



Board of Education Regular Meeting  
November 3, 2025 6:30 PM  
Sullivan Gardens Elementary  
209 Rosemont Street  
Kingsport, TN 37660

1. Call to Order
2. Approval of the Agenda
3. Consent Agenda
  - a. Meeting Minutes from October 2, 2025 and October 10, 2025 Called Meeting
  - b. Field Trip Requests
  - c. 2025 LEA Compliance Report
  - d. Disposition of Materials - CTE Surplus
  - e. Annual Board Agenda
4. Public Comment - Agenda Items
5. Director's Comments
  - a. TCAT Recognition
  - b. SCRTA Grant Winner
6. Unfinished Business
  - a. HVAC Projects
  - b. Sullivan West Property
7. New Business
  - a. Policy 3.6001 Insurance Benefit Retirement Program - Waiver of Rules/Adopt on 1st Reading
  - b. Student Handbook Update - Work Ethic Diploma Changes
  - c. TISA Accountability Report
  - d. GP Budget Amendments
  - e. Federal Budget Revisions
    - a. Consolidated Admin - Rev 1
    - b. Title I, Part A - Rev 1
    - c. Title I, Part A Neglected - Rev 1
    - d. Title II, Part A - Rev 1
    - e. IDEA Part B - Rev 1
    - f. IDEA Preschool - Rev 1
  - f. Budget Resolutions
    - a. Resolution Recognizing the Receipt of Reimbursements From Ballad Health
    - b. Resolution Requesting Reallocation Within the SCBE GP Budget - Maintenance Personnel
8. Public Comment - Non-Agenda Items
9. Board Chairman Comments
10. Adjournment

CTE SURPLUS ITEMS  
Board Meeting November 3, 2025

- BaByliss Pro Ionic Tourmaline Hair Dryer (set of 2)  
Located in Cosmetology Program at West Ridge Annex  
Purchases in 2012 (12 years old) with local funds  
Unusable and do not work any longer  
Approximate value \$50



SULLIVAN COUNTY  
S C H O O L S

**ANNUAL BOARD AGENDA**

**Monthly Consent Agenda Items**

Meeting Minutes  
Field Trip Requests (Overnight and/or Out of Area)  
Disposition of Materials  
Copier Lease Agreements

**January**

Begin Budget Process

**February**

New Courses

**March**

Textbook Adoptions

**April**

Annual School Fees  
Transportation Bus Bids

**May**

Annual Budget  
Application for Consolidated Plan  
Differentiated Pay Plan

**June**

**July**

Annual Agenda  
Transportation Contracts (only renewal years)  
Program Agreement for School Lunch Program  
Rights & Responsibilities Handbook  
Teacher Tenure

**August**

**September**

Electing of Board Chair & Vice Chair  
Director's Evaluation  
Calendar For Next School Year

**October**

Textbook Adoption Committee  
Board Committee Assignments  
Board Self Evaluation

**November**

Annual LEA Compliance Report

**December**

Annual Approval for New Courses  
PECCA Approval



# Sullivan County Board of Education

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term:  <b style="text-align: center;">Insurance Benefit Retirement Program</b>	Descriptor Code: <b style="text-align: center;">3.6001</b>	Issued Date: <b style="text-align: center;">03/03/25</b>
		Rescinds: <b style="text-align: center;">3.6001</b>	Issued: <b style="text-align: center;">10/06/15</b>

1 ~~Effective April 1, 2025,~~ All employees hired before July 1, 2015 are considered eligible for the  
2 retirement insurance benefit when:

3           A. He/she reaches the age of fifty five (55) and has completed twenty five (25) years of service  
4 with TCRS with at least fifteen (15) consecutive ~~of those~~ years in Sullivan County Department  
5 of Education immediately preceding retirement; or

6           B. He/she reaches the age of sixty (60) and has completed at least twelve (12) consecutive  
7 years of service in Sullivan County Department of Education immediately preceding  
8 retirement; or

9           C. He/she has completed thirty (30) years of service with TCRS with at least fifteen (15)  
10 consecutive years in Sullivan County Department of Education immediately preceding  
11 retirement.

## 12 I. CONSIDERATIONS AND REQUIREMENTS

13           A. The insurance incentive program will be effective as of July 1, 1995, and will continue until  
14 the Board discontinues the program. If the Board discontinues the incentive program for one  
15 (1) year, notice will be given prior to discontinuance.

