the file include the following information specific to your district:

- TISA Calculator – Includes application of the TISA rules to district data, a local contribution calculator, and required funds for existing educator salary increases pursuant to T.C.A. 49-3-105(e)
- Reporting Period Summary tab with averages by funding line and reporting period
- School Calculations tab includes funding amounts by school
- School Counts tab with averaged reporting periods by funding line
- ED Hold Harmless Tab includes final ED ADM counts for 2022-23, current ED ADM counts for 2023-24 and the higher of the two for application of the hold harmless provision
- District-submitted and state level input data:
  - Base Average Daily Membership (ADM) (also used for Small, Sparse, Concentrated Poverty, Post-Secondary Test, K-3 Literacy, and Charter)
  - Economically Disadvantaged ADM by student and school
  - Concentrated poverty school list from district Consolidated Funding Application in ePlan
  - Sparse calculation inputs of square miles by county
  - Special Education ADM by student and school
  - English Learner ADM by student and school with English Learner Tier
  - Characteristics of Dyslexia ADM by student and school
  - Career and Technical Education ADM (CTE ADM) by student and by course
  - **2024 3<sup>rd</sup> Grade ELA TCAP results by student by school**

Sincerely,

Lizzette Reynolds  
Commissioner

### TISA- FY25 Final Allocations

The table below includes the district's FY25 final TISA allocation and is subject to the following caveats and data notes:

- Students/Services reflect the average of each input as reported by districts across Reporting Periods 1-9.
- Funding amounts are reflective of the state's final FY25 budget.
- Allocations do not include outcomes funding, fast-growth funding, or other related grants that are determined at the end of the school year or in the upcoming year.
- Total allocations represent the combined value of state funds and local required funds under TISA.

TISA - FY25 Allocations				
District	Johnson City		District ID	901
Element	Amount/Weight	Students/Services		Funding
BASE	\$7,075.00	7,680.21		\$54,337,454.31
<b>WEIGHTS</b>				
Economically Disadvantaged*	25%	1,921.11		\$3,397,955.45
Concentrated Poverty	5%	3,296.02		\$1,165,965.90
Small	5%	0.00		\$0.00
Sparse	5%	0.00		\$0.00
Unique Learning Need 1	15%	488.65		\$518,579.81
Unique Learning Need 2	20%	693.57		\$981,404.69
Unique Learning Need 3	40%	137.79		\$389,942.56
Unique Learning Need 4	60%	124.58		\$528,832.67
Unique Learning Need 5	70%	205.02		\$1,015,372.56
Unique Learning Need 6	75%	48.18		\$255,672.81
Unique Learning Need 7	80%	65.26		\$369,346.44
Unique Learning Need 8	100%	12.74		\$90,127.64
Unique Learning Need 9	125%	88.58		\$783,408.85
Unique Learning Need 10	150%	6.99		\$74,169.58
<b>DIRECT</b>				
K-3 Literacy	\$500.00	2,330.57		\$1,165,283.33
4 <sup>th</sup> Grade Supports	\$500.00	207.00		\$103,500.00
CTE	\$5,000.00	316.35		\$1,581,739.86
Post-Secondary Test	\$93.00 (per test)	1,186.60		\$110,353.80
Charter	\$504.20	0.00		\$0.00
<b>OUTCOMES</b>				
TBD				
<b>TOTAL</b>				<b>\$66,869,110.27</b>

\*The ED ADM count and ED funding amount included in your district's TISA allocation reflects the application of the proactive data appeal for the Economically Disadvantaged weight. The Hold Harmless ED ADM is calculated based on the higher ED ADM value by school between the 2023-24 school year and the 2022-23 school year. Your district's actual reported ED ADM counts for the 2023-24 school year are shown in the table below.

TISA Actual 2023-24 ED ADM (For Comparison Purposes Only)				
District	Johnson City		District ID	901
Element	Amount/Weight	Students/Services	Funding	
Economically Disadvantaged	25%	1,870.41	\$3,308,279.83	

**TISA- FY25 Restricted Funds for Existing Educator Salary Increases**

Pursuant to T.C.A. 49-3-105(e) and the appropriations act, \$125M of the base funds statewide has been designated for existing educator salary increases. For the 2024-25 school year, the minimum salary will be \$44,500. The table below includes the district's share of restricted funds for existing educator salary increases.

TISA FY25- RESTRICTED FUNDS FOR EXISTING EDUCATOR SALARY INCREASES		
District Base ADMs	/	7,680.21
Statewide Base ADMs		968,376.25
District % of Statewide Base ADMs	=	0.79%
<hr/>		
District % of Statewide Base ADMs		0.79%
Existing Educator Salary Increase Restricted Funds	x	\$125,000,000.00
District Restricted Funds- Existing Educator Salary Increases	=	\$991,376.74

## FY25 TISA State & Local Contributions

The calculator reflects the math in determining local contribution in alignment with law and rules, and includes the following:

- Calculation of Local Share: This represents the total funds generated statewide for the base and the weights with 30% of each being the collective total of the formula from local funding entities.
- Application of Fiscal Capacity: Final fiscal capacity values from CBER and TACIR have been averaged together and are included in your local contribution calculator.
- Calculation of Multi-System Contributions: If your district is in a multi-system county, this step determines the proportional share of funds generated for each the base and weights by a district compared to all systems within the county. If you are a single system county, then the percent will reflect 100%.
- Final Local Contributions: The calculator provides the final determination of local contribution. The bottom, righthand corner will display the total TISA allocation for the district and the respective split between local and state funds.

Maintenance of Effort: The TISA Act did not adjust the law concerning district's obligations under maintenance of effort. For reference, the currently budgeted funding level has been included here as well. The Maintenance of Effort amount will change when your district's FY25 budget is submitted to the state via ePlan.

FY25 TISA State & Local Contributions				
		BASE	WEIGHTS	
<i>1. Calculation of Statewide Local Share</i>				
Statewide Total		\$6,843,088,041.00		\$1,820,041,713.54
Multiply by Local Share %	x	30%	x	30%
Statewide Local Share	=	\$2,052,926,412.30	=	\$546,012,514.06
<i>2. Application of County Fiscal Capacity</i>				
Statewide Local Share		\$2,052,926,412.30		\$546,012,514.06
Washington County FY25 Fiscal Capacity	x	1.73%	x	1.73%
County Local Contribution (All Systems)	=	\$35,432,317.18	=	\$9,423,858.77
<i>3. Multi-System County Calculation</i>				
		Base Funds Generated		Weight Funds Generated
Johnson City		\$54,337,454.31		\$9,570,778.97
All Systems within County Total	/	\$110,520,588.58	/	\$22,248,825.12
Johnson City % of County Total Funds	=	49.17%	=	43.02%
Johnson City % of County Total Funds		49.17%		43.02%
County Local Contribution (All Systems)	x	\$35,432,317.18	x	\$9,423,858.77
Johnson City Local Contribution	=	\$17,420,300.96	=	\$4,053,862.12
<i>4. Total Local Contribution</i>				
Adding Local Contribution Totals		\$17,420,300.96	+	\$4,053,862.12
			=	\$21,474,163.08
<b>Total Funding (Base, Weights, Direct)</b>				\$66,869,110.27
<b>Local</b>				-
<b>State</b>				=
(State Funding Excluding Post-Secondary Test*)				\$45,394,947.18
(State Funding Excluding Post-Secondary Test*)				\$45,284,593.38
<b>Current FY24 District Maintenance of Effort</b>				\$49,864,396.00

\*Pursuant to T.C.A. 49-3-105(d), please note that funds generated for the post-secondary test will be maintained and administered at the state level. These funds are reflected in the total state funds as being generated by TISA but will be administered by the department to relieve procurement and administration burden on districts.



STATE OF TENNESSEE  
DEPARTMENT OF FINANCE AND ADMINISTRATION  
BENEFITS ADMINISTRATION

312 Rosa L. Parks Avenue  
Suite 1900 William R. Snodgrass Tennessee Tower  
Nashville, Tennessee 37243-1102  
Phone (615) 741-3590 or (800) 253-9981  
FAX (615) 253-8556

Jim Bryson  
COMMISSIONER

Laurie Lee  
EXECUTIVE DIRECTOR

May 31, 2024

TO: LEA Directors of Schools

FROM: Laurie Lee, Executive Director 

SUBJECT: Premium Increases for 2025

I know many of you are working on your budgets for next fiscal year. The State Group Insurance Program's Local Education Insurance Committee recently met and made a number of decisions for the 2025 plan year.

All member health plan cost sharing such as deductibles or coinsurance for 2025 will stay the same except for the two changes that follow below:

- A third non-preferred brand specialty pharmacy tier will be added to allow more expensive biologic drugs to be placed in this third tier. Members may be able to switch to less-costly biosimilar drugs.
- Talkspace lets members communicate with a therapist by text, audio or video, 24/7 from the member's smartphone or desktop, and the current PPO copays range from \$25 to \$35. In 2025, the Talkspace copay will be lowered to \$15 for all PPO options, which aligns with other telehealth options. CDHP plan members' claims will process at the current coinsurance levels.

The approved premium increases reflect the underlying cost trends in the plan and the impact of general inflation. However, the aggregate plan premium increase is below market.

- Based on the projected claims and plan performance, the committee approved an **aggregated average health insurance premium increase\*** of **5.9%**. The 2025 health insurance premium increase percentage is in the aggregate; premium increases\* will vary slightly within the products and coverage tiers.
  - For example, monthly premium increases will range from \$32 to \$109, depending on the plan and tier in which the member is enrolled.
- BlueCross BlueShield and Cigna will remain the health insurance carriers. The four provider network options will remain the same: BlueCross Network S, BlueCross Network P, Cigna LocalPlus and Cigna Open Access Plus.
  - For BlueCross Network P and Cigna Open Access Plus, the additional monthly cost will stay the same. For all health plan options, the employee-only tier will cost an additional \$75 per month, employee+child(ren) tier will cost an additional \$85 per month, and employee+spouse and employee+spouse+child(ren) coverage tiers will cost an additional \$150 per month.

\*Premium increase amounts listed are for BlueCross S and Cigna LocalPlus networks only

**Page 2: Premium Increases for 2025**

- For those agencies who offer the state's vision insurance, EyeMed will continue to be the vendor for 2025 benefits. The same Basic and Expanded plans will be offered.
  - Premiums and benefits will stay the same in 2025.
- For those agencies who offer the state's dental insurance, the Dental Health Maintenance Organization (Prepaid) carrier will continue to be Cigna, and the Dental Preferred Provider Organization carrier will continue to be Delta Dental in 2025.
  - Cigna DHMO Prepaid plan rates will increase by 3.5% for all plan members.
  - Delta Dental DPPO plan rates will increase by 1.5% for all plan members.
- The insurance carriers for pharmacy, behavioral health/EAP and health savings accounts will remain the same in 2025.

I hope this information is helpful to you. We value your school system's participation in the State Group Insurance Program and the opportunity to meet the needs of your employees. If you have any questions about the above information or any other aspect of our health plan, please email me at [benefits.info@tn.gov](mailto:benefits.info@tn.gov).

Thank you.

CC: LEA Fiscal Officers  
Agency Benefits Coordinators

**Washington County Local Option Sales Tax**

<b>FY24 Budget - Washington County</b>		\$ 19,245,101
CY Revenue - Dec 2024	\$ 10,302,770	
Actual Jan 2024	\$ 1,468,949	
Actual Feb 2024	\$ 1,544,077	
Estimated Mar 2024	\$ 1,675,143	
Estimated April 2024	\$ 1,673,157	
Estimated May 2024	\$ 1,689,794	
ADA ADJUSTMENT	\$ (16,505)	
Estimated June 2024	\$ 1,673,384	
<b>Estimated Total FY24</b>		<b>\$ 20,010,769</b>
<b>Estimated Amount Over Budget</b>		<b>\$ 765,668</b>
Estimated Total FY24		\$ 20,010,769
<b>City increase of 2.5% from Projected</b>		<b>\$ 500,269</b>

**Sullivan Co Local Option Sales Tax**

<b>FY24 Budget</b>			\$ 114,721
CY Collections - January 2024	\$	102,732	
Actual February 2024	\$	13,092	
Actual March 2024	\$	13,248	
Actual April 2024	\$	16,397	
Estimated May 2024	\$	13,852	
ADA ADJUSTMENT	\$	13,958	
Estimated June 2024	\$	14,106	
<b>Estimated Total FY24</b>			<u>\$ 187,385</u>
<b>Estimated Amount Over Budget</b>			<u><u>\$ 72,664</u></u>
Estimated Total FY24			\$ 187,385
<b>City increase of 2.5% from FY24 Projected</b>			<b>\$ 4,685</b>

**Carter Co Local Option Sales Tax**

<b>FY24 Budget</b>		\$	126,766
CY Collections - February 2024	\$	97,504	
Actual March 2024	\$	15,789	
Actual April 2024	\$	18,267	
Actual May 2024	\$	17,840	
ADA ADJUSTMENT	\$	52,291	
Estimated June 2024	\$	17,000	
<b>Estimated Total FY24</b>		<u>\$</u>	<u>218,691</u>
<b>Estimated Amount Over Budget</b>		<u>\$</u>	<u>91,925</u>
Estimated Total FY24		\$	218,691
<b>City increase of 2.5% from projected</b>		\$	<b>5,467</b>

**GENERAL PURPOSE SCHOOL FUND SUMMARY  
2024-2025 BUDGET**

	<u>Original Budget</u>	<u>Amendment #1</u>	<u>Amended Budget</u>
<b>REVENUES</b>			
County Taxes/Licenses	33,503,672	736,569	34,240,241
Charges for Service	1,790,179	0	1,790,179
Other Local Revenue	29,000	0	29,000
State Education Funds	45,839,572	(21,301)	45,818,271
Federal Funds Through State	75,000	0	75,000
Direct Federal Funds	0	0	0
<b>TOTAL REVENUES</b>	<b>81,237,423</b>	<b>715,268</b>	<b>81,952,691</b>
<b>EXPENDITURES</b>			
Instruction:			
Regular Education Instruction	48,375,948	517,064	48,893,012
Alternative Instruction	1,508,095	11,979	1,520,074
Special Education Instruction	5,636,257	46,046	5,682,303
Vocational Educational Instruction	2,409,522	19,173	2,428,695
<b>Total Instruction</b>	<b>57,929,822</b>	<b>594,262</b>	<b>58,524,084</b>
Support Services:			
Attendance	386,448	2,248	388,696
Health Services	1,144,510	7,756	1,152,266
Student Support	3,498,580	27,294	3,525,874
Instruction Support	5,043,197	(20,361)	5,022,836
Alternative Support	66,259	34	66,293
Special Education Support	1,202,565	19,383	1,221,948
Vocational Education Support	369,996	1,425	371,421
Technology	2,425,190	10,328	2,435,518
Board of Education	1,400,669	0	1,400,669
Superintendent	467,869	2,292	470,161
Office of the Principal	6,841,071	10,364	6,851,435
Fiscal Services	682,692	5,296	687,988
Human Resources	310,070	8,590	318,660
Operation of Plant	5,755,001	18,157	5,773,158
Maintenance of Plant	2,216,329	25,501	2,241,830
Transportation	3,171,554	0	3,171,554
Public Relations	130,322	376	130,698
<b>Total Support Services</b>	<b>35,112,322</b>	<b>118,683</b>	<b>35,231,005</b>
Non-Instructional Services:			
Debt Service	2,273,910	0	2,273,910
Early Childhood Education	551,768	2,323	554,091
Community Services	1,361,733	0	1,361,733
Regular Capital Outlay	585,959	0	585,959
Operating Transfers	62,739	0	62,739
<b>Total Non-Instructional Services</b>	<b>4,836,109</b>	<b>2,323</b>	<b>4,838,432</b>
<b>GRAND TOTAL EXPENDITURES</b>	<b>97,878,253</b>	<b>715,268</b>	<b>98,593,521</b>
Excess (Deficiency) of Revenues and Other Sources Over (Under) Expenditures	<u>(16,640,830)</u>	<u>0</u>	<u>(16,640,830)</u>
<b>OTHER SOURCES OF FUNDS</b>			
School Funds	0	0	0
City Appropriation	11,626,736	0	11,626,736
Transfer from City General Fund for Transportation	3,043,431	0	3,043,431
<b>TOTAL OTHER SOURCES OF FUNDS</b>	<b>14,670,167</b>	<b>0</b>	<b>14,670,167</b>
<b>Net Change in Fund Balance</b>	<b><u>(1,970,663)</u></b>	<b><u>0</u></b>	<b><u>(1,970,663)</u></b>
<b>FUND BALANCE (BEGINNING)</b>	<b><u>17,786,715</u></b>	<b><u>0</u></b>	<b><u>17,786,715</u></b>
Prior Period Adjustment	0	0	0
<b>FUND BALANCE (ENDING)</b>	<b><u>15,816,052</u></b>	<b><u>0</u></b>	<b><u>15,816,052</u></b>

JOHNSON CITY SCHOOLS				
2024 - 2025 Budget				
		Original		Amended
		BUDGET	Amendment	Budget
		2024-2025	#1	2024-2025
	<b>Beginning Fund Balance:</b>			
	Designated for 3% Fund Balance	\$ 2,808,059		\$ 2,808,059
	Educare Reserves	\$ 1,173,810		\$ 1,173,810
	Undesignated	\$ 10,953,592		\$ 10,953,592
	Designated for Inventory and Compensated Absences	\$ 160,000		\$ 160,000
	Other Reserves/Designations	\$ 43,000		\$ 43,000
	<b>Designated and Undesignated Fund Balance</b>	<b>\$ 15,138,461</b>	<b>\$ -</b>	<b>\$ 15,138,461</b>
	<b>GRAND TOTAL ALL FUND BALANCE AND RESERVES</b>	<b>\$ 15,138,461</b>	<b>\$ -</b>	<b>\$ 15,138,461</b>
40110	Current Property Tax - Wash Co	\$ 12,243,386		12,243,386
40110	Current Property Tax - Sullivan Co	\$ 238,036		238,036
40110	Current Property Tax - Carter Co	\$ 105,673		105,673
40120	Trustee's Collections - Prior Year	\$ 280,555		280,555
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000		100,000
40140	Interest & Penalty	\$ 135,000		135,000
40150	Pick-Up Taxes	\$ 5,500		5,500
40162	Payments in Lieu of Taxes - Local Utilities	\$ 215,000		215,000
40163	Payments in Lieu of Taxes - Other	\$ 18,000		18,000
40210	Local Option Sales Tax - Wash Co	\$ 19,243,886	\$ 736,569	19,980,455
40210	Local Option Sales Tax - Sullivan Co	\$ 176,648		176,648
40210	Local Option Sales Tax - Carter Co	\$ 128,288		128,288
40270	Business Tax	\$ 517,000		517,000
40275	Mixed Drink Tax	\$ 3,500		3,500
40320	Bank Excise Tax	\$ 95,000		95,000
	<b>Total County Taxes</b>	<b>\$ 33,505,472</b>	<b>\$ 736,569</b>	<b>\$ 34,242,041</b>
41110	Marriage Licenses	\$ 1,700		1,700
	<b>Total Licenses and Permits</b>	<b>\$ 1,700</b>	<b>\$ -</b>	<b>\$ 1,700</b>
43511	Tuition - Regular Day Students	\$ 250,000		250,000
43517	Tuition - Online Learning	\$ 5,500		5,500
43581	Tuition - EDUCARE	\$ 1,198,679		1,198,679
43581	Tuition - ECLC	\$ 275,000		275,000
43990	Other Charges for Services	\$ 21,000		21,000
43990	Print Shop Enterprise Account	\$ 40,000		40,000
	<b>Total Charges for Current Services</b>	<b>\$ 1,790,179</b>	<b>\$ -</b>	<b>\$ 1,790,179</b>
44160	Retirees' Insurance Payments	\$ 18,000		18,000
44570	Contributions - United Way	\$ 10,000		10,000
44990	Other Local Revenue (STEAM 536)	\$ 1,000		1,000
	<b>Total Other Local Revenues</b>	<b>\$ 29,000</b>	<b>\$ -</b>	<b>\$ 29,000</b>
46510	Tennessee Investment in Student Achievement (TISA)	\$ 45,416,248	\$ (21,301)	45,394,947
46510	TISA Outcomes	\$ 338,138		338,138
46550	Driver Education	\$ 11,000		11,000
46610	Career Ladder	\$ 70,686		70,686
	<b>Total State Education Funds</b>	<b>\$ 45,836,072</b>	<b>\$ (21,301)</b>	<b>\$ 45,814,771</b>
47640	ROTC Reimbursement	\$ 75,000	\$ -	75,000
	<b>Total Direct Federal Government</b>	<b>\$ 75,000</b>	<b>\$ -</b>	<b>\$ 75,000</b>
49810	City General Fund Transfer - Operations	\$ 11,626,736		11,626,736
49810	City General Fund Transfer - Transportation	\$ 3,043,431		3,043,431
	<b>Total Other Sources</b>	<b>\$ 14,670,167</b>	<b>\$ -</b>	<b>\$ 14,670,167</b>
	<b>Total Revenues</b>	<b>\$ 95,907,590</b>	<b>\$ 715,268</b>	<b>\$ 96,622,858</b>
	<b>GRAND TOTAL REVENUES AND FUND BALANCE</b>	<b>\$ 111,046,051</b>	<b>\$ 715,268</b>	<b>\$ 111,761,319</b>

		JOHNSON CITY SCHOOLS			
		2024 - 2025 Budget			
			Original		
			BUDGET	Amendment	
			2024-2025	#1	
			2024-2025	2024-2025	
		APPROPRIATIONS	1,010		
		REGULAR INSTRUCTION (71100)			
71100	116	Teachers	\$ 32,855,696	\$ 325,700	33,181,396
71100	116	Safety Net Program (1-031)	\$ 49,000		49,000
71100	116	RTI (534)	\$ 595,278	\$ 5,894	601,172
71100	116	Four-Year Transition Plan (2-301)	\$ 6,060	\$ 60	6,120
71100	116	Local Extended Contract (1-578)	\$ 161,990		161,990
71100	116	Mountain View Orchestra (9-581)	\$ 8,825		8,825
71100	116	Curriculum Development (538)	\$ 22,000		22,000
71100	116	Teacher Stipends for Online Learning (555)	\$ 20,000		20,000
71100	117	Career Ladder	\$ 37,000		37,000
71100	163	Educational Assistants	\$ 1,223,200	\$ 12,060	1,235,260
71100	195	Substitute Teachers Certified	\$ 150,000		150,000
71100	198	Substitute Teachers - Non Certified	\$ 550,060	\$ 4,060	554,120
71100	201	Social Security	\$ 2,176,458	\$ 21,214	2,197,672
71100	204	Retirement	\$ 2,413,229	\$ 23,675	2,436,904
71100	206	Life Insurance	\$ 83,950	\$ 825	84,775
71100	207	Medical Insurance	\$ 4,545,000	\$ 6,838	4,551,838
71100	208	Dental Insurance	\$ 176,685		176,685
71100	210	Unemployment	\$ 25,000		25,000
71100	211	Local Retirement	\$ 8,787	\$ 87	8,874
71100	212	Medicare	\$ 517,347	\$ 5,043	522,390
71100	215	Other Post Employment Benefits (Retiree Insurance)	\$ 625,000		625,000
71100	217	Retirement - Hybrid Stabilization	\$ 128,412	\$ 1,254	129,666
71100	336	Performing Music Maintenance and Repair Equipment	\$ 21,246		21,246
71100	356	Tuition	\$ 3,000		3,000
71100	399	Other Contracted Services	\$ 91,798		91,798
71100	399	Edmentun (Credit Recovery) (1-519)	\$ 61,000		61,000
71100	399	Public Chapter 426, Public Acts of 2011 (1-532)	\$ 40,000		40,000
71100	399	Subscription Renewal - Brain Pop (1-536)	\$ 27,000		27,000
71100	399	Subscription Renewal - Hapara	\$ 29,000		29,000
71100	399	Subscription - Neptune Navigate	\$ 3,000		3,000
71100	399	Canvas (1-536)	\$ 58,000		58,000
71100	399	Subscription Renewal - Generation Genius	\$ 9,000		9,000
71100	399	Subscription Renewal - Mystery Science	\$ 10,000		10,000
71100	399	Subscription Renewal - Explore Learning	\$ 29,000		29,000
71100	399	Subscription Renewal - Study Island	\$ 21,000		21,000
71100	399	Subscription - My Reading Academy	\$ 60,000		60,000
71100	399	Subscription - Quizziz	\$ 20,000		20,000
71100	429	Instructional Supplies and Materials	\$ 222,745		222,745
71100	429	Forward Funding	\$ 55,297		55,297
71100	429	Summer School Supplies (1-033)	\$ 5,000		5,000
71100	429	AP - Instructional Supplies	\$ 7,500		7,500
71100	429	RTI - (1-534)	\$ 12,000		12,000
71100	429	Instructional Supplies - Science Materials	\$ 19,261		19,261
71100	429	Instructional Supplies - STEAM (536) +1K Donation	\$ 15,000		15,000
71100	429	Instructional Supplies - Special Budget Requests	\$ 5,000		5,000
71100	449	Textbooks	\$ 776,200		776,200
71100	471	IXL	\$ 100,000		100,000
71100	535	Fee Waiver Student Fees	\$ 141,102		141,102
71100	535	Fee Waiver Student Performing Music	\$ 8,725		8,725
71100	595	TISA On-behalf Payments	\$ -	\$ 110,354	110,354
71100	722	Regular Instruction Equipment	\$ 93,827		93,827
71100	722	Performing Music Equipment	\$ 45,870		45,870
71100	722	Reserved for Special Budget Requests	\$ 6,400		6,400
		<b>TOTAL INSTRUCTION</b>	<b>\$ 48,375,948</b>	<b>\$ 517,064</b>	<b>\$ 48,893,012</b>

JOHNSON CITY SCHOOLS					
2024 - 2025 Budget					
			Original	Amended	
			BUDGET	Budget	
			2024-2025	#1	
				2024-2025	
<b>Alternative Instruction Program</b>					
71150	116	Teachers	\$ 997,904	\$ 9,880	1,007,784
71150	163	Educational Assistants	\$ 128,270	\$ 1,270	129,540
71150	201	Social Security	\$ 68,697	\$ 680	69,377
71150	204	Retirement	\$ 101,558	\$ 1,006	102,564
71150	206	Life Insurance	\$ 2,703	\$ 27	2,730
71150	207	Medical Insurance	\$ 151,000	\$ (1,061)	149,939
71150	208	Dental Insurance	\$ 3,163		3,163
71150	212	Medicare	\$ 16,330	\$ 161	16,491
71150	217	Hybrid Stabilization	\$ 1,656	\$ 16	1,672
71150	399	Other Contracted Services	\$ 5,362		5,362
71150	429	Instructional Supplies and Materials	\$ 15,978		15,978
71150	499	Other Supplies and Materials	\$ 3,028		3,028
71150	790	Other Equipment	\$ 12,446		12,446
<b>TOTAL ALTERNATIVE</b>			<b>\$ 1,508,095</b>	<b>\$ 11,979</b>	<b>\$ 1,520,074</b>
<b>SPECIAL EDUCATION</b>					
71200	116	Teachers	\$ 2,867,119	\$ 28,388	2,895,507
71200	117	Career Ladder	\$ 8,000		8,000
71200	163	Educational Assistants	\$ 895,298	\$ 8,650	903,948
71200	171	Speech Pathologist	\$ 465,192	\$ 4,606	469,798
71200	189	Other Salaries & Wages - Sign Language Interpreters	\$ 89,385	\$ 885	90,270
71200	201	Social Security	\$ 263,773	\$ 2,594	266,367
71200	204	Retirement	\$ 310,580	\$ 3,070	313,650
71200	206	Life Insurance	\$ 10,380	\$ 102	10,482
71200	207	Medical Insurance	\$ 589,000	\$ (3,124)	585,876
71200	208	Dental Insurance	\$ 18,016		18,016
71200	211	Local Retirement	\$ 4,909	\$ 48	4,957
71200	212	Medicare	\$ 62,712	\$ 617	63,329
71200	217	Retirement - Hybrid Stabilization	\$ 21,243	\$ 210	21,453
71200	336	Equipment Repairs and Maintenance	\$ 500		500
71200	429	Instructional Supplies and Materials	\$ 25,150		25,150
71200	499	Other Supplies and Materials	\$ 3,000		3,000
71200	725	Special Education Instruction Equipment	\$ 2,000		2,000
<b>TOTAL SPECIAL EDUCATION</b>			<b>\$ 5,636,257</b>	<b>\$ 46,046</b>	<b>\$ 5,682,303</b>
<b>VOCATIONAL INSTRUCTION</b>					
71300	116	Teachers	\$ 1,731,113	\$ 17,139	1,748,252
71300	117	Career Ladder	\$ 4,000		4,000
71300	163	Educational Assistants	\$ 81,810	\$ 810	82,620
71300	201	Social Security	\$ 110,832	\$ 1,095	111,927
71300	204	Retirement	\$ 129,513	\$ 1,279	130,792
71300	206	Life Insurance	\$ 4,361	\$ 43	4,404
71300	207	Medical Insurance	\$ 260,500	\$ (1,521)	258,979
71300	208	Dental Insurance	\$ 6,624		6,624
71300	212	Medicare	\$ 26,345	\$ 261	26,606
71300	217	Retirement - Hybrid Stabilization	\$ 6,739	\$ 67	6,806
71300	399	Other Contracted Services	\$ 1,696		1,696
71300	429	Instructional Supplies and Materials	\$ 39,690		39,690
71300	429	Forward Funding	\$ 1,696		1,696
71300	730	Vocational Equipment	\$ 4,603		4,603
<b>TOTAL VOCATIONAL INSTRUCTION</b>			<b>\$ 2,409,522</b>	<b>\$ 19,173</b>	<b>\$ 2,428,695</b>
<b>ATTENDANCE</b>					
72110	189	Other Salaries and Wages	\$ 239,370	\$ 2,370	241,740
72110	201	Social Security	\$ 14,602	\$ 144	14,746
72110	204	Retirement	\$ 16,209	\$ 160	16,369
72110	206	Life Insurance	\$ 574	\$ 6	580
72110	207	Medical Insurance	\$ 57,500	\$ (496)	57,004
72110	208	Dental Insurance	\$ 1,910		1,910
72110	212	Medicare	\$ 3,471	\$ 34	3,505
72110	211	Local Retirement	\$ 1,250		1,250
72110	217	Retirement - Hybrid Stabilization	\$ 3,062	\$ 30	3,092
72110	471	Software Maintenance	\$ 48,500		48,500
<b>TOTAL ATTENDANCE</b>			<b>\$ 386,448</b>	<b>\$ 2,248</b>	<b>\$ 388,696</b>

JOHNSON CITY SCHOOLS						
2024 - 2025 Budget						
				Original	Amended	
				BUDGET	Budget	
				2024-2025	#1	
HEALTH SERVICES						
72120	131	Medical Personnel	\$	763,001	\$ 7,555	770,556
72120	201	Social Security	\$	46,543	\$ 461	47,004
72120	204	Retirement	\$	60,659	\$ 600	61,259
72120	206	Life Insurance	\$	1,831	\$ 18	1,849
72120	207	Medical Insurance	\$	119,500	\$ (1,066)	118,434
72120	208	Dental Insurance	\$	3,000		3,000
72120	212	Medicare	\$	11,064	\$ 109	11,173
72120	217	Hybrid Stabilization	\$	8,012	\$ 79	8,091
72120	355	Travel	\$	1,800		1,800
72120	399	Other Contracted Services	\$	8,320		8,320
72120	413	Drugs & Medical Supplies	\$	3,580		3,580
72120	499	Other Supplies & Materials	\$	15,700		15,700
72120	524	Staff Development	\$	1,000		1,000
72120	599	Coordinated School Health	\$	100,000		100,000
72120	735	Health Equipment	\$	500		500
<b>TOTAL HEALTH SERVICES</b>			<b>\$</b>	<b>1,144,510</b>	<b>\$ 7,756</b>	<b>\$ 1,152,266</b>
STUDENT SUPPORT						
72130	117	Career Ladder	\$	2,000		2,000
72130	123	Guidance Personnel	\$	1,698,886	\$ 16,820	1,715,706
72130	161	Secretary	\$	40,400	\$ 400	40,800
72130	189	Other Salaries	\$	846,066	\$ 8,377	854,443
72130	201	Social Security	\$	157,828	\$ 1,562	159,390
72130	204	Retirement	\$	192,774	\$ 1,907	194,681
72130	206	Life Insurance	\$	6,210	\$ 61	6,271
72130	207	Medical Insurance	\$	341,500	\$ (2,379)	339,121
72130	208	Dental Insurance	\$	12,187		12,187
72130	212	Medicare	\$	37,517	\$ 371	37,888
72130	217	Retirement - Hybrid Stabilization	\$	17,712	\$ 175	17,887
72130	322	Evaluation & Testing (1-529)	\$	30,000		30,000
72130	322	AP Testing (2-583)	\$	105,000		105,000
72130	399	PreACT Assessment	\$	8,000		8,000
72130	790	Other Equipment	\$	2,500		2,500
<b>TOTAL OTHER STUDENT SUPPORT</b>			<b>\$</b>	<b>3,498,580</b>	<b>\$ 27,294</b>	<b>\$ 3,525,874</b>