16           B. Licensed employees retiring under the age rationale must reach the appropriate age fifty-five  
17 (55) by August 15 of the school year in which they intend to retire.

18           C. Non-licensed employees retiring under the age rationale may do so when they satisfy the  
19 requirements but must notify the Director's office in writing two (2) months in advance of the  
20 retirement date.

21           D. Employees electing to retire under this program may not be considered for future  
22 employment by the Sullivan County Department of Education except as permitted by  
23 regulations of the Tennessee Consolidated Retirement System.

24           E. Any licensed employee desiring to take advantage of the incentive insurance program must  
25 notify the Director's office by April 1 of the retirement year.

1 F. The program is voluntary.

## 2 **II. BENEFITS**

3 A. Full individual insurance premiums will be paid for the employee until the employee  
4 reaches age sixty-five (65). If the employee desires, the amount of the individual premium will  
5 be paid toward the family plan. Effective July 1, 2012, retirees will receive health coverage  
6 equal to 100% of the plan stipulated by a Memorandum of Understanding approved through  
7 collaborative conferencing that is offered to active employees. Anyone choosing a more  
8 expensive plan will be responsible for paying the difference. Anyone who has retired before  
9 this date will not be affected by this change. **The Sullivan County Department of Education**  
10 **will contribute to the premiums of eligible retirees until the eligible retiree reaches age**  
11 **sixty-five (65) years of age in the following manner:**  
12

13 1. **Sullivan County Department of Education will pay the amount of the individual Standard**  
14 **PPO Premium based on the State of Tennessee Group Health Insurance Plan, in accordance**  
15 **with the eligible retiree's years of service with Sullivan County Schools. An employee may**  
16 **choose to apply the amount described above toward the family plan. Anyone choosing a**  
17 **more expensive plan will be responsible for paying the difference.**

18 B. The retired employee and his/her/spouse have the option of keeping hospitalization  
19 insurance for his/her spouse as long as desired at employee expense to age sixty-five (65).

## 20 **III. CONTINUING GROUP HEALTH COVERAGE**

21 A. Detailed information on the rules to continue health insurance as a retiree can be found in  
22 the Local Education Medical Plan Document. This document is available on the publications  
23 webpage of the Benefits Administration website located here:  
24 [www.tn.gov/Partnersforhealth/publications/publications](http://www.tn.gov/Partnersforhealth/publications/publications).

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Legal References

1. [TCA 8-27-305](#)



# TENNESSEE

## Work Ethic Distinction Standards

### 1. Attendance Standard

- (1 pt.) Student has no more than 5 absences from school during the senior year.
- (3 pts.) Student has no more than 3 absences from school during the senior year.
- (5 pts.) Student has no more than 1 absence from school during the senior year.

### 2. Tardiness Standard

- (1 pt.) Student has no more than three tardies during the senior year.
- (3 pts.) Student has no more than one tardy during the senior year.

### 3. Discipline Standard

- (1 pt.) Student has no more than one discipline referral during the senior year.
- (2 pts.) Student has no discipline referrals during the senior year.

### 4. Overall Grade Point Average Standard

- (1 pt.) Student has an overall GPA of 2.0 to 2.99
- (2 pts.) Student has an overall GPA of 3.0 to 3.49
- (3 pts.) Student has an overall GPA of 3.5 or above

### 5. Drug Free Standard

- (4 pts.) Student voluntarily presents written proof as being drug free.

### 6. CTE Coursework Standard

- (1 pt.) CTE Participant - Student has completed and earned credit in at least one CTE course by the end of the senior year.
- (2 pts.) CTE Concentrator - Student has completed and earned credit in two high school CTE courses, in sequence, in a single CTE program of study by the end of the senior year.
- (3 pts.) CTE Completer - Student has completed and earned credit in three or more high school CTE courses in a single CTE program of study by the end of the senior year.

### 7. CTE Competition Standard

- (1 pt.) Student has competed in an approved regional level CTE competition during the senior year.
- (2 pts.) Student has competed in an approved state level CTE competition during the senior year.
- (3 pts.) Student has competed in an approved national level CTE competition during the senior year.