JOHNSON CITY SCHOOLS							
2024 - 2025 Budget							
				Original		Amended	
				BUDGET	Amendment	Budget	
				2024-2025	#1	2024-2025	
INSTRUCTION - SUPPORT							
72210	105	Administration	\$	763,522	\$	7,342	770,864
72210	117	Career Ladder	\$	7,000			7,000
72210	129	Librarians	\$	857,741	\$	8,493	866,234
72210	137	Educational Media Personnel	\$	329,260	\$	3,260	332,520
72210	161	Secretary	\$	134,330	\$	1,330	135,660
72210	172	Instructional Coaches	\$	1,241,069	\$	12,205	1,253,274
72210	189	Other Salaries and Wages - Print Shop	\$	75,750	\$	750	76,500
72210	189	Other Salaries and Wages - Teacher Leadership Academy	\$	30,500			30,500
72210	201	Social Security	\$	209,788	\$	2,037	211,825
72210	204	Retirement	\$	250,030	\$	2,418	252,448
72210	206	Life Insurance	\$	8,254	\$	80	8,334
72210	207	Medical Insurance	\$	430,000	\$	(58,817)	371,183
72210	208	Dental Insurance	\$	10,183			10,183
72210	211	Local Retirement	\$	2,200			2,200
72210	212	Medicare	\$	49,868	\$	484	50,352
72210	217	Retirement - Hybrid Stabilization	\$	6,006	\$	57	6,063
72210	355	Travel	\$	11,500			11,500
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-572)	\$	10,000			10,000
72210	399	Niswonger Class Fees (555)	\$	5,000			5,000
72210	399	Contracted Services Niswonger Consortium Fee (555)	\$	15,200			15,200
72210	399	Other Contracted Services (5\$ Transact)	\$	9,000			9,000
72210	399	Other Contracted Services-Safety Net Program (1-031)	\$	41,000			41,000
72210	399	Other Contracted Services - Frontline	\$	28,000			28,000
72210	399	Other Contracted Services - Bloomz	\$	16,500			16,500
72210	399	Other Contracted Services - 504 Online System	\$	5,000			5,000
72210	399	Other Contracted Services - Robotics Team (16-572)	\$	1,000			1,000
72210	399	At-Risk Services (1-964)	\$	1,000			1,000
72210	399	Random Drug Testing	\$	16,000			16,000
72210	399	Contracted Services - RC (1-030)	\$	2,400			2,400
72210	399	Internal Assessment Platform - Illuminate	\$	55,000			55,000
72210	399	Other Contracted Services - Major Clarity	\$	7,000			7,000
72210	399	Other Contracted Services	\$	20,000			20,000
72210	432	Library Books Media	\$	37,288			37,288
72210	471	Software Maintenance - Destiny (Library)	\$	15,000			15,000
72210	499	Other Supplies & Materials	\$	10,000			10,000
72210	499	Mclass Amplify Program (1-524)	\$	26,000			26,000
72210	499	Other Supplies & Materials-RC (1-030)	\$	7,700			7,700
72210	499	Other Supplies and Materials - Robotics Team (16-572)	\$	5,000			5,000
72210	499	Shoe Fund (1-520)	\$	10,000			10,000
72210	499	Raptor	\$	2,400			2,400
72210	499	Other Supplies & Materials - Special Budget Requests	\$	1,000			1,000
72210	524	Teacher Leadership Academy (537)	\$	44,500			44,500
72210	524	In-service Staff Dev. System Wide/School Based	\$	148,208			148,208
72210	524	AP Staff Development (1-583)	\$	10,000			10,000
72210	599	Non Revenue Producing Sports \$30K (25/5)	\$	35,000			35,000
72210	599	Other Charges - MS Competition Fees	\$	3,000			3,000
72210	599	Other Charges	\$	4,000			4,000
72210	790	Non Revenue Producing Sports - Arts \$20K (15/5)	\$	25,000			25,000
72210	790	Safety - Radios (1-964) - Elementary	\$	5,000			5,000
72210	790	Other Equipment	\$	5,000			5,000
		<b>TOTAL INSTRUCTION SUPPORT</b>	<b>\$</b>	<b>5,043,197</b>	<b>\$</b>	<b>(20,361)</b>	<b>\$ 5,022,836</b>
		<b>ALTERNATIVE INSTRUCTIONAL PROGRAM</b>					
72215	161	Secretaries	\$	40,400	\$	400	40,800
72215	201	Social Security	\$	2,464	\$	25	2,489
72215	204	Retirement	\$	3,058	\$	31	3,089
72215	206	Life Insurance	\$	97	\$	1	98
72215	207	Medical Insurance	\$	14,500	\$	(434)	14,066
72215	208	Dental Insurance	\$	145			145
72215	212	Medicare	\$	586	\$	6	592
72215	217	Retirement - Hybrid Stabilization	\$	578	\$	5	583
72215	435	Office Supplies	\$	2,431			2,431
72215	524	In-Service/Staff Development	\$	2,000			2,000
		<b>TOTAL ALTERNATIVE INSTRUCTIONAL PROGRAM</b>	<b>\$</b>	<b>66,259</b>	<b>\$</b>	<b>34</b>	<b>\$ 66,293</b>

JOHNSON CITY SCHOOLS					
2024 - 2025 Budget					
			Original	Amended	
			BUDGET	Budget	
			2024-2025	#1 2024-2025	
<b>SPECIAL EDUCATION - SUPPORT</b>					
72220	105	Administration	\$ 113,527	\$ 1,124	114,651
72220	124	Psychological Personnel	\$ 79,107	\$ 783	79,890
72220	161	Secretary	\$ 110,090	\$ 1,090	111,180
72220	131	Physical Therapist	\$ 217,175	\$ 2,151	219,326
72220	135	Diagnosticians	\$ 365,711	\$ 3,621	369,332
72220	189	Other Salaries and Wages	\$ 54,360	\$ 538	54,898
72220	201	Social Security	\$ 57,338	\$ 568	57,906
72220	204	Retirement	\$ 54,023	\$ 535	54,558
72220	206	Life Insurance	\$ 2,256	\$ 22	2,278
72220	207	Medical Insurance	\$ 80,000	\$ 8,770	88,770
72220	208	Dental Insurance	\$ 2,424		2,424
72220	212	Medicare	\$ 13,630	\$ 135	13,765
72220	217	Retirement - Hybrid Stabilization	\$ 4,655	\$ 46	4,701
72220	312	Contracts with Private Agencies	\$ 10,000		10,000
72220	322	Testing Materials	\$ 5,000		5,000
72220	336	Maintenance & Repair Services - Equipment	\$ 1,300		1,300
72220	355	Travel	\$ 6,000		6,000
72220	499	Other Supplies & Materials	\$ 2,000		2,000
72220	524	Staff Development	\$ 23,969		23,969
<b>TOTAL SPECIAL EDUCATION SUPPORT</b>			<b>\$ 1,202,565</b>	<b>\$ 19,383</b>	<b>\$ 1,221,948</b>
<b>VOCATIONAL EDUCATION - SUPPORT</b>					
72230	105	Administration	\$ 128,942	\$ 1,276	130,218
72230	117	Career Ladder	\$ 3,000		3,000
72230	161	Secretary	\$ 39,390	\$ 390	39,780
72230	201	Social Security	\$ 10,451	\$ 102	10,553
72230	204	Retirement	\$ 11,373	\$ 111	11,484
72230	206	Life Insurance	\$ 411	\$ 4	415
72230	207	Medical Insurance	\$ 21,500	\$ (488)	21,012
72230	208	Dental Insurance	\$ 558		558
72230	212	Medicare	\$ 2,484	\$ 24	2,508
72230	217	Hybrid Stabilization	\$ 563	\$ 6	569
72230	355	Travel	\$ 162		162
72230	399	Other Contracted Services	\$ 41,000		41,000
72230	435	Office Supplies	\$ 162		162
72230	499	Print Shop Enterprise Account	\$ 10,000		10,000
72230	499	Other Supplies & Materials PRINT SHOP	\$ 100,000		100,000
<b>TOTAL VOCATIONAL EDUCATION - SUPPORT</b>			<b>\$ 369,996</b>	<b>\$ 1,425</b>	<b>\$ 371,421</b>

JOHNSON CITY SCHOOLS						
2024 - 2025 Budget						
				Original	Amended	
				BUDGET	Budget	
				2024-2025	#1	
				2024-2025	2024-2025	
<b>TECHNOLOGY</b>						
72250	105	Administration	\$	104,863	\$ 1,039	105,902
72250	121	Technicians	\$	1,084,005	\$ 10,732	1,094,737
72250	201	Social Security	\$	72,521	\$ 718	73,239
72250	204	Retirement	\$	157,846	\$ 1,562	159,408
72250	206	Life Insurance	\$	2,853	\$ 29	2,882
72250	207	Medical Insurance	\$	178,000	\$ (3,996)	174,004
72250	208	Dental Insurance	\$	5,809		5,809
72250	212	Medicare	\$	17,239	\$ 170	17,409
72250	217	Hybrid Stabilization	\$	7,454	\$ 74	7,528
72250	307	Technology Communications	\$	6,300		6,300
72250	320	Dues and Memberships	\$	900		900
72250	350	Other Charges-Internet/ENA	\$	235,000		235,000
72250	355	Travel Technology	\$	3,000		3,000
72250	399	Contracted Services	\$	20,000		20,000
72250	411	Data Processing Supplies	\$	11,500		11,500
72250	435	Office Supplies Technology	\$	1,700		1,700
72250	471	Software Maintenance - Content Filter iBoss	\$	26,000		26,000
72250	471	Software Maintenance -Endpoint Protection - Trend	\$	60,000		60,000
72250	471	Subscription Renewal - School Messenger	\$	14,000		14,000
72250	471	Software Maintenance - Jatheon/Email Archive	\$	5,000		5,000
72250	471	Software Maintenance - KnowBe4	\$	24,000		24,000
72250	471	Software Maintenance - TeamViewer	\$	11,000		11,000
72250	471	Software Maintenance - VXRail	\$	26,000		26,000
72250	471	Software Maintenance - Microsoft EES - OS and Office License	\$	39,000		39,000
72250	471	Software Maintenance - Cisco Smartnet	\$	20,000		20,000
72250	471	Software Maintenance - Veeam	\$	6,200		6,200
72250	471	Software Maintenance - Help Desk SysAid	\$	25,000		25,000
72250	471	Software Maintenance - VMWare	\$	12,000		12,000
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$	15,000		15,000
72250	471	Software Maintenance - SonicWall - Firewall	\$	10,000		10,000
72250	471	Software Maintenance - KACE	\$	1,500		1,500
72250	471	Software Maintenance - Identity Automation Rapid Identity Platform	\$	58,000		58,000
72250	471	Software Maintenance - Tipping Point	\$	93,000		93,000
72250	471	Software Hosting Services	\$	16,000		16,000
72250	471	Software Maintenance - Aruba Clearpass	\$	9,000		9,000
72250	471	Software Maintenance - Badgepass	\$	10,000		10,000
72250	471	Software Maintenance - Other	\$	5,000		5,000
72250	499	Other Supplies & Materials Technology	\$	10,500		10,500
72250	524	In-service Staff Development - Technology	\$	10,000		10,000
72250	709	Data Processing Equipment Technology	\$	10,000		10,000
<b>TOTAL TECHNOLOGY</b>			<b>\$</b>	<b>2,425,190</b>	<b>\$ 10,328</b>	<b>\$ 2,435,518</b>
<b>BOARD OF EDUCATION</b>						
72310	206	Life Insurance	\$	420		420
72310	207	Medical Insurance	\$	28,000		28,000
72310	305	Audit Service	\$	20,000		20,000
72310	320	Dues and Memberships	\$	14,000		14,000
72310	331	Legal Services	\$	10,000		10,000
72310	355	Travel	\$	2,000		2,000
72310	399	Other Contracted Services	\$	10,000		10,000
72310	499	Other Supplies & Materials	\$	2,000		2,000
72310	506	Liability Insurance	\$	76,115		76,115
72310	506	*Athletic Liability Insurance	\$	40,000		40,000
72310	508	Corporate Surety Bonds	\$	150		150
72310	510	Trustee's Commission	\$	500,000		500,000
72310	513	Workman's Compensation Insurance	\$	562,484		562,484
72310	524	In-service Staff Development	\$	25,500		25,500
72310	599	Other Charges	\$	30,000		30,000
72310	599	Athletics/Band	\$	80,000		80,000
<b>TOTAL BOARD OF EDUCATION</b>			<b>\$</b>	<b>1,400,669</b>	<b>\$ -</b>	<b>\$ 1,400,669</b>
<b>SUPERINTENDENT</b>						
72320	101	Superintendent	\$	186,850	\$ 1,850	188,700
72320	161	Secretary	\$	54,540	\$ 540	55,080
72320	201	Social Security	\$	16,213	\$ 146	16,359
72320	204	Retirement	\$	17,539	\$ 158	17,697
72320	206	Life Insurance	\$	579	\$ 6	585
72320	207	Medical Insurance	\$	32,500	\$ (451)	32,049
72320	208	Dental Insurance	\$	820		820
72320	212	Medicare	\$	3,848	\$ 35	3,883
72320	217	Hybrid Stabilization	\$	780	\$ 8	788
72320	299	Other Fringe Benefits	\$	12,000		12,000
72320	306	Bank Charges	\$	5,000		5,000

JOHNSON CITY SCHOOLS					
2024 - 2025 Budget					
			Original		Amended
			BUDGET	Amendment	Budget
			2024-2025	#1	2024-2025
72320	307	Communications	\$ 60,000		60,000
72320	320	Dues & Memberships	\$ 12,000		12,000
72320	348	Postal Charges	\$ 10,000		10,000
72320	355	Travel	\$ 1,000		1,000
72320	399	Other Contracted Services	\$ 21,200		21,200
72320	435	Office Supplies	\$ 7,000		7,000
72320	524	Staff Development - Leadership Program	\$ 11,000		11,000
72320	599	Other Charges	\$ 13,000		13,000
72320	701	Administrative Equipment	\$ 2,000		2,000
<b>TOTAL SUPERINTENDENT</b>			<b>\$ 467,869</b>	<b>\$ 2,292</b>	<b>\$ 470,161</b>
<b>OFFICE OF THE PRINCIPAL</b>					
72410	104	Principals	\$ 1,297,521	\$ 12,846	1,310,367
72410	117	Career Ladder	\$ 1,000		1,000
72410	119	Bookkeepers	\$ 494,900	\$ 4,900	499,800
72410	189	Data Processing Personnel	\$ 71,144	\$ 705	71,849
72410	139	Assistant Principals	\$ 2,021,712	\$ 20,017	2,041,729
72410	161	Secretary	\$ 1,102,920	\$ 10,920	1,113,840
72410	201	Social Security	\$ 304,341	\$ 3,013	307,354
72410	204	Retirement	\$ 378,545	\$ 3,748	382,293
72410	206	Life Insurance	\$ 11,974	\$ 119	12,093
72410	207	Medical Insurance	\$ 625,000	\$ (48,740)	576,260
72410	208	Dental Insurance	\$ 16,015		16,015
72410	211	Local Retirement	\$ 11,029	\$ 109	11,138
72410	212	Medicare	\$ 72,343	\$ 716	73,059
72410	217	Retirement - Hybrid Stabilization Funds	\$ 203,132	\$ 2,011	205,143
72410	307	Communication	\$ 80,000		80,000
72410	320	Dues & Memberships	\$ 1,250		1,250
72410	348	Postal Charges	\$ 6,414		6,414
72410	355	Travel	\$ 2,682		2,682
72410	435	Office Supplies	\$ 6,537		6,537
72410	524	In-service/Staff Development	\$ 912		912
72410	599	Safety Grant	\$ 131,700		131,700
<b>TOTAL OFFICE OF PRINCIPAL</b>			<b>\$ 6,841,071</b>	<b>\$ 10,364</b>	<b>\$ 6,851,435</b>
<b>FISCAL SERVICES</b>					
72510	105	Administration	\$ 118,091	\$ 1,169	119,260
72510	119	Bookkeepers	\$ 318,425	\$ 3,152	321,577
72510	201	Social Security	\$ 26,625	\$ 264	26,889
72510	204	Retirement	\$ 60,966	\$ 603	61,569
72510	206	Life Insurance	\$ 1,048	\$ 10	1,058
72510	207	Medical Insurance	\$ 49,000	\$ (277)	48,723
72510	208	Dental Insurance	\$ 1,250		1,250
72510	211	Local Retirement	\$ 4,202	\$ 41	4,243
72510	212	Medicare	\$ 6,329	\$ 63	6,392
72510	217	Retirement - Hybrid Stabilization	\$ 27,406	\$ 271	27,677
72510	320	Dues & Memberships	\$ 1,500		1,500
72510	355	Travel	\$ 100		100
72510	399	Other Contracted Services	\$ 50,000		50,000
72510	411	Data Processing Supplies	\$ 4,500		4,500
72510	435	Office Supplies	\$ 4,000		4,000
72510	499	Other Supplies and Materials	\$ 1,000		1,000
72510	524	Staff Development	\$ 5,000		5,000
72510	599	Other Charges	\$ 250		250
72510	701	Administrative Equipment	\$ 3,000		3,000
<b>TOTAL FISCAL SERVICES</b>			<b>\$ 682,692</b>	<b>\$ 5,296</b>	<b>\$ 687,988</b>
<b>HUMAN RESOURCES</b>					
72520	105	Supervisor/Director	\$ 87,155	863	88,018
72520	161	Secretary	\$ 143,988	1,425	145,413
72520	201	Social Security	\$ 14,100	139	14,239
72520	204	State Retirement	\$ 25,838	255	26,093
72520	206	Life Insurance	\$ 555	5	560
72520	207	Medical Insurance	\$ 26,500	5,858	32,358
72520	208	Dental Insurance	\$ 820		820
72520	212	Medicare	\$ 3,352	33	3,385
72520	217	Retirement - Hybrid Stabilization	\$ 2,362	12	2,374
72520	320	Dues and Memberships	\$ 600		600
72520	355	Travel	\$ 1,000		1,000
72520	399	Other Contracted Services	\$ 300		300
72520	435	Office Supplies	\$ 1,000		1,000
72520	499	Other Supplies	\$ -		-



JOHNSON CITY SCHOOLS						
2024 - 2025 Budget						
				Original		
				BUDGET	Amendment	Amended
				2024-2025	#1	Budget
				2024-2025	#1	2024-2025
72810	212	Medicare	\$	1,062	\$ 10	1,072
72810	217	Retirement - Hybrid Stabilization	\$	1,047	\$ 10	1,057
72810	355	Travel Public Relations	\$	2,000		2,000
72810	399	Contracted Services Public Relations	\$	11,000		11,000
72810	435	Office Supplies Public Relations	\$	1,500		1,500
72810	499	Other Supplies & Materials-Public Relations	\$	4,200		4,200
72810	524	In-service Staff Development - Public Relations	\$	4,200		4,200
72810	599	Other Charges Public Relations	\$	2,000		2,000
72810	709	Data Processing Equipment Public Relations	\$	3,000		3,000
<b>TOTAL PUBLIC RELATIONS</b>			<b>\$</b>	<b>130,322</b>	<b>\$ 376</b>	<b>\$ 130,698</b>
<b>COMMUNITY SERVICE</b>						
73300	105	Supervisor/Director	\$	343,200		343,200
73300	166	Custodial Personnel	\$	30,000		30,000
73300	189	Other Salaries and Wages	\$	700,000		700,000
73300	201	Social Security	\$	67,340		67,340
73300	204	Retirement	\$	16,500		16,500
73300	206	Life Insurance	\$	6,300		6,300
73300	207	Medical Insurance	\$	38,500		38,500
73300	208	Dental Insurance	\$	3,300		3,300
73300	211	Local Retirement	\$	4,300		4,300
73300	212	Medicare	\$	16,043		16,043
73300	217	Retirement - Hybrid Stabilization	\$	1,000		1,000
73300	307	Communications	\$	2,350		2,350
73300	355	Travel	\$	2,700		2,700
73300	399	Other Contracted Services	\$	5,900		5,900
73300	422	Food Supplies	\$	49,200		49,200
73300	499	Other Supplies	\$	44,700		44,700
73300	509	Refunds	\$	1,550		1,550
73300	524	Staff Development	\$	4,350		4,350
73300	599	Other Charges	\$	19,500		19,500
73300	790	Other Equipment	\$	5,000		5,000
<b>TOTAL COMMUNITY SERVICE</b>			<b>\$</b>	<b>1,361,733</b>	<b>\$ -</b>	<b>\$ 1,361,733</b>
<b>EARLY CHILDHOOD EDUCATION</b>						
73400	105	Supervisor/Director	\$	50,000		50,000
73400	116	Teachers	\$	182,833	\$ 1,810	184,643
73400	163	Educational Assistants	\$	39,695	\$ 195	39,890
73400	189	Other Salaries & Wages	\$	190,000		190,000
73400	201	Social Security	\$	28,014	\$ 122	28,136
73400	204	Retirement	\$	14,555	\$ 144	14,699
73400	206	Life Insurance	\$	439	\$ 4	443
73400	207	Medical Insurance	\$	12,000		12,000
73400	208	Dental Insurance	\$	410		410
73400	212	Medicare	\$	12,202	\$ 29	12,231
73400	217	Retirement - Hybrid Stabilization	\$	1,920	\$ 19	1,939
73400	307	Communications	\$	100		100
73400	399	Other Contracted Services	\$	1,900		1,900
73400	422	Food Supplies	\$	2,500		2,500
73400	499	Other Supplies & Materials	\$	7,500		7,500
73400	509	Refunds	\$	700		700
73400	524	Staff Development	\$	2,000		2,000
73400	599	Other Charges	\$	3,000		3,000
73400	790	Other Equipment	\$	2,000		2,000
<b>TOTAL EARLY CHILDHOOD EDUCATION</b>			<b>\$</b>	<b>551,768</b>	<b>\$ 2,323</b>	<b>\$ 554,091</b>
<b>CAPITAL OUTLAY</b>						
76100	599	Summer Painting and Improvement (510)	\$	10,000		10,000
76100	599	Non-Capital Building Improvements	\$	60,000		60,000
76100	707	Building Improvements	\$	190,000		190,000
76100	707	Building Improvements Special Budget Requests	\$	297,959		297,959
76100	799	Other Capital Outlay	\$	28,000		28,000
<b>TOTAL CAPITAL OUTLAY</b>			<b>\$</b>	<b>585,959</b>	<b>\$ -</b>	<b>\$ 585,959</b>
<b>DEBT SERVICE</b>						
82130	601	Sales Tax Trust Fund	\$	1,724,510	\$ -	1,724,510
82130	601	ESG Bond Principal Payments 2017 Issue	\$	410,000		410,000
82230	603	ESG Bond Interest Payments - 2017 Issue	\$	139,400		139,400
<b>TOTAL DEBT SERVICE</b>			<b>\$</b>	<b>2,273,910</b>	<b>\$ -</b>	<b>\$ 2,273,910</b>

		JOHNSON CITY SCHOOLS 2024 - 2025 Budget			
			Original BUDGET 2024-2025	Amendment #1	Amended Budget 2024-2025
99100	590	Operating Transfers (CSH, PREK, HOMELESS)	\$ 52,739		52,739
99100	590	SRO Overtime	\$ 10,000		10,000
		<b>TOTAL TRANSFERS</b>	<b>\$ 62,739</b>	<b>\$ -</b>	<b>\$ 62,739</b>
		<b>TOTAL EXPENDITURES</b>	<b>\$ 97,878,253</b>	<b>\$ 715,268</b>	<b>\$ 98,593,521</b>
		<b>ENDING RESERVES:</b>			
		<b>Designated for 3% Fund Balance</b>	\$ 2,808,059		2,808,059
		<b>Educare Reserves</b>	\$ 1,006,636		1,006,636
		<b>Undesignated</b>	\$ 9,150,103	-	9,150,103
		<b>Designated for Inventory and Compensated Absences</b>	\$ 160,000		160,000
		<b>Other Reserves/Designations</b>	\$ 43,000	\$ -	42,999
		<b>Designated and Undesignated Fund Balance</b>	<b>\$ 13,167,798</b>	<b>\$ -</b>	<b>\$ 13,167,798</b>

**JOHNSON CITY SCHOOLS  
2024-2025  
10 MONTH TEACHER**

**2.00%**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$50,519	\$55,060	\$56,775	\$58,600	\$62,099
1	\$51,580	\$56,216	\$58,024	\$59,890	\$63,467
2	\$52,663	\$57,397	\$59,301	\$61,206	\$64,862
3	\$53,769	\$58,602	\$60,606	\$62,551	\$66,288
4	\$54,898	\$59,833	\$61,938	\$63,928	\$67,748
5	\$56,051	\$61,089	\$63,303	\$65,334	\$69,237
6	\$57,228	\$62,372	\$64,694	\$66,772	\$70,760
7	\$58,430	\$63,682	\$66,119	\$68,243	\$72,316
8	\$59,657	\$65,019	\$67,573	\$69,743	\$73,908
9	\$60,910	\$66,385	\$69,059	\$71,276	\$75,533
10	\$62,189	\$67,779	\$70,579	\$72,845	\$77,195
11	\$63,495	\$69,202	\$72,131	\$74,449	\$78,894
12	\$64,828	\$70,656	\$73,719	\$76,086	\$80,627
13	\$66,190	\$72,139	\$75,341	\$77,760	\$82,403
14	\$67,580	\$73,654	\$76,997	\$79,470	\$84,217
15	\$68,999	\$75,201	\$78,692	\$81,219	\$86,069
16	\$70,379	\$76,705	\$80,422	\$83,006	\$87,961
17	\$71,786	\$78,239	\$82,192	\$84,831	\$89,897
18	\$71,786	\$78,239	\$82,192	\$84,831	\$89,897
19	\$71,786	\$78,239	\$82,192	\$84,831	\$89,897
20	\$72,576	\$79,100	\$83,096	\$85,764	\$90,886
21	\$72,576	\$79,100	\$83,096	\$85,764	\$90,886
22	\$72,576	\$79,100	\$83,096	\$85,764	\$90,886
23	\$73,302	\$79,891	\$83,927	\$86,622	\$91,795
24	\$73,302	\$79,891	\$83,927	\$86,622	\$91,795
25	\$74,035	\$80,690	\$84,766	\$87,488	\$92,713
26	\$74,035	\$80,690	\$84,766	\$87,488	\$92,713
27	\$74,035	\$80,690	\$84,766	\$87,488	\$92,713
28	\$74,035	\$80,690	\$84,766	\$87,488	\$92,713
29	\$74,035	\$80,690	\$84,766	\$87,488	\$92,713
30	\$74,035	\$80,690	\$84,766	\$87,488	\$92,713

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**11 MONTH TEACHER**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$55,571	\$60,566	\$62,451	\$64,458	\$68,308
1	\$56,738	\$61,838	\$63,825	\$65,877	\$69,809
2	\$57,929	\$63,137	\$65,232	\$67,325	\$71,345
3	\$59,146	\$64,462	\$66,666	\$68,806	\$72,914
4	\$60,388	\$65,816	\$68,132	\$70,319	\$74,519
5	\$61,656	\$67,198	\$69,631	\$71,868	\$76,158
6	\$62,951	\$68,609	\$71,160	\$73,448	\$77,833
7	\$64,273	\$70,050	\$72,728	\$75,064	\$79,546
8	\$65,623	\$71,521	\$74,328	\$76,713	\$81,295
9	\$67,001	\$73,023	\$75,963	\$78,402	\$83,084
10	\$68,408	\$74,557	\$77,635	\$80,127	\$84,913
11	\$69,844	\$76,122	\$79,343	\$81,891	\$86,781
12	\$71,311	\$77,721	\$81,089	\$83,692	\$88,689
13	\$72,809	\$79,353	\$82,872	\$85,534	\$90,641
14	\$74,338	\$81,020	\$84,694	\$87,415	\$92,635
15	\$75,899	\$82,721	\$86,558	\$89,338	\$94,673
16	\$77,417	\$84,375	\$88,461	\$91,304	\$96,757
17	\$78,965	\$86,063	\$90,409	\$93,313	\$98,884
18	\$78,965	\$86,063	\$90,409	\$93,313	\$98,884
19	\$78,965	\$86,063	\$90,409	\$93,313	\$98,884
20	\$79,834	\$87,010	\$91,403	\$94,340	\$99,972
21	\$79,834	\$87,010	\$91,403	\$94,340	\$99,972
22	\$79,834	\$87,010	\$91,403	\$94,340	\$99,972
23	\$80,632	\$87,880	\$92,317	\$95,283	\$100,971
24	\$80,632	\$87,880	\$92,317	\$95,283	\$100,971
25	\$81,438	\$88,759	\$93,240	\$96,236	\$101,981
26	\$81,438	\$88,759	\$93,240	\$96,236	\$101,981
27	\$81,438	\$88,759	\$93,240	\$96,236	\$101,981
28	\$81,438	\$88,759	\$93,240	\$96,236	\$101,981
29	\$81,438	\$88,759	\$93,240	\$96,236	\$101,981
30	\$81,438	\$88,759	\$93,240	\$96,236	\$101,981

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**12 MONTH TEACHER**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$60,623	\$66,072	\$68,129	\$70,317	\$74,516
1	\$61,896	\$67,460	\$69,628	\$71,865	\$76,155
2	\$63,196	\$68,876	\$71,158	\$73,446	\$77,831
3	\$64,523	\$70,323	\$72,725	\$75,062	\$79,542
4	\$65,878	\$71,799	\$74,326	\$76,711	\$81,293
5	\$67,261	\$73,307	\$75,961	\$78,400	\$83,081
6	\$68,674	\$74,847	\$77,632	\$80,125	\$84,910
7	\$70,116	\$76,419	\$79,339	\$81,888	\$86,776
8	\$71,588	\$78,023	\$81,085	\$83,690	\$88,686
9	\$73,092	\$79,662	\$82,869	\$85,531	\$90,638
10	\$74,627	\$81,335	\$84,691	\$87,413	\$92,632
11	\$76,194	\$83,043	\$86,555	\$89,335	\$94,669
12	\$77,794	\$84,787	\$88,458	\$91,300	\$96,753
13	\$79,428	\$86,567	\$90,405	\$93,310	\$98,882
14	\$81,096	\$88,385	\$92,395	\$95,362	\$101,055
15	\$82,799	\$90,241	\$94,427	\$97,459	\$103,279
16	\$84,455	\$92,046	\$96,505	\$99,603	\$105,552
17	\$86,144	\$93,887	\$98,628	\$101,796	\$107,874
18	\$86,144	\$93,887	\$98,628	\$101,796	\$107,874
19	\$86,144	\$93,887	\$98,628	\$101,796	\$107,874
20	\$87,091	\$94,920	\$99,713	\$102,915	\$109,061
21	\$87,091	\$94,920	\$99,713	\$102,915	\$109,061
22	\$87,091	\$94,920	\$99,713	\$102,915	\$109,061
23	\$87,962	\$95,869	\$100,710	\$103,945	\$110,152
24	\$87,962	\$95,869	\$100,710	\$103,945	\$110,152
25	\$88,842	\$96,827	\$101,717	\$104,984	\$111,253
26	\$88,842	\$96,827	\$101,717	\$104,984	\$111,253
27	\$88,842	\$96,827	\$101,717	\$104,984	\$111,253
28	\$88,842	\$96,827	\$101,717	\$104,984	\$111,253
29	\$88,842	\$96,827	\$101,717	\$104,984	\$111,253
30	\$88,842	\$96,827	\$101,717	\$104,984	\$111,253