# TENNESSEE

## Work Ethic Distinction Standards

*continued*

### **8. Community Service Standard**

- (1 pt.) Student has completed 10 hours of community service during the senior year.
- (2 pt.) Student has completed 20 hours of community service during the senior year.
- (3 pt.) Student has completed 30 hours of community service during the senior year.

### **9. Post-Secondary Plan Standard**

- (2 pts.) Student is in good standing with TN Promise, including having applied to an accredited post-secondary institution OR student has enlisted in the military OR student has enrolled in a registered apprenticeship after high school graduation.

### **10. Dual Enrollment/Credit Standard**

- (2 pts.) Student has successfully completed a Dual Enrollment, Dual Credit, or Advanced Placement course and has been granted credit by any post-secondary institution during or before the senior year.

### **11. Industry Certification Standard**

- (3 pts.) Student has received a national industry certification during or before the senior year. (i.e., Snap-on Metering Certificate, NCCER Certificate, etc.)

### **12. College and Career Assessment Standard\***

- (1 pts.) Student has achieved a Bronze Level Career Readiness Certificate or equivalent score on an accepted standardized test.
- (2 pts.) Student has achieved a Silver Level Career Readiness Certificate or equivalent score on an accepted standardized test.
- (3 pts.) Student has achieved a Gold or Platinum Level Career Readiness Certificate or equivalent score on an accepted standardized test.

### **13. Work Experience Standard**

- (4 pts.) Student has participated in an internship OR approved career practicum/work-based learning course OR has held a part time job during the senior year.

**To receive the Work Ethic Distinction a student must earn a minimum of 32 points and a regular high school diploma.**

\*Please see the Standard Guidelines page on [tnworkethic.com](http://tnworkethic.com) for a list of accepted tests and score equivalency tables.



## Tennessee Work Ethic Distinction Standards Guidelines

To earn points for any Work Ethic Distinction standard, documentation is required. This can be provided either via student upload into WE Track or by a staff member locating information on their own and manually adding points for students. The below information is designed to provide guidance on what counts as accepted documentation for each standard. Please note that these are examples and recommendations; it's entirely possible other acceptable forms of proof exist. If you have suggestions for further clarification or questions about the guidelines below, please reach out to Law Loving, [lloving@niswongerfoudation.org](mailto:lloving@niswongerfoudation.org).

Point submissions for the Work Ethic Distinction for Standards 1-4 and Standard 9 should be approved no earlier than April 1st each school year. Points may be approved for all other standards prior to that date. Schools are welcome to set a later deadline for Standards 1-4 and Standard 9, if they prefer.

**Standard 1:** Student should upload documentation from a student portal or management system of their senior year attendance record. Alternatively, a staff member can check school records to manually award points. Absences should be accounted for based on current school attendance policy. Students should not have absences counted against them if they are excused by the school for legitimate reasons, including but not limited to, college visits, quarantine, and other medical reasons.

**Standard 2:** Student should upload documentation from a student portal or management system of their senior year tardiness record. Alternatively, a staff member can check school records to manually award points.

**Standard 3:** Student should upload documentation from a student portal or management system of their senior year disciplinary record. Paper documentation provided by a member of administration would also be accepted. Alternatively, a staff member can check school records to manually award points.

**Standard 4:** Student should upload documentation from a student portal or management system of their senior year academic record. Alternatively, a staff member can check school records to manually award points.

**Standard 5:** Student should upload documentation of a voluntary drug screen given by an approved third-party. Examples of approved third parties that offer drug screens include: doctor's offices, medical clinics and similar facilities, law enforcement agencies, and workforce agencies. At-home tests and other over-the-counter drug screens are not accepted as proof for this standard. As an alternative to uploading a drug screen, students can deliver a paper copy of



their results to an approved staff person at their school, provided the school allows for this option.

**Standard 6:** Student should upload documentation from a transcript or student portal or management system of their high school CTE coursework record. Alternatively, a staff member can check school records to manually award points.

**Standard 7:** Student should upload documentation of their registration or competition record in CTE competitions. If no documentation is available, a written statement from an associated CTE staff member can be accepted as proof of competition.

**Standard 8:** Student should upload documentation of log(s) of community service hours completed. Community service hours must be done on a volunteer basis. Logs should generally bear the information of the organization community service was completed with, as well a supervisor signature and supervisor contact information. If no such official documentation is available, a signed written statement from a supervisor including organization name, number of hours worked and supervisor contact information can be accepted as proof of community service hours.

**Standard 9:** There are three ways to earn points for this standard, listed below. Students need only complete one of the below pathways in order to earn points for this standard.

1. Provide documentation for each of the following TN Promise related activities:
  - a. Completed TN Promise application in the student portal
  - b. Submission of FAFSA
  - c. Attendance of at least one mandatory TN Promise meeting
  - d. Application submission to an accredited post-secondary institution
2. Provide official documentation of enlistment in a branch of the military.
3. Provide documentation of enrolling in a registered apprenticeship program that will continue after high-school graduation.
4. Provide proof of intent to hire for post-secondary employment

**Standard 10:** Student should upload documentation of their dual enrollment, dual credit, or Advanced Placement coursework record. Alternatively, a staff member can check school records to manually award points.

**Standard 11:** Student should upload documentation of a nationally recognized industry certification or credential earned by the student. Any [industry certification promoted by the state of Tennessee](#) is also accepted for this standard. Other industry certifications can be approved



on a case by case basis based on rigor and alignment with established CTE pathways by contacting Law Loving, [lloving@niswongerfoundation.org](mailto:lloving@niswongerfoundation.org).

**Standard 12:** There are several post-secondary assessments that can be accepted for this standard. You can find five currently approved tests and the associated point total listed in the table below. Students need only score high enough on one of the below assessments in order to earn points for this standard.

Points Awarded	WorkKeys	ACT	SAT	ASVAB	WIN Learning NWRC
1	Bronze	-	-	-	Level 2
2	Silver	-	-	-	Level 3
3	Gold or Platinum	21-36	1060-1600	31	Level 4-5

**Standard 13:** There are three ways to earn points for this standard, listed below. Students need only complete one of the following pathways in order to earn points for this standard.

1. Provide documentation verifying the student held an internship during (or in the summer before) senior year. A paystub or similar employment document will work for this option.
2. Provide documentation verifying the student completed a career practicum/work based learning course during their senior year of high school.
3. Provide documentation verifying the student held a part time job during (or in the summer before) senior year. A paystub or similar employment document will work for this option. In cases where a student is working but no official documentation is provided by their employer, students may submit for credit a signed, written statement from a supervisor including employer or company name, position held by student, and supervisor contact information.



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Tennessee Investment in Student Achievement

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## 2025-2026 Accountability Report Template

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, [T.C.A. § 49-3-112](#) requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- Goals for student achievement
  - One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3<sup>rd</sup> grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3<sup>rd</sup> grade students proficient in ELA.<sup>1</sup>
- Explanation how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals.

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. The report must be submitted annually to the department by November 1<sup>st</sup>.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to [T.C.A. § 49-3-114](#) to determine whether the school district is taking the proper steps to achieve their stated goal.

This template is intended to assist districts in submitting their accountability reports to the department.

For questions, please review the TISA Accountability Report Guidance document or contact [tnedu.funding@tn.gov](mailto:tnedu.funding@tn.gov)

Completed reports should be submitted in ePlan by **November 1, 2025**.

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<sup>1</sup> T.C.A. § 49-3-114 requires the TISA Progress Review Board to review district TISA accountability reports and set a district's minimum goal to increase the district's 3<sup>rd</sup> grade proficiency by 15% of the gap to 70% in 3 years, starting with the 2022-23 TCAP results. This does not apply to districts who have 70% or more of 3<sup>rd</sup> grade students proficient in ELA.

## DISTRICT INFORMATION

District Name.		Sullivan County Department of Education
Director of Schools Name		Mr. Chuck Carter
District Point of Contact for TISA Accountability Report	Name	Cathy Nester
	Phone Number	423-354-1022
	Email Address	Cathy.nester@sullivank12.net
Percent of 3 <sup>rd</sup> grade students who scored proficient (“met expectations” or “exceeded expectations”) on the English Language Arts (ELA) portion of the most recent spring TCAP		45.3%

## DISTRICT GOAL STATEMENT(S)

<b>Goal Statement 1:</b> 3 <sup>rd</sup> Grade ELA Proficiency <sup>2</sup>	<b>70</b> % of students will score proficient on the 3 <sup>rd</sup> grade ELA TCAP by <b>2033</b> year
<b>Goal Statement 2:</b>	50 % of grades 3-8 students will score proficient on the grade level appropriate Math TCAP by 2027
<b>Goal Statement 3:</b>	42.8% of students will be considered Ready Graduates by the year 2028.