**JOHNSON CITY SCHOOLS  
2024-2025  
HIGH SCHOOL PRINCIPAL**

**2.00%**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$68,392	\$75,939	\$79,011	\$83,359	\$88,738
2	\$70,991	\$78,826	\$82,049	\$86,394	\$91,926
3	\$73,592	\$81,713	\$85,089	\$89,431	\$95,117
4	\$76,190	\$84,597	\$88,129	\$92,466	\$98,304
5	\$78,787	\$87,482	\$91,167	\$95,504	\$101,494
6	\$81,389	\$90,368	\$94,206	\$98,544	\$104,680
7	\$83,983	\$93,252	\$97,240	\$101,579	\$107,868
8	\$86,584	\$96,140	\$100,282	\$104,616	\$111,057
9	\$89,182	\$99,024	\$103,323	\$107,651	\$114,248
10	\$91,784	\$101,912	\$106,359	\$110,687	\$117,436
11	\$91,784	\$101,912	\$106,359	\$110,687	\$117,436
12	\$91,784	\$101,912	\$106,359	\$110,687	\$117,436
13	\$94,381	\$104,796	\$109,398	\$113,726	\$120,623
14	\$94,381	\$104,796	\$109,398	\$113,726	\$120,623
15	\$94,381	\$104,796	\$109,398	\$113,726	\$120,623
16	\$96,980	\$107,681	\$112,437	\$116,763	\$123,810
17	\$96,980	\$107,681	\$112,437	\$116,763	\$123,810
18	\$96,980	\$107,681	\$112,437	\$116,763	\$123,810
19	\$99,581	\$110,567	\$115,475	\$119,799	\$126,999
20	\$99,581	\$110,567	\$115,475	\$119,799	\$126,999
21	\$99,581	\$110,567	\$115,475	\$119,799	\$126,999
22	\$102,177	\$113,451	\$118,517	\$122,835	\$130,187
23	\$102,177	\$113,451	\$118,517	\$122,835	\$130,187
24	\$102,177	\$113,451	\$118,517	\$122,835	\$130,187
25	\$104,777	\$116,337	\$121,554	\$125,871	\$133,376

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

Plus \$5 per ADM

**JOHNSON CITY SCHOOLS  
2024-2025  
MIDDLE SCHOOL PRINCIPAL**

**2.00%**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$65,296	\$72,499	\$75,433	\$79,581	\$84,716
2	\$67,777	\$75,255	\$78,333	\$82,479	\$87,759
3	\$70,261	\$78,011	\$81,232	\$85,379	\$90,806
4	\$72,740	\$80,763	\$84,136	\$88,278	\$93,848
5	\$75,221	\$83,518	\$87,037	\$91,178	\$96,894
6	\$77,703	\$86,273	\$89,940	\$94,078	\$99,935
7	\$80,181	\$89,026	\$92,837	\$96,975	\$102,980
8	\$82,665	\$91,783	\$95,740	\$99,876	\$106,023
9	\$85,144	\$94,535	\$98,642	\$102,775	\$109,068
10	\$87,629	\$97,293	\$101,541	\$105,673	\$112,113
11	\$87,629	\$97,293	\$101,541	\$105,673	\$112,113
12	\$87,629	\$97,293	\$101,541	\$105,673	\$112,113
13	\$90,108	\$100,047	\$104,444	\$108,574	\$115,155
14	\$90,108	\$100,047	\$104,444	\$108,574	\$115,155
15	\$90,108	\$100,047	\$104,444	\$108,574	\$115,155
16	\$92,589	\$102,803	\$107,344	\$111,473	\$118,198
17	\$92,589	\$102,803	\$107,344	\$111,473	\$118,198
18	\$92,589	\$102,803	\$107,344	\$111,473	\$118,198
19	\$95,071	\$105,558	\$110,245	\$114,369	\$121,242
20	\$95,071	\$105,558	\$110,245	\$114,369	\$121,242
21	\$95,071	\$105,558	\$110,245	\$114,369	\$121,242
22	\$97,552	\$108,313	\$113,146	\$117,270	\$124,287
23	\$97,552	\$108,313	\$113,146	\$117,270	\$124,287
24	\$97,552	\$108,313	\$113,146	\$117,270	\$124,287
25	\$100,033	\$111,068	\$116,049	\$120,168	\$127,331

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

Plus \$5 per ADM

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**12 MONTH ELEMENTARY PRINCIPAL**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$64,663	\$71,793	\$74,700	\$78,808	\$83,894
2	\$67,121	\$74,523	\$77,573	\$81,679	\$86,908
3	\$69,579	\$77,252	\$80,444	\$84,550	\$89,923
4	\$72,035	\$79,979	\$83,320	\$87,420	\$92,937
5	\$74,492	\$82,708	\$86,194	\$90,291	\$95,955
6	\$76,950	\$85,435	\$89,065	\$93,164	\$98,965
7	\$79,404	\$88,161	\$91,936	\$96,033	\$101,981
8	\$81,863	\$90,891	\$94,811	\$98,905	\$104,996
9	\$84,319	\$93,619	\$97,686	\$101,775	\$108,010
10	\$86,779	\$96,349	\$100,556	\$104,646	\$111,024
11	\$86,779	\$96,349	\$100,556	\$104,646	\$111,024
12	\$86,779	\$96,349	\$100,556	\$104,646	\$111,024
13	\$89,235	\$99,076	\$103,429	\$107,519	\$114,037
14	\$89,235	\$99,076	\$103,429	\$107,519	\$114,037
15	\$89,235	\$99,076	\$103,429	\$107,519	\$114,037
16	\$91,691	\$101,804	\$106,302	\$110,389	\$117,051
17	\$91,691	\$101,804	\$106,302	\$110,389	\$117,051
18	\$91,691	\$101,804	\$106,302	\$110,389	\$117,051
19	\$94,151	\$104,533	\$109,176	\$113,259	\$120,067
20	\$94,151	\$104,533	\$109,176	\$113,259	\$120,067
21	\$94,151	\$104,533	\$109,176	\$113,259	\$120,067
22	\$96,606	\$107,260	\$112,049	\$116,130	\$123,081
23	\$96,606	\$107,260	\$112,049	\$116,130	\$123,081
24	\$96,606	\$107,260	\$112,049	\$116,130	\$123,081
25	\$99,065	\$109,990	\$114,922	\$119,001	\$126,094

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

**Plus \$5 per ADM**

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**12 MONTH ASSISTANT PRINCIPAL**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$64,663	\$71,793	\$74,700	\$78,808	\$83,894
2	\$67,121	\$74,523	\$77,573	\$81,679	\$86,908
3	\$69,579	\$77,252	\$80,444	\$84,550	\$89,923
4	\$72,035	\$79,979	\$83,320	\$87,420	\$92,937
5	\$74,492	\$82,708	\$86,194	\$90,291	\$95,955
6	\$76,950	\$85,435	\$89,065	\$93,164	\$98,965
7	\$79,404	\$88,161	\$91,936	\$96,033	\$101,981
8	\$81,863	\$90,891	\$94,811	\$98,905	\$104,996
9	\$81,863	\$90,891	\$94,811	\$98,905	\$104,996
10	\$84,319	\$93,619	\$97,684	\$101,774	\$108,009
11	\$84,319	\$93,619	\$97,684	\$101,774	\$108,009
12	\$86,777	\$96,347	\$100,552	\$104,646	\$111,021
13	\$86,777	\$96,347	\$100,552	\$104,646	\$111,021
14	\$89,236	\$99,076	\$103,428	\$107,516	\$114,034
15	\$89,236	\$99,076	\$103,428	\$107,516	\$114,034
16	\$91,694	\$101,805	\$106,300	\$110,387	\$117,050
17	\$91,694	\$101,805	\$106,300	\$110,387	\$117,050
18	\$91,694	\$101,805	\$106,300	\$110,387	\$117,050
19	\$94,151	\$104,534	\$109,175	\$113,257	\$120,065
20	\$94,151	\$104,534	\$109,175	\$113,257	\$120,065
21	\$94,151	\$104,534	\$109,175	\$113,257	\$120,065
22	\$96,607	\$107,261	\$112,048	\$116,127	\$123,078
23	\$96,607	\$107,261	\$112,048	\$116,127	\$123,078
24	\$96,607	\$107,261	\$112,048	\$116,127	\$123,078
25	\$99,065	\$109,991	\$114,921	\$119,000	\$126,092

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

**Plus \$1 per ADM**

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**11 MONTH ASSISTANT PRINCIPAL**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$59,275	\$65,812	\$68,470	\$72,241	\$76,901
2	\$61,528	\$68,313	\$71,104	\$74,872	\$79,663
3	\$63,781	\$70,815	\$73,737	\$77,504	\$82,427
4	\$66,033	\$73,315	\$76,374	\$80,134	\$85,190
5	\$68,283	\$75,816	\$79,007	\$82,767	\$87,955
6	\$70,536	\$78,319	\$81,640	\$85,400	\$90,715
7	\$72,787	\$80,815	\$84,271	\$88,031	\$93,478
8	\$75,041	\$83,319	\$86,905	\$90,662	\$96,243
9	\$75,041	\$83,319	\$86,905	\$90,662	\$96,243
10	\$77,292	\$85,818	\$89,537	\$93,290	\$98,950
11	\$77,292	\$85,818	\$89,537	\$93,290	\$98,950
12	\$79,545	\$88,318	\$92,171	\$95,924	\$101,769
13	\$79,545	\$88,318	\$92,171	\$95,924	\$101,769
14	\$81,799	\$90,822	\$94,806	\$98,556	\$104,532
15	\$81,799	\$90,822	\$94,806	\$98,556	\$104,532
16	\$84,051	\$93,323	\$97,439	\$101,187	\$107,294
17	\$84,051	\$93,323	\$97,439	\$101,187	\$107,294
18	\$84,051	\$93,323	\$97,439	\$101,187	\$107,294
19	\$86,304	\$95,823	\$100,071	\$103,817	\$110,058
20	\$86,304	\$95,823	\$100,071	\$103,817	\$110,058
21	\$86,304	\$95,823	\$100,071	\$103,817	\$110,058
22	\$88,556	\$98,324	\$102,705	\$106,447	\$112,820
23	\$88,556	\$98,324	\$102,705	\$106,447	\$112,820
24	\$88,556	\$98,324	\$102,705	\$106,447	\$112,820
25	\$90,809	\$100,827	\$105,340	\$109,079	\$115,584

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

**Plus \$1 per ADM**

**JOHNSON CITY SCHOOLS  
2024-2025  
12 MONTH SUPERVISOR**

**2.00%**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$65,033	\$72,202	\$75,116	\$79,249	\$84,347
2	\$67,504	\$74,945	\$78,009	\$82,136	\$87,376
3	\$69,976	\$77,690	\$80,897	\$85,025	\$90,407
4	\$72,446	\$80,432	\$83,788	\$87,912	\$93,440
5	\$74,917	\$83,175	\$86,677	\$90,799	\$96,471
6	\$77,388	\$85,919	\$89,565	\$93,687	\$99,498
7	\$79,858	\$88,661	\$92,452	\$96,572	\$102,530
8	\$82,332	\$91,407	\$95,341	\$99,460	\$105,561
9	\$84,801	\$94,149	\$98,231	\$102,346	\$108,592
10	\$87,274	\$96,895	\$101,121	\$105,233	\$111,624
11	\$87,274	\$96,895	\$101,121	\$105,233	\$111,624
12	\$87,274	\$96,895	\$101,121	\$105,233	\$111,624
13	\$89,746	\$99,636	\$104,009	\$108,121	\$114,651
14	\$89,746	\$99,636	\$104,009	\$108,121	\$114,651
15	\$89,746	\$99,636	\$104,009	\$108,121	\$114,651
16	\$92,217	\$102,381	\$106,898	\$111,008	\$117,682
17	\$92,217	\$102,381	\$106,898	\$111,008	\$117,682
18	\$92,217	\$102,381	\$106,898	\$111,008	\$117,682
19	\$94,688	\$105,126	\$109,787	\$113,892	\$120,713
20	\$94,688	\$105,126	\$109,787	\$113,892	\$120,713
21	\$94,688	\$105,126	\$109,787	\$113,892	\$120,713
22	\$97,157	\$107,867	\$112,678	\$116,779	\$123,742
23	\$97,157	\$107,867	\$112,678	\$116,779	\$123,742
24	\$97,157	\$107,867	\$112,678	\$116,779	\$123,742
25	\$99,630	\$110,611	\$115,567	\$119,666	\$126,773

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

**JOHNSON CITY SCHOOLS  
2024-2025  
11 MONTH SUPERVISOR**

**2.00%**

<b>YEAR</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$59,613	\$66,182	\$68,860	\$72,644	\$77,321
2	\$61,877	\$68,697	\$71,510	\$75,290	\$80,099
3	\$64,143	\$71,214	\$74,156	\$77,935	\$82,878
4	\$66,410	\$73,727	\$76,807	\$80,583	\$85,656
5	\$68,675	\$76,240	\$79,455	\$83,228	\$88,436
6	\$70,939	\$78,757	\$82,103	\$85,877	\$91,211
7	\$73,202	\$81,269	\$84,748	\$88,523	\$93,992
8	\$75,469	\$83,788	\$87,397	\$91,170	\$96,768
9	\$77,733	\$86,298	\$90,047	\$93,816	\$99,547
10	\$80,001	\$88,817	\$92,696	\$96,462	\$102,326
11	\$80,001	\$88,817	\$92,696	\$96,462	\$102,326
12	\$80,001	\$88,817	\$92,696	\$96,462	\$102,326
13	\$82,265	\$91,330	\$95,343	\$99,110	\$105,102
14	\$82,265	\$91,330	\$95,343	\$99,110	\$105,102
15	\$82,265	\$91,330	\$95,343	\$99,110	\$105,102
16	\$84,531	\$93,846	\$97,992	\$101,754	\$107,880
17	\$84,531	\$93,846	\$97,992	\$101,754	\$107,880
18	\$84,531	\$93,846	\$97,992	\$101,754	\$107,880
19	\$86,797	\$96,360	\$100,640	\$104,400	\$110,660
20	\$86,797	\$96,360	\$100,640	\$104,400	\$110,660
21	\$86,797	\$96,360	\$100,640	\$104,400	\$110,660
22	\$89,060	\$98,875	\$103,289	\$107,046	\$113,437
23	\$89,060	\$98,875	\$103,289	\$107,046	\$113,437
24	\$89,060	\$98,875	\$103,289	\$107,046	\$113,437
25	\$91,325	\$101,391	\$105,939	\$109,693	\$116,213

**JOHNSON CITY SCHOOLS  
2024-2025  
DEPARTMENT DIRECTOR**

**2.00%**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$68,517	\$76,072	\$79,148	\$83,500	\$88,876
2	\$71,122	\$78,962	\$82,192	\$86,542	\$92,069
3	\$73,726	\$81,854	\$85,235	\$89,583	\$95,264
4	\$76,329	\$84,743	\$88,282	\$92,625	\$98,458
5	\$78,932	\$87,632	\$91,325	\$95,666	\$101,652
6	\$81,537	\$90,524	\$94,370	\$98,711	\$104,844
7	\$84,137	\$93,411	\$97,410	\$101,751	\$108,037
8	\$86,743	\$96,306	\$100,456	\$104,793	\$111,231
9	\$89,344	\$99,195	\$103,500	\$107,834	\$114,426
10	\$91,952	\$102,088	\$106,545	\$110,877	\$117,618
11	\$91,952	\$102,088	\$106,545	\$110,877	\$117,618
12	\$91,952	\$102,088	\$106,545	\$110,877	\$117,618
13	\$94,554	\$104,976	\$109,587	\$113,921	\$120,811
14	\$94,554	\$104,976	\$109,587	\$113,921	\$120,811
15	\$94,554	\$104,976	\$109,587	\$113,921	\$120,811
16	\$97,157	\$107,867	\$112,632	\$116,962	\$124,002
17	\$97,157	\$107,867	\$112,632	\$116,962	\$124,002
18	\$97,157	\$107,867	\$112,632	\$116,962	\$124,002
19	\$99,763	\$110,757	\$115,678	\$120,002	\$127,196
20	\$99,763	\$110,757	\$115,678	\$120,002	\$127,196
21	\$99,763	\$110,757	\$115,678	\$120,002	\$127,196
22	\$102,364	\$113,649	\$118,721	\$123,043	\$130,389
23	\$102,364	\$113,649	\$118,721	\$123,043	\$130,389
24	\$102,364	\$113,649	\$118,721	\$123,043	\$130,389
25	\$104,969	\$116,541	\$121,766	\$126,087	\$133,582