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<sup>2</sup> **Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3<sup>rd</sup> grade students proficient on the ELA TCAP. If your district already has 70% or more of 3<sup>rd</sup> grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.  
[tn.gov/education/best-for-all/tnedufunding.html](http://tn.gov/education/best-for-all/tnedufunding.html)

**Goal Statement 1 (3<sup>rd</sup> grade ELA proficiency): 70% % of students score proficient on the 3<sup>rd</sup> grade ELA TCAP by 2033**

Year	Annual Outcome Target(s)		Associated Metrics/Data
Year 1: 2023-2024 school year (Use actuals)	42.01%		Grade 3 TCAP
Year 2: 2024-2025 school year	50.8%		
Year 3: 2025-2026 school year	50%		
<p><b>Reflection:</b> Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	<p>According to the TDOE assessment reports, 45.3% of 3rd-grade students in Sullivan County Schools scored in the Meets or Exceeds Expectations band on the 3rd Grade ELA TCAP in 2025. Five schools scored at or above 50% proficient on the 3rd-grade ELA TCAP, an increase of four schools compared to last year. Two of the remaining five schools scored between 40-50% proficient, and the remaining three schools scored below 40%. Those three schools are the focus of intensive support for the 2025-2026 school year.</p> <p>Our goal continues to be that every school achieves at least 50% proficiency in 3rd-grade ELA, and that those schools already successful in reaching that goal will reach at least 55% proficient for the 2025-2026 school year. Our action plan includes an increased diligence in data collection and tracking for every student in K-3 ELA, plus intentional, explicit planning for intervention and extension services for every student.</p>		
<p><b>Prior Year Report:</b> What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	<p>Teaching Assistants (TA)– \$886,764.99 was spent to hire (56) teaching assistants in order to reduce the number of students in small groups for RTI and to allow additional support in ELA classrooms. While we continue to struggle in attaining applicants and hiring paraprofessionals, having the maximum number of TA's possible in our buildings has allowed us to reduce group sizes for intervention. In our high-need schools, working with the Access for All Learning network, we began push-in services for extra support in our primary grade ELA classrooms, utilizing our TA's to both support small group practices within the classrooms and deliver just-in-time intervention for students requiring even further opportunities in order to master certain content. Our AimsWeb data indicate that, in classrooms where push-in support was provided during ELA in grades K-2, students' ROI improved and significant progress was made toward gap closure.</p> <p>Special Education Teaching Assistants –\$540,266.03 was spent to hire 29 teaching assistants who work under the direct supervision of our special education teachers, directly supporting students with unique learning needs and providing additional support within the general education environment. This allows students with unique learning needs access to the gen-ed curriculum with supports to allow for greater individual success. Our AimsWeb data indicates that, in classrooms where push-in support was provided during ELA in grades K-2, students' ROI improved, and significant progress was made toward gap closure. Without these paraprofessional services, we would not be able to provide these services for many students.</p> <p>Each elementary and middle school selects two Teacher Leaders, supporting ELA and Math. Much of the work done this year with the ELA Leaders is in support of writing instruction. These teacher leaders work with district-level personnel to build their own capacity, then, in return, support teachers within their own buildings. This work began last year and analysis of TCAP results indicates that our students performed higher than the state on both the written expression and conventions portion of the 2025 test. This work will</p>		

**Goal Statement 1 (3<sup>rd</sup> grade ELA proficiency): 70% % of students score proficient on the 3<sup>rd</sup> grade ELA TCAP by 2033**