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**ASSISTANT DIRECTOR OF SCHOOLS**

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$70,883	\$78,702	\$81,881	\$86,386	\$91,946
2	\$73,576	\$81,690	\$85,032	\$89,532	\$95,251
3	\$76,272	\$84,684	\$88,179	\$92,681	\$98,556
4	\$78,964	\$87,673	\$91,330	\$95,829	\$101,859
5	\$81,656	\$90,664	\$94,478	\$98,975	\$105,164
6	\$84,351	\$93,654	\$97,628	\$102,123	\$108,466
7	\$87,042	\$96,643	\$100,775	\$105,270	\$111,769
8	\$89,737	\$99,635	\$103,924	\$108,416	\$115,074
9	\$92,430	\$102,623	\$107,076	\$111,563	\$118,378
10	\$95,125	\$105,617	\$110,225	\$114,710	\$121,679
11	\$95,125	\$105,617	\$110,225	\$114,710	\$121,679
12	\$95,125	\$105,617	\$110,225	\$114,710	\$121,679
13	\$97,818	\$108,605	\$113,373	\$117,857	\$124,983
14	\$97,818	\$108,605	\$113,373	\$117,857	\$124,983
15	\$97,818	\$108,605	\$113,373	\$117,857	\$124,983
16	\$100,512	\$111,598	\$116,520	\$121,007	\$128,287
17	\$100,512	\$111,598	\$116,520	\$121,007	\$128,287
18	\$100,512	\$111,598	\$116,520	\$121,007	\$128,287
19	\$103,206	\$114,587	\$119,672	\$124,151	\$131,593
20	\$103,206	\$114,587	\$119,672	\$124,151	\$131,593
21	\$103,206	\$114,587	\$119,672	\$124,151	\$131,593
22	\$105,899	\$117,578	\$122,823	\$127,299	\$134,893
23	\$105,899	\$117,578	\$122,823	\$127,299	\$134,893
24	\$105,899	\$117,578	\$122,823	\$127,299	\$134,893
25	\$108,592	\$120,568	\$125,971	\$130,445	\$138,198

**LONGEVITY PAY**

20	457	508	528	558	594
25	914	1,016	1,056	1,116	1,188
30	1,372	1,524	1,584	1,674	1,782

JOHNSON CITY SCHOOLS

2024-2025

2.00%

MAINTENANCE III

YEARS	<ASSOC	ASSOC	BA	MA	MA+30	EDS	EDD
1	\$41,981	\$44,605	\$47,230	\$52,475	\$54,574	\$57,619	\$61,343
2	\$43,661	\$46,390	\$49,022	\$54,470	\$56,673	\$59,718	\$63,548
3	\$45,338	\$48,174	\$50,818	\$56,464	\$58,773	\$61,816	\$65,752
4	\$47,017	\$49,957	\$52,612	\$58,458	\$60,872	\$63,914	\$67,956
5	\$48,699	\$51,741	\$54,406	\$60,453	\$62,971	\$66,013	\$70,161
6	\$50,378	\$53,525	\$56,202	\$62,445	\$65,069	\$68,113	\$72,364
7	\$52,056	\$55,308	\$57,996	\$64,440	\$67,169	\$70,212	\$74,570
8	\$53,735	\$57,094	\$59,790	\$66,435	\$69,266	\$72,312	\$76,772
9	\$55,415	\$58,877	\$61,587	\$68,429	\$71,367	\$74,411	\$78,976
10	\$57,094	\$60,661	\$63,380	\$70,422	\$73,467	\$76,509	\$81,179
11	\$57,094	\$60,661	\$63,380	\$70,422	\$73,467	\$76,509	\$81,179
12	\$57,094	\$60,661	\$63,380	\$70,422	\$73,467	\$76,509	\$81,179
13	\$58,773	\$62,445	\$65,175	\$72,415	\$75,567	\$78,607	\$83,384
14	\$58,773	\$62,445	\$65,175	\$72,415	\$75,567	\$78,607	\$83,384
15	\$58,773	\$62,445	\$65,175	\$72,415	\$75,567	\$78,607	\$83,384
16	\$60,453	\$64,229	\$66,971	\$74,411	\$77,666	\$80,707	\$85,589
17	\$60,453	\$64,229	\$66,971	\$74,411	\$77,666	\$80,707	\$85,589
18	\$60,453	\$64,229	\$66,971	\$74,411	\$77,666	\$80,707	\$85,589
19	\$62,131	\$66,013	\$68,764	\$76,404	\$79,762	\$82,807	\$87,794
20	\$62,131	\$66,013	\$68,764	\$76,404	\$79,762	\$82,807	\$87,794
21	\$62,131	\$66,013	\$68,764	\$76,404	\$79,762	\$82,807	\$87,794
22	\$63,811	\$67,798	\$70,558	\$78,399	\$81,861	\$84,907	\$89,996
23	\$63,811	\$67,798	\$70,558	\$78,399	\$81,861	\$84,907	\$89,996
24	\$63,811	\$67,798	\$70,558	\$78,399	\$81,861	\$84,907	\$89,996
25	\$65,490	\$69,582	\$72,352	\$80,392	\$83,961	\$87,006	\$92,199

LONGEVITY PAY

22	\$ 370	\$ 411	\$ 457	\$ 508	\$ 528	\$ 558	594
27	\$ 740	\$ 822	\$ 914	\$ 1,016	\$ 1,056	\$ 1,116	1,188
32	\$ 1,110	\$ 1,233	\$ 1,371	\$ 1,524	\$ 1,584	\$ 1,674	1,782

JOHNSON CITY SCHOOLS

2024-2025

2.00%

DEPARTMENT ASSISTANT

YEARS	<ASSOC	ASSOC	BA	MA	MA+30	EDS	EDD
1	\$45,732	\$48,589	\$51,447	\$57,162	\$59,449	\$62,763	\$66,823
2	\$47,561	\$50,531	\$53,402	\$59,336	\$61,736	\$65,054	\$69,224
3	\$49,390	\$52,475	\$55,356	\$61,507	\$64,023	\$67,339	\$71,627
4	\$51,218	\$54,419	\$57,312	\$63,680	\$66,309	\$69,626	\$74,026
5	\$53,048	\$56,362	\$59,267	\$65,853	\$68,594	\$71,911	\$76,427
6	\$54,877	\$58,307	\$61,220	\$68,024	\$70,882	\$74,199	\$78,830
7	\$56,707	\$60,250	\$63,177	\$70,195	\$73,169	\$76,485	\$81,230
8	\$58,535	\$62,193	\$65,131	\$72,370	\$75,456	\$78,770	\$83,628
9	\$60,365	\$64,137	\$67,087	\$74,540	\$77,742	\$81,056	\$86,031
10	\$62,193	\$66,080	\$69,042	\$76,711	\$80,028	\$83,344	\$88,432
11	\$62,193	\$66,080	\$69,042	\$76,711	\$80,028	\$83,344	\$88,432
12	\$62,193	\$66,080	\$69,042	\$76,711	\$80,028	\$83,344	\$88,432
13	\$64,023	\$68,024	\$70,997	\$78,886	\$82,316	\$85,631	\$90,832
14	\$64,023	\$68,024	\$70,997	\$78,886	\$82,316	\$85,631	\$90,832
15	\$64,023	\$68,024	\$70,997	\$78,886	\$82,316	\$85,631	\$90,832
16	\$65,853	\$69,969	\$72,951	\$81,056	\$84,602	\$87,918	\$93,234
17	\$65,853	\$69,969	\$72,951	\$81,056	\$84,602	\$87,918	\$93,234
18	\$65,853	\$69,969	\$72,951	\$81,056	\$84,602	\$87,918	\$93,234
19	\$67,682	\$71,911	\$74,905	\$83,232	\$86,888	\$90,202	\$95,634
20	\$67,682	\$71,911	\$74,905	\$83,232	\$86,888	\$90,202	\$95,634
21	\$67,682	\$71,912	\$74,906	\$83,232	\$86,887	\$90,202	\$95,633
22	\$69,510	\$73,855	\$76,862	\$85,402	\$89,174	\$92,491	\$98,034
23	\$69,510	\$73,855	\$76,862	\$85,402	\$89,174	\$92,491	\$98,034
24	\$69,510	\$73,855	\$76,862	\$85,402	\$89,174	\$92,491	\$98,034
25	\$71,340	\$75,799	\$78,817	\$87,573	\$91,460	\$94,777	\$100,435

LONGEVITY PAY

22	370	411	457	508	528	558	594
27	740	822	914	1,016	1,056	1,116	1,188
32	1,110	1,233	1,371	1,524	1,584	1,674	1,782

JOHNSON CITY SCHOOLS

2024-2025

2.00%

SUPERVISOR

YEARS	<ASSOC	ASSOC	BA	MA	MA+30	EDS	EDD
1	\$58,301	\$61,943	\$65,587	\$72,875	\$75,788	\$80,018	\$85,190
2	\$60,632	\$64,421	\$68,080	\$75,646	\$78,707	\$82,932	\$88,252
3	\$62,965	\$66,899	\$70,571	\$78,413	\$81,619	\$85,848	\$91,313
4	\$65,296	\$69,377	\$73,065	\$81,183	\$84,536	\$88,760	\$94,375
5	\$67,628	\$71,853	\$75,558	\$83,951	\$87,449	\$91,678	\$97,435
6	\$69,960	\$74,334	\$78,050	\$86,721	\$90,367	\$94,592	\$100,494
7	\$72,291	\$76,811	\$80,542	\$89,490	\$93,279	\$97,507	\$103,556
8	\$74,625	\$79,287	\$83,033	\$92,259	\$96,194	\$100,421	\$106,616
9	\$76,957	\$81,768	\$85,526	\$95,030	\$99,111	\$103,338	\$109,678
10	\$79,287	\$84,243	\$88,018	\$97,799	\$102,026	\$106,252	\$112,740
11	\$79,287	\$84,243	\$88,018	\$97,799	\$102,026	\$106,252	\$112,740
12	\$79,287	\$84,243	\$88,018	\$97,799	\$102,026	\$106,252	\$112,740
13	\$81,619	\$86,721	\$90,511	\$100,569	\$104,940	\$109,168	\$115,801
14	\$81,619	\$86,721	\$90,511	\$100,569	\$104,940	\$109,168	\$115,801
15	\$81,619	\$86,721	\$90,511	\$100,569	\$104,940	\$109,168	\$115,801
16	\$83,951	\$89,200	\$93,004	\$103,338	\$107,855	\$112,083	\$118,858
17	\$83,951	\$89,200	\$93,004	\$103,338	\$107,855	\$112,083	\$118,858
18	\$83,951	\$89,200	\$93,004	\$103,338	\$107,855	\$112,083	\$118,858
19	\$86,284	\$91,678	\$95,496	\$106,105	\$110,772	\$114,997	\$121,919
20	\$86,284	\$91,678	\$95,496	\$106,105	\$110,772	\$114,997	\$121,919
21	\$86,284	\$91,678	\$95,496	\$106,105	\$110,772	\$114,997	\$121,919
22	\$88,617	\$94,154	\$97,988	\$108,876	\$113,686	\$117,912	\$124,981
23	\$88,617	\$94,154	\$97,988	\$108,876	\$113,686	\$117,912	\$124,981
24	\$88,617	\$94,154	\$97,988	\$108,876	\$113,686	\$117,912	\$124,981
25	\$90,947	\$96,633	\$100,481	\$111,645	\$116,600	\$120,825	\$128,041

LONGEVITY PAY

22	370	411	457	508	528	558	594
27	740	822	914	1,016	1,056	1,116	1,188
32	1,110	1,233	1,371	1,524	1,584	1,674	1,782

JOHNSON CITY SCHOOLS

2024-2025

2.00%

TECH 1

YEARS	<ASSOC	ASSOC	BA	MA	MA+30	EDS	EDD
1	\$44,079	\$46,834	\$49,590	\$55,100	\$57,303	\$60,501	\$64,411
2	\$45,843	\$48,709	\$51,473	\$57,194	\$59,507	\$62,701	\$66,725
3	\$47,607	\$50,581	\$53,357	\$59,287	\$61,712	\$64,906	\$69,040
4	\$49,369	\$52,456	\$55,243	\$61,381	\$63,916	\$67,111	\$71,353
5	\$51,132	\$54,327	\$57,126	\$63,475	\$66,118	\$69,316	\$73,669
6	\$52,896	\$56,202	\$59,012	\$65,568	\$68,322	\$71,520	\$75,981
7	\$54,659	\$58,074	\$60,895	\$67,662	\$70,527	\$73,723	\$78,296
8	\$56,421	\$59,948	\$62,781	\$69,757	\$72,732	\$75,927	\$80,610
9	\$58,184	\$61,820	\$64,666	\$71,849	\$74,937	\$78,132	\$82,926
10	\$59,948	\$63,695	\$66,548	\$73,943	\$77,139	\$80,334	\$85,239
11	\$59,948	\$63,695	\$66,548	\$73,943	\$77,139	\$80,334	\$85,239
12	\$59,948	\$63,695	\$66,548	\$73,943	\$77,139	\$80,334	\$85,239
13	\$61,712	\$65,568	\$68,434	\$76,037	\$79,344	\$82,538	\$87,554
14	\$61,712	\$65,568	\$68,434	\$76,037	\$79,344	\$82,538	\$87,554
15	\$61,712	\$65,568	\$68,434	\$76,037	\$79,344	\$82,538	\$87,554
16	\$63,475	\$67,442	\$70,318	\$78,132	\$81,548	\$84,742	\$89,866
17	\$63,475	\$67,442	\$70,318	\$78,132	\$81,548	\$84,742	\$89,866
18	\$63,475	\$67,442	\$70,318	\$78,132	\$81,548	\$84,742	\$89,866
19	\$65,239	\$69,316	\$72,203	\$80,226	\$83,750	\$86,947	\$92,182
20	\$65,239	\$69,316	\$72,203	\$80,226	\$83,750	\$86,947	\$92,182
21	\$65,239	\$69,316	\$72,203	\$80,226	\$83,750	\$86,947	\$92,182
22	\$67,001	\$71,189	\$74,087	\$82,319	\$85,954	\$89,150	\$94,496
23	\$67,001	\$71,189	\$74,087	\$82,319	\$85,954	\$89,150	\$94,496
24	\$67,001	\$71,189	\$74,087	\$82,319	\$85,954	\$89,150	\$94,496
25	\$68,764	\$73,063	\$75,969	\$84,412	\$88,159	\$91,356	\$96,810

LONGEVITY PAY

22	\$ 370	\$ 411	\$ 457	\$ 508	\$ 528	\$ 558	594
27	\$ 740	\$ 822	\$ 914	\$ 1,016	\$ 1,056	\$ 1,116	1,188
32	\$ 1,110	\$ 1,233	\$ 1,371	\$ 1,524	\$ 1,584	\$ 1,674	1,782