	<p>continue for the 2025 - 2026 school year. Learning Leaders are also facilitating professional learning workshops based upon the work they do in their Learning Leader small group and their own individual schools. The cost for these Teacher Leader positions is \$26,000.</p>
<p><b>Action Plan:</b> List detailed action steps or strategies for the 2025-2026 school year to meet your annual target.</p>	<p>A Data &amp; Accountability Specialist in a K–12 public school system supports schools by collecting, analyzing, and reporting student performance data to guide instruction and decision-making. He ensures data accuracy, monitors academic progress, tracks accountability measures such as state assessments and growth scores, and assists staff in using data to improve student outcomes. This role bridges the gap between data systems and school improvement efforts, helping ensure compliance with state and federal reporting requirements while promoting data-driven practices at the school level. Special attention is placed on building capacity in the actual schools by increasing data literacy and using the data to inform instructional practices. While there are district-wide practices to support schools using data more effectively, special attention has been placed on schools that are identified as either on the TSI list or have a D school letter grade.</p> <p>Our work with the Access for All Learning Network has increased opportunities for high-quality reading instruction and access for all students throughout the district, as teachers gain a more in-depth understanding of the Adverse Impact Statements in student IEP’s and are able to use that information to accurately identify and implement specific, needs-based, supports for each student.</p> <p>Master schedules and teaching assignments have been structured to allow for collaboration time, even virtual collaboration, thus providing the means for teachers to share and discuss effective ways to meet the needs of all students in their ELA classrooms with teachers from various schools throughout the district.</p> <p>Heavy attention is given to Foundational Skills instruction in grades K-2, including district-wide, consistent tracking of all skills data for each student. Our Learning Leaders in ELA continue to participate in intensive training to support writing instruction, and in turn, redeliver that learning within their buildings. Learning Leaders are also taking on the role of professional learning facilitation during our afterschool sessions, working to increase support for all teachers in foundational skills, writing instruction, and use of effective supports and scaffolds to ensure grade-level, tier 1, access for all learners.</p>
<p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>Sullivan County currently employs two academic coaches, one focusing on ELA and the other on math. These coaches work to build capacity in our building-level leaders around explicit core content, while also supporting building-level Learning Leaders (teacher leaders) who are working to build capacity in the professional and parapro staff members.</p> <p>The Sullivan County Schools special education department is funding (50) teachers (\$3,326,093.18) and (29) teaching assistants (\$540,266.03). These teachers and paraprofessionals are providing both push-in and pull-out services, including our SLP’s, who specifically impact reading acquisition for students with unique learning needs. At the beginning of the 2025-2026 school year, we tasked our academic coaches with expanding their work into grades 6-8 to help support the transition from elementary to middle school. We also expanded our Teacher Leader (Learning Leader) program to include middle school ELA and math.</p> <p>The addition of a Data &amp; Accountability Specialist (\$110,784) will increase the opportunities for intentional, data driven focus in all academic areas.</p>

<b>Goal Statement 2: (Gr 3-8 Math Proficiency) 50 % of grades 3-8 students will score proficient on the grade level appropriate Math TCAP by 2027</b>		
<b>Year</b>	<b>Annual Outcome Target(s)</b>	<b>Associated Metrics/Data</b>
<b>Year 1:</b> 2023-2024 school year (Use actuals)	36.7%	Grade 3-8 TCAP
<b>Year 2:</b> 2024-2025 school year	43%	
<b>Year 3:</b> 2025-2026 school year	45%	
<b>Reflection:</b> Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?	<p>According to the TDOE assessment reports, 41.5% of all 3-8 grade students Met or Exceeded Expectations on the 2025 Math TCAP, with students in 4th and 5th grades demonstrating more than 50% reaching proficiency. This performance fell 1.5% short of our goal of 43%.</p> <p>Our action plan includes an increased focus on fidelity to our HQIM in math, consistent collaborative planning opportunities for math teachers, intentional preparation for lessons with a strong student discourse mindset, and a focus on the solidification of basic foundational math skills in elementary.</p>	
<b>Prior Year Report:</b> What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.	<p>Teaching Assistants (TA)– \$886,764.99 was spent to hire (56) teaching assistants in order to reduce the number of students in small groups for RTI and to allow additional support in classrooms. While we continue to struggle in attaining applicants and hiring paraprofessionals, having the maximum number of TA's possible in our buildings has allowed us to reduce group sizes for intervention. In our high-need schools, working with the Access for All Learning network, we began push-in services for extra support in our ELA and math classrooms, utilizing our TA's to both support small group practices within the classrooms and deliver just-in-time intervention for students requiring even further opportunities in order to master certain content.</p> <p>Special Education Teaching Assistants –\$540,266.03 was spent to hire 29 teaching assistants who work under the direct supervision of our special education teachers, directly supporting students with unique learning needs and providing additional support within the general education environment. This allows students with unique learning needs access to the gen-ed curriculum with supports to allow for greater individual success. Our AimsWeb data indicates that ROI improvements were seen in classrooms where push-in support was provided. Without these paraprofessional services, we would not be able to provide these services for many students.</p> <p>Each elementary and middle school selects two Teacher Leaders, supporting ELA and Math. Much of the work done with the Math Leaders has been in the creation and implementation of common module and unit assessments, created through the Mastery Connect program. These assessments reflect the formatting and processes used on the TNReady assessment and provide immediate feedback to inform future instruction The cost for these Math Teacher Leader positions is \$26,000.</p> <p>Data position - \$</p>	