**JOHNSON CITY SCHOOLS**

**2024-2025**

**2.00%**

**TECH II**

<b>YEARS</b>	<b>&lt;ASSOC</b>	<b>ASSOC</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
1	\$48,017	\$51,018	\$54,019	\$60,023	\$62,422	\$65,901	\$70,164
2	\$49,938	\$53,059	\$56,073	\$62,302	\$64,823	\$68,306	\$72,687
3	\$51,857	\$55,100	\$58,125	\$64,583	\$67,224	\$70,706	\$75,208
4	\$53,779	\$57,141	\$60,176	\$66,864	\$69,624	\$73,106	\$77,727
5	\$55,700	\$59,181	\$62,230	\$69,146	\$72,026	\$75,508	\$80,249
6	\$57,621	\$61,223	\$64,283	\$71,427	\$74,425	\$77,908	\$82,771
7	\$59,541	\$63,263	\$66,336	\$73,708	\$76,828	\$80,308	\$85,291
8	\$61,461	\$65,304	\$68,388	\$75,988	\$79,228	\$82,710	\$87,811
9	\$63,384	\$67,344	\$70,441	\$78,269	\$81,630	\$85,110	\$90,331
10	\$65,304	\$69,385	\$72,494	\$80,549	\$84,031	\$87,511	\$92,852
11	\$65,304	\$69,385	\$72,494	\$80,549	\$84,031	\$87,511	\$92,852
12	\$65,304	\$69,385	\$72,494	\$80,549	\$84,031	\$87,511	\$92,852
13	\$67,224	\$71,427	\$74,545	\$82,831	\$86,431	\$89,912	\$95,375
14	\$67,224	\$71,427	\$74,545	\$82,831	\$86,431	\$89,912	\$95,375
15	\$67,224	\$71,427	\$74,545	\$82,831	\$86,431	\$89,912	\$95,375
16	\$69,146	\$73,467	\$76,599	\$85,110	\$88,832	\$92,312	\$97,896
17	\$69,146	\$73,467	\$76,599	\$85,110	\$88,832	\$92,312	\$97,896
18	\$69,146	\$73,467	\$76,599	\$85,110	\$88,832	\$92,312	\$97,896
19	\$71,067	\$75,508	\$78,651	\$87,392	\$91,234	\$94,713	\$100,415
20	\$71,067	\$75,508	\$78,651	\$87,392	\$91,234	\$94,713	\$100,415
21	\$72,986	\$77,548	\$80,705	\$89,673	\$93,634	\$97,113	\$102,936
22	\$72,986	\$77,548	\$80,705	\$89,673	\$93,634	\$97,113	\$102,936
23	\$72,986	\$77,548	\$80,705	\$89,673	\$93,634	\$97,113	\$102,936
24	\$72,986	\$77,548	\$80,705	\$89,673	\$93,634	\$97,113	\$102,936
25	\$74,905	\$79,589	\$82,759	\$91,952	\$96,034	\$99,517	\$105,457

**LONGEVITY PAY**

22	370	411	457	508	528	558	594
27	740	822	914	1,016	1,056	1,116	1,188
32	1,110	1,233	1,371	1,524	1,584	1,674	1,782

**JOHNSON CITY SCHOOLS  
2024-2025**

<b>YEARS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
0	\$ 13.44	\$ 15.30	\$ 16.52	\$ 17.85	\$ 19.28	\$ 22.42	\$ 23.54	\$ 30.60
1	\$ 13.61	\$ 15.46	\$ 16.70	\$ 18.03	\$ 19.48	\$ 22.63	\$ 23.76	\$ 30.88
2	\$ 13.75	\$ 15.63	\$ 16.88	\$ 18.23	\$ 19.69	\$ 22.85	\$ 23.99	\$ 31.17
3	\$ 13.87	\$ 15.77	\$ 17.03	\$ 18.39	\$ 19.87	\$ 23.06	\$ 24.22	\$ 31.47
4	\$ 14.05	\$ 15.92	\$ 17.20	\$ 18.57	\$ 20.06	\$ 23.29	\$ 24.45	\$ 31.78
5	\$ 14.18	\$ 16.10	\$ 17.39	\$ 18.78	\$ 20.28	\$ 23.51	\$ 24.68	\$ 32.08
6	\$ 14.34	\$ 16.22	\$ 17.51	\$ 18.91	\$ 20.43	\$ 23.73	\$ 24.92	\$ 32.39
7	\$ 14.48	\$ 16.38	\$ 17.70	\$ 19.10	\$ 20.63	\$ 23.96	\$ 25.15	\$ 32.69
8	\$ 14.65	\$ 16.54	\$ 17.87	\$ 19.30	\$ 20.85	\$ 24.19	\$ 25.40	\$ 33.01
9	\$ 14.79	\$ 16.69	\$ 18.02	\$ 19.46	\$ 21.02	\$ 24.41	\$ 25.63	\$ 33.31
10	\$ 14.94	\$ 16.84	\$ 18.19	\$ 19.65	\$ 21.22	\$ 24.62	\$ 25.85	\$ 33.60
11	\$ 15.09	\$ 17.00	\$ 18.37	\$ 19.84	\$ 21.42	\$ 24.85	\$ 26.09	\$ 33.90
12	\$ 15.23	\$ 17.17	\$ 18.54	\$ 20.02	\$ 21.62	\$ 25.07	\$ 26.33	\$ 34.21
13	\$ 15.39	\$ 17.29	\$ 18.67	\$ 20.17	\$ 21.78	\$ 25.29	\$ 26.55	\$ 34.51
14	\$ 15.53	\$ 17.46	\$ 18.86	\$ 20.37	\$ 22.00	\$ 25.52	\$ 26.80	\$ 34.82
15	\$ 15.70	\$ 17.62	\$ 19.02	\$ 20.55	\$ 22.20	\$ 25.75	\$ 27.04	\$ 35.15
16	\$ 15.82	\$ 17.76	\$ 19.18	\$ 20.72	\$ 22.37	\$ 25.98	\$ 27.29	\$ 35.46
17	\$ 16.00	\$ 17.92	\$ 19.36	\$ 20.90	\$ 22.57	\$ 26.23	\$ 27.54	\$ 35.79
18	\$ 16.13	\$ 18.08	\$ 19.53	\$ 21.09	\$ 22.79	\$ 26.47	\$ 27.80	\$ 36.12
19	\$ 16.28	\$ 18.23	\$ 19.69	\$ 21.26	\$ 22.96	\$ 26.69	\$ 28.03	\$ 36.42
20	\$ 16.44	\$ 18.37	\$ 19.84	\$ 21.43	\$ 23.14	\$ 26.94	\$ 28.29	\$ 36.77
21	\$ 16.59	\$ 18.54	\$ 20.03	\$ 21.63	\$ 23.36	\$ 27.17	\$ 28.53	\$ 37.08
22	\$ 16.74	\$ 18.68	\$ 20.17	\$ 21.79	\$ 23.52	\$ 27.40	\$ 28.76	\$ 37.38
23	\$ 16.87	\$ 18.83	\$ 20.34	\$ 21.96	\$ 23.72	\$ 27.64	\$ 29.02	\$ 37.71
24	\$ 17.03	\$ 18.99	\$ 20.51	\$ 22.15	\$ 23.93	\$ 27.86	\$ 29.25	\$ 38.03
25	\$ 17.18	\$ 19.16	\$ 20.69	\$ 22.35	\$ 24.13	\$ 28.10	\$ 29.51	\$ 38.34

<b>JOB</b>	<b>SCALE</b>
Educare Care Givers hired after 2-7-11	1
Care Giver (Educare Hired before 2-7-11 and all ECLC)	2
Clerk	2
Crossing Guard	2
Custodian	2
Food Service Asst. Courier	2
Food Service Café Workers	2
Food Service Courier	3
Guard	3
Mentor	3
Permanent Substitute	3
Print Shop Clerk/Copy Clerk	3
Secretary	3
Educational Assistant/RTI/RTI-B	4
Educational Media	4
Elementary Bookkeeper/Tech Asst	4
Elementary Food Service Café Manager	4
Administrative Secretary	5
Educare Assistant Director	5
Elementary Head Custodian	5
Food Service Manager	5
Middle Bookkeeper/Tech Asst	5
Print Shop Asst. Manager	5
Secondary Food Service Café Manager	5
Central Office Bookkeeper	6
Educare Director	6
Food Service Accountant	6
HS Bookkeeper/Tech Asst	6
MS & HS Head Custodian	6
Accounts Payable Accountant	7
Payroll Accountant	7
RTI-B Lead	7
Care Counselor (Master's Degree)	8
Language Specialist	8

**JOHNSON CITY SCHOOLS**  
**Maintenance Department**  
**2024 - 2025 Updated**

<b>YEARS</b>	<b>Less than 5 years experience in JC Schools Maintenance Department</b>	<b>5 years ore more experience in JC Schools Maintenance Department</b>
<b>0</b>	\$ 15.94	\$ 19.87
<b>1</b>	\$ 16.11	\$ 20.06
<b>2</b>	\$ 16.28	\$ 20.28
<b>3</b>	\$ 16.42	\$ 20.45
<b>4</b>	\$ 16.58	\$ 20.64
<b>5</b>	\$ 16.74	\$ 20.85
<b>6</b>	\$ 16.91	\$ 21.05
<b>7</b>	\$ 17.07	\$ 21.25
<b>8</b>	\$ 17.22	\$ 21.45
<b>9</b>	\$ 17.37	\$ 21.66
<b>10</b>	\$ 17.56	\$ 21.84
<b>11</b>	\$ 17.69	\$ 22.04
<b>12</b>	\$ 17.86	\$ 22.26
<b>13</b>	\$ 18.01	\$ 22.44
<b>14</b>	\$ 18.18	\$ 22.64
<b>15</b>	\$ 18.34	\$ 22.85
<b>16</b>	\$ 18.50	\$ 23.06
<b>17</b>	\$ 18.65	\$ 23.23
<b>18</b>	\$ 18.82	\$ 23.43
<b>19</b>	\$ 18.97	\$ 23.65
<b>20</b>	\$ 19.13	\$ 23.84
<b>21</b>	\$ 19.30	\$ 24.02
<b>22</b>	\$ 19.46	\$ 24.22
<b>23</b>	\$ 19.61	\$ 24.43
<b>24</b>	\$ 19.78	\$ 24.62
<b>25</b>	\$ 19.93	\$ 24.82

**JOHNSON CITY SCHOOLS**  
**2024-2025 Updated**  
**SCHOOL NURSE**

<b>YEARS</b>	<b>LPN</b>	<b>RN Assoc Deg</b>	<b>BSN</b>	<b>Masters</b>
1	20.40	24.30	25.73	28.58
2	21.22	25.27	26.70	29.67
3	22.03	26.24	27.68	30.76
4	22.85	27.21	28.66	31.84
5	23.66	28.18	29.64	32.93
6	24.48	29.16	30.61	34.02
7	25.30	30.13	31.59	35.10
8	26.11	31.10	32.57	36.19
9	26.93	32.07	33.55	37.27
10	27.74	33.04	34.52	38.36
11	27.74	33.04	34.52	38.36
12	27.74	33.04	34.52	38.36
13	28.56	34.02	35.50	39.45
14	28.56	34.02	35.50	39.45
15	28.56	34.02	35.50	39.45
16	29.38	34.99	36.48	40.53
17	29.38	34.99	36.48	40.53
18	29.38	34.99	36.48	40.53
19	30.19	35.96	37.46	41.62
20	30.19	35.96	37.46	41.62
21	31.01	36.93	38.43	42.71
22	31.01	36.93	38.43	42.71
23	31.01	36.93	38.43	42.71
24	31.01	36.93	38.43	42.71
25	31.82	37.90	39.41	43.79

2024-2025 Supplemental Salary Scale

ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ATHLETIC DIRECTOR	2	\$ 8,258	\$ 8,671	\$ 9,083	\$ 9,496	\$ 9,909	\$ 10,323	\$ 10,735	\$ 11,148	\$ 11,561	\$ 11,974	\$ 12,386	\$ 12,800	\$ 13,212	\$ 13,626	\$ 14,038
ATHLETIC DIRECTOR - MIDDLE SCHOOL	29	\$ 4,417	\$ 4,664	\$ 4,913	\$ 5,160	\$ 5,407	\$ 5,654	\$ 5,902	\$ 6,154	\$ 6,401	\$ 6,648	\$ 6,896	\$ 7,143	\$ 7,392	\$ 7,639	\$ 7,887
ATHLETIC DIRECTOR - MIDDLE SCHOOL	29	\$ 4,417	\$ 4,664	\$ 4,913	\$ 5,160	\$ 5,407	\$ 5,654	\$ 5,902	\$ 6,154	\$ 6,401	\$ 6,648	\$ 6,896	\$ 7,143	\$ 7,392	\$ 7,639	\$ 7,887
BAND 8th GRADE DIRECTOR	5	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BAND 8th GRADE DIRECTOR	5	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BAND HS ASSISTANT	68	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BAND HS ASSISTANT	68	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BAND HS DIRECTOR	4	\$ 6,441	\$ 6,770	\$ 7,104	\$ 7,433	\$ 7,761	\$ 8,090	\$ 8,424	\$ 8,753	\$ 9,082	\$ 9,417	\$ 9,747	\$ 10,077	\$ 10,407	\$ 10,738	\$ 11,068
BASEBALL 7TH GR	9	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BASEBALL 7TH GR	9	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BASEBALL 8TH GR	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BASEBALL 8TH GR	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BASEBALL 9TH GR	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BASEBALL ASST COACH	7	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
BASEBALL ASST COACH	7	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
BASEBALL ASST COACH (JV)	7	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
BASEBALL HS HEAD COACH	6	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BOWLING HS BOY HEAD COACH	19	\$ 2,065	\$ 2,231	\$ 2,395	\$ 2,560	\$ 2,726	\$ 2,890	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,881	\$ 4,047	\$ 4,214	\$ 4,379
BOWLING HS GIRL HEAD COACH	20	\$ 2,065	\$ 2,231	\$ 2,395	\$ 2,560	\$ 2,726	\$ 2,890	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,881	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 7TH GR BOYS	17	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 7TH GR GIRLS	18	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 8TH GR BOYS	15	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 8TH GR GIRLS	16	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 7TH GR BOYS	17	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 7TH GR GIRLS	18	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 8TH GR BOYS	15	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 8TH GR GIRLS	16	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
BSKB 9TH GR BOYS	14	\$ 2,229	\$ 2,394	\$ 2,559	\$ 2,724	\$ 2,888	\$ 3,053	\$ 3,218	\$ 3,385	\$ 3,550	\$ 3,715	\$ 3,880	\$ 4,046	\$ 4,211	\$ 4,376	\$ 4,541
BSKB 9TH GR GIRLS	14	\$ 2,229	\$ 2,394	\$ 2,559	\$ 2,724	\$ 2,888	\$ 3,053	\$ 3,218	\$ 3,385	\$ 3,550	\$ 3,715	\$ 3,880	\$ 4,046	\$ 4,211	\$ 4,376	\$ 4,541
BSKB HS HEAD COACH-BOY	10	\$ 6,441	\$ 6,770	\$ 7,104	\$ 7,433	\$ 7,761	\$ 8,090	\$ 8,424	\$ 8,753	\$ 9,082	\$ 9,417	\$ 9,747	\$ 10,077	\$ 10,407	\$ 10,738	\$ 11,068
BSKB HS HEAD COACH-GIRL	11	\$ 6,441	\$ 6,770	\$ 7,104	\$ 7,433	\$ 7,761	\$ 8,090	\$ 8,424	\$ 8,753	\$ 9,082	\$ 9,417	\$ 9,747	\$ 10,077	\$ 10,407	\$ 10,738	\$ 11,068
BSKB HS-ASST-BOY	12	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BSKB HS-ASST-BOY	12	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BSKB HS-ASST-GIRL	13	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
BSKB HS-ASST-GIRL	13	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
CC 7TH GR BOYS ASST	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
CC 7TH GR GIRLS ASST	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
CC 8TH GR BOYS	21	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
CC 8TH GR GIRLS	21	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
CC 7TH GR BOYS ASST	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
CC 7TH GR GIRLS ASST	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
CC 8TH GR BOYS	21	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
CC 8TH GR GIRLS	21	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
CC HS BOY HEAD C	19	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
CC HS GIRL HEAD C	20	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
CC JV	79	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
CHEERLEADER 7TH GR	25	\$ 1,321	\$ 1,393	\$ 1,465	\$ 1,537	\$ 1,608	\$ 1,680	\$ 1,752	\$ 1,824	\$ 1,896	\$ 1,967	\$ 2,039	\$ 2,111	\$ 2,183	\$ 2,255	\$ 2,326
CHEERLEADER 8TH GR	76	\$ 1,436	\$ 1,544	\$ 1,652	\$ 1,759	\$ 1,867	\$ 1,975	\$ 2,082	\$ 2,190	\$ 2,298	\$ 2,405	\$ 2,513	\$ 2,621	\$ 2,729	\$ 2,836	\$ 2,944

2024-2025 Supplemental Salary Scale

ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
CHEERLEADER 7TH GR	25	\$ 1,321	\$ 1,393	\$ 1,465	\$ 1,537	\$ 1,608	\$ 1,680	\$ 1,752	\$ 1,824	\$ 1,896	\$ 1,967	\$ 2,039	\$ 2,111	\$ 2,183	\$ 2,255	\$ 2,326
CHEERLEADER 8TH GR	76	\$ 1,436	\$ 1,544	\$ 1,652	\$ 1,759	\$ 1,867	\$ 1,975	\$ 2,082	\$ 2,190	\$ 2,298	\$ 2,405	\$ 2,513	\$ 2,621	\$ 2,729	\$ 2,836	\$ 2,944
CHEERLEADER 9TH GR	24	\$ 1,652	\$ 1,795	\$ 1,939	\$ 2,082	\$ 2,226	\$ 2,370	\$ 2,513	\$ 2,657	\$ 2,800	\$ 2,944	\$ 3,088	\$ 3,231	\$ 3,375	\$ 3,518	\$ 3,662
CHEERLEADER HS-HEAD COACH	22	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
CHEERLEADER JV	23	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
CHOIR HS DIRECTOR	26	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
DANCE ITMS	78	\$ 1,321	\$ 1,393	\$ 1,465	\$ 1,537	\$ 1,608	\$ 1,680	\$ 1,752	\$ 1,824	\$ 1,896	\$ 1,967	\$ 2,039	\$ 2,111	\$ 2,183	\$ 2,255	\$ 2,326
DANCE LBMS	78	\$ 1,321	\$ 1,393	\$ 1,465	\$ 1,537	\$ 1,608	\$ 1,680	\$ 1,752	\$ 1,824	\$ 1,896	\$ 1,967	\$ 2,039	\$ 2,111	\$ 2,183	\$ 2,255	\$ 2,326
DANCE SHHS	77	\$ 1,652	\$ 1,795	\$ 1,939	\$ 2,082	\$ 2,226	\$ 2,370	\$ 2,513	\$ 2,657	\$ 2,800	\$ 2,944	\$ 3,088	\$ 3,231	\$ 3,375	\$ 3,518	\$ 3,662
DRAMA ASSISTANT	69	\$ 1,005	\$ 1,099	\$ 1,192	\$ 1,285	\$ 1,379	\$ 1,472	\$ 1,565	\$ 1,659	\$ 1,752	\$ 1,845	\$ 1,845	\$ 1,845	\$ 1,845	\$ 1,845	\$ 1,845
DRAMA SPONSOR	27	\$ 1,652	\$ 1,775	\$ 1,900	\$ 2,023	\$ 2,147	\$ 2,270	\$ 2,395	\$ 2,519	\$ 2,642	\$ 2,766	\$ 2,891	\$ 3,014	\$ 3,138	\$ 3,261	\$ 3,386
FTBL 7TH GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 7TH GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 7TH GR HEAD C	34	\$ 2,270	\$ 2,436	\$ 2,599	\$ 2,766	\$ 2,931	\$ 3,096	\$ 3,260	\$ 3,427	\$ 3,592	\$ 3,758	\$ 3,923	\$ 4,089	\$ 4,254	\$ 4,417	\$ 4,583
FTBL 8th GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 8th GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 8TH GR HEAD C	32	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
FTBL 7TH GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 7TH GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 7TH GR HEAD C	34	\$ 2,270	\$ 2,436	\$ 2,599	\$ 2,766	\$ 2,931	\$ 3,096	\$ 3,260	\$ 3,427	\$ 3,592	\$ 3,758	\$ 3,923	\$ 4,089	\$ 4,254	\$ 4,417	\$ 4,583
FTBL 8th GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 8th GR ASST	35	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
FTBL 8TH GR HEAD C	32	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
FTBL 9TH GR ASST	33	\$ 2,394	\$ 2,559	\$ 2,724	\$ 2,889	\$ 3,055	\$ 3,220	\$ 3,385	\$ 3,550	\$ 3,715	\$ 3,880	\$ 4,046	\$ 4,211	\$ 4,376	\$ 4,541	\$ 4,706
FTBL 9TH GR ASST	33	\$ 2,394	\$ 2,559	\$ 2,724	\$ 2,889	\$ 3,055	\$ 3,220	\$ 3,385	\$ 3,550	\$ 3,715	\$ 3,880	\$ 4,046	\$ 4,211	\$ 4,376	\$ 4,541	\$ 4,706
FTBL 9TH GR-HEAD C	32	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
FTBL HS-ASST COACH	31	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
FTBL HS-ASST COACH	31	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
FTBL HS-ASST COACH	31	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
FTBL HS-ASST COACH	31	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
FTBL HS-DEFENS COORD	29	\$ 4,417	\$ 4,664	\$ 4,913	\$ 5,160	\$ 5,407	\$ 5,654	\$ 5,902	\$ 6,154	\$ 6,401	\$ 6,648	\$ 6,896	\$ 7,143	\$ 7,392	\$ 7,639	\$ 7,887
FTBL HS-HEAD COACH	28	\$ 6,441	\$ 6,770	\$ 7,104	\$ 7,433	\$ 7,761	\$ 8,090	\$ 8,424	\$ 8,753	\$ 9,082	\$ 9,417	\$ 9,747	\$ 10,077	\$ 10,407	\$ 10,738	\$ 11,068
FTBL HS-OFFENS COORD	30	\$ 4,417	\$ 4,664	\$ 4,913	\$ 5,160	\$ 5,407	\$ 5,654	\$ 5,902	\$ 6,154	\$ 6,401	\$ 6,648	\$ 6,896	\$ 7,143	\$ 7,392	\$ 7,639	\$ 7,887
GOLF ASST COACH	37	\$ 1,321	\$ 1,393	\$ 1,465	\$ 1,537	\$ 1,608	\$ 1,680	\$ 1,752	\$ 1,824	\$ 1,896	\$ 1,967	\$ 2,039	\$ 2,111	\$ 2,183	\$ 2,255	\$ 2,326
GOLF- ITMS	70	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
GOLF- LBMS	70	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
GOLF-BOY & GIRL	50	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
INTRAMURALS - INDIAN TRAIL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
INTRAMURALS - INDIAN TRAIL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
INTRAMURALS - LIBERTY BELL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
INTRAMURALS - LIBERTY BELL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
LACROSSE HS ASST - BOY	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
LACROSSE HS ASST - GIRL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
LACROSSE HS HEAD C - BOY	42	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
LACROSSE HS HEAD C - GIRL	42	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
MOUNTAIN BIKING HEAD C	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
MOUNTAIN BIKING ASST COACH	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
ORCHESTRA DIRECTOR	38	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389

2024-2025 Supplemental Salary Scale

ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ORCHESTRA ASST	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
ROBOTICS	74	\$ 1,033	\$ 1,116	\$ 1,198	\$ 1,281	\$ 1,363	\$ 1,446	\$ 1,528	\$ 1,611	\$ 1,693	\$ 1,776	\$ 1,858	\$ 1,942	\$ 2,023	\$ 2,107	\$ 2,189
ROBOTICS	74	\$ 1,033	\$ 1,116	\$ 1,198	\$ 1,281	\$ 1,363	\$ 1,446	\$ 1,528	\$ 1,611	\$ 1,693	\$ 1,776	\$ 1,858	\$ 1,942	\$ 2,023	\$ 2,107	\$ 2,189
ROBOTICS	74	\$ 1,033	\$ 1,116	\$ 1,198	\$ 1,281	\$ 1,363	\$ 1,446	\$ 1,528	\$ 1,611	\$ 1,693	\$ 1,776	\$ 1,858	\$ 1,942	\$ 2,023	\$ 2,107	\$ 2,189
SCHOLAR'S BOWL SPONSOR	40	\$ 1,033	\$ 1,116	\$ 1,198	\$ 1,281	\$ 1,363	\$ 1,446	\$ 1,528	\$ 1,611	\$ 1,693	\$ 1,776	\$ 1,858	\$ 1,942	\$ 2,023	\$ 2,107	\$ 2,189
SOCCER JV BOYS	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOCCER JV GIRL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOCCER ASST BOYS- ITMS	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
SOCCER ASST GIRLS - ITMS	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
SOCCER HEAD BOYS - ITMS	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
SOCCER HEAD GIRLS - ITMS	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
SOCCER ASST BOYS- LBMS	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
SOCCER ASST GIRLS - LBMS	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
SOCCER HEAD BOYS - LBMS	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
SOCCER HEAD GIRLS - LBMS	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
SOCCER HS ASST-BOY	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOCCER HS ASST-GIRL	44	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOCCER HS HEAD C-BOY	42	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
SOCCER HS HEAD C-GIRL	42	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
SOFTBALL - 9TH	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOFTBALL-7TH GR	9	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOFTBALL-8TH GR	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOFTBALL-7TH GR	9	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOFTBALL-8TH GR	8	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SOFTBALL-HS-ASST	46	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
SOFTBALL-HS-ASST	46	\$ 2,642	\$ 2,809	\$ 2,973	\$ 3,139	\$ 3,303	\$ 3,470	\$ 3,633	\$ 3,800	\$ 3,964	\$ 4,130	\$ 4,295	\$ 4,461	\$ 4,626	\$ 4,791	\$ 4,956
SOFTBALL-HS-HEAD COACH	45	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
SWIMMING ASST COACH	49	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SWIMMING ASST COACH	71	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
SWIMMING-BOY & GIRL	48	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
SWIMMING ITMS	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
SWIMMING LBMS	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
TENNIS ASST - LBMS	72	\$ 816	\$ 881	\$ 947	\$ 1,012	\$ 1,077	\$ 1,142	\$ 1,208	\$ 1,273	\$ 1,338	\$ 1,403	\$ 1,469	\$ 1,534	\$ 1,599	\$ 1,665	\$ 1,730
TENNIS ASST - ITMS	72	\$ 816	\$ 881	\$ 947	\$ 1,012	\$ 1,077	\$ 1,142	\$ 1,208	\$ 1,273	\$ 1,338	\$ 1,403	\$ 1,469	\$ 1,534	\$ 1,599	\$ 1,665	\$ 1,730
TENNIS-BOYS COACH	50	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TENNIS-GIRLS COACH	51	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK ASST - ITMS	56	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
TRACK ASST - ITMS	56	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
TRACK ASST - LBMS	57	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
TRACK ASST - LBMS	56	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
TRACK HEAD - ITMS	54	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HEAD - LBMS	54	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HS ASST-BOY	54	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HS ASST-BOY	54	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HS ASST-BOY	54	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HS ASST-GIRL	55	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HS ASST-GIRL	55	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
TRACK HS ASST-GIRL	55	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379

2024-2025 Supplemental Salary Scale

ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TRACK HS HEAD -BOY	52	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
TRACK HS HEAD -GIRL	53	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
VOLLEYBALL-7TH GR	60	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
VOLLEYBALL-8TH GR	60	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
VOLLEYBALL-7TH GR	60	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
VOLLEYBALL-8TH GR	60	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
VOLLEYBALL-9TH GR	65	\$ 1,594	\$ 1,700	\$ 1,809	\$ 1,916	\$ 2,023	\$ 2,131	\$ 2,237	\$ 2,347	\$ 2,453	\$ 2,561	\$ 2,667	\$ 2,775	\$ 2,882	\$ 2,990	\$ 3,096
VOLLEYBALL-HS ASST	59	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
VOLLEYBALL-HS ASST	59	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
VOLLEYBALL-HS HEAD COACH	58	\$ 3,096	\$ 3,343	\$ 3,592	\$ 3,839	\$ 4,087	\$ 4,334	\$ 4,583	\$ 4,830	\$ 5,078	\$ 5,325	\$ 5,574	\$ 5,821	\$ 6,069	\$ 6,316	\$ 6,564
WEIGHT ROOM COORDINATOR	61	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
WRESTLING - BOYS	62	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
WRESTLING - GIRLS	62	\$ 3,922	\$ 4,169	\$ 4,416	\$ 4,663	\$ 4,914	\$ 5,161	\$ 5,408	\$ 5,655	\$ 5,902	\$ 6,149	\$ 6,398	\$ 6,645	\$ 6,893	\$ 7,140	\$ 7,389
WRESTLING ASST	63	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
WRESTLING ASST	63	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
WRESTLING ASST	63	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
WRESTLING ASST	63	\$ 2,065	\$ 2,230	\$ 2,395	\$ 2,561	\$ 2,726	\$ 2,891	\$ 3,056	\$ 3,221	\$ 3,386	\$ 3,551	\$ 3,717	\$ 3,882	\$ 4,047	\$ 4,214	\$ 4,379
WRESTLING MIDDLE SCHOOL HC	75	\$ 1,156	\$ 1,264	\$ 1,371	\$ 1,479	\$ 1,585	\$ 1,693	\$ 1,799	\$ 1,907	\$ 2,015	\$ 2,123	\$ 2,230	\$ 2,337	\$ 2,444	\$ 2,552	\$ 2,660
WRESTLING MIDDLE SCHOOL ASST C	72	\$ 816	\$ 892	\$ 968	\$ 1,044	\$ 1,119	\$ 1,195	\$ 1,270	\$ 1,346	\$ 1,422	\$ 1,498	\$ 1,574	\$ 1,649	\$ 1,725	\$ 1,801	\$ 1,877
YEARBOOK SPONSOR	64	\$ 2,154	\$ 2,298	\$ 2,441	\$ 2,585	\$ 2,729	\$ 2,872	\$ 3,016	\$ 3,159	\$ 3,303	\$ 3,447	\$ 3,590	\$ 3,734	\$ 3,877	\$ 4,021	\$ 4,165
MNGT CC TEAM CHIEF	65	\$1,982	\$2,147	\$2,313	\$2,477	\$2,643	\$2,807	\$2,973	\$3,138	\$3,304	\$3,468	\$3,633	\$3,799	\$3,963	\$4,129	\$4,294
MNGT CC TEAM MBR	66	\$1,156	\$1,264	\$1,370	\$1,479	\$1,586	\$1,693	\$1,799	\$1,907	\$2,015	\$2,122	\$2,231	\$2,336	\$2,444	\$2,552	\$2,660
COORDINATED SCHOOL HEALTH	67	\$1,101	\$1,203	\$1,305	\$1,409	\$1,510	\$1,612	\$1,714	\$1,816	\$1,919	\$2,021	\$2,125	\$2,225	\$2,328	\$2,431	\$2,533

## Local Government Investment Pool

The Local Government Investment Pool (LGIP) presents a sound investment option for local government officials.



### Safety. Liquidity. A competitive return on investments.

The objectives of the fund are safety, liquidity, and a competitive return on investments. The LGIP is commingled with the State Pooled Investment Fund (SPIF). By commingling all of the dollars into a single investment pool, the economies of scale are formed creating a fund that is cost-effective and provides ample liquidity for all participants.

---

An opportunity for local governments to reduce the need for additional tax revenue

By creating a safe, liquid, and efficient opportunity available to all local government officials within the State of Tennessee, public-finance officials are given an option to invest taxpayer funds until they are needed, while earning the same return on investments as the State Treasurer. The LGIP provides a tool to reduce the need to create additional tax revenue.

Treasurers earned more than \$55 million last year for the state and local governments that participate in the SPIF.

## Local Government Option for American Rescue Plan Funds

As local government entities begin to receive federal dollars from the American Rescue Plan, they may want to consider depositing the funds into the Local Government Investment Pool.

[Learn More](#)

## How it works

The State Treasurer operates the State Pooled Investment Fund which includes the Local Government Investment Pool (LGIP). The legislation providing for the establishment of the LGIP (Tennessee Code Annotated, Title 9, Chapter 4, Part 7) authorizes investment in the LGIP for local governments and other political subdivisions.



### Past rates (annualized rates by month)

Month	2024	2023	2022	2021*	2020*	2019
<b>January</b>	5.35%	4.25%	.04%	.07%	1.69%	2.36%
<b>February</b>	5.32%	4.51%	.08%	.05%	1.67%	2.38%
<b>March</b>	5.32%	4.64%	.19%	.04%	1.37%	2.40%
<b>April</b>	5.31%	4.71%	.37%	.02%	.85%	2.41%
<b>May</b>	5.32%	4.91%	.68%	.01%	.51%	2.40%
<b>June</b>	5.33%	5.06%	.97%	.01%	.38%	2.38%
<b>July</b>		5.16%	1.38%	.02%	.17%	2.33%
<b>August</b>		5.25%	1.94%	.02%	.14%	2.23%
<b>September</b>		5.33%	2.45%	.02%	.12%	2.14%
<b>October</b>		5.39%	2.95%	.03%	.11%	2.02%
<b>November</b>		5.40%	3.45%	.03%	.10%	1.84%
<b>December</b>		5.38%	3.89%	.04%	.09%	1.74%

\* Posted rates for July 2020 through February 2021 were updated April 13, 2021. For information regarding the adjustment, view [Correction of Annualized Rates by month for the SPIF/LGIP](#)