**Goal Statement 2: (Gr 3-8 Math Proficiency) 50 % of grades 3-8 students will score proficient on the grade level appropriate Math TCAP by 2027**

<p><b>Action Plan:</b> List detailed action steps or strategies for the 2025-2026 school year to meet your annual target.</p>	<p>Teachers are consistently leveraging High-Quality Instructional Materials (HQIM) in math by engaging in collaborative planning sessions, which shifts their focus from just creating materials to strategically internalizing and adapting the provided curriculum. Through this collaborative time, educators deepen their understanding of the math content, anticipate student misconceptions, and plan for learning-appropriate supports and extensions, ensuring every student accesses rigorous, grade-level work. This intentional planning—which often includes backward mapping from learning goals and analyzing assessment data—allows teachers to effectively integrate research-based strategies and discussion routines embedded in the HQIM, ultimately maximizing student engagement and outcomes.</p> <p>Teachers will utilize the common formative assessments created by learning leaders as vital, real-time data checkpoints to inform their instruction and target student needs. This systematic approach, coupled with team analysis of the results, allows teachers to quickly identify specific learning gaps and collaboratively determine the most effective next instructional steps. The expected benefits are significant, leading to increased consistency and equity across classrooms, more focused and targeted instruction, and ultimately, accelerated student progress toward mastery of essential learning goals.</p>	
<p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>Given the historical budget constraints and high teacher turnover due to local competition, the district will strategically use its available funds, primarily the relief provided by ESSER funds and the base salary increases from TISA funding, to directly support the execution of the HQIM action steps. Specifically, the budget will prioritize funding for dedicated, sustained collaborative planning time for math teachers, ensuring time for internalizing the curriculum, and crucial support for the constant influx of new teachers. A portion of the funds will also be allocated to providing job-embedded professional development and stipends for veteran teachers and learning leaders to build their capacity to lead collaborative teams and create high-quality common formative assessments. This investment ensures that all teachers, new and veteran, are trained in strategically using the HQIM and assessment data, thus maximizing the materials' impact to provide rigorous, equitable instruction and accelerate student learning, offsetting the instructional instability caused by staff churn.</p>	

**Goal Statement 3: (College and Career Readiness) 42.8% of Sullivan County students will be considered Ready Graduate by the year 2028.**

Year	Annual Outcome Target(s)	Associated Metrics/Data
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**Goal Statement 3: (College and Career Readiness) 42.8% of Sullivan County students will be considered Ready Graduate by the year 2028.**

<p><b>Year 1:</b> 2023-2024 school year (Use actuals)</p>	<p>32.6%</p> <p>Increase the percentage of students who are considered ready graduates from 32.6% to 36% by May 2024.</p>	<p>ACT EPSO Number of students enrolled in Work-Based Learning (90 students at SEHS and 119 students at WRHS)</p>
<p><b>Year 2:</b> 2024-2025 school year</p>	<p>37.7%</p>	
<p><b>Year 3:</b> 2025-2026 school year</p>	<p>39.4%</p>	
<p><b>Reflection:</b> Did your district meet its Year 1 outcomes target(s)? How will this impact your action plan for the coming years?</p>	<p>Having successfully met and surpassed our initial goals, (of 37.7) by 2.8%, the district is committed to leveraging this momentum to significantly increase access to high-value Early Postsecondary Opportunities (EPSOs) for all students. We will strategically utilize our TISA to cover the costs associated with Industry Credentials, Dual Enrollment, AP, and Dual Credit exams and courses, eliminating financial barriers to student participation. Simultaneously, we will invest in building and refining integrated data tracking systems to monitor student enrollment and success across all EPSOs. This data will allow us to quickly identify and close equity gaps, ensure course offerings are aligned with local workforce needs, and inform the targeted allocation of resources to counseling and academic support, solidifying a clear, accessible pathway from high school to a postsecondary credential or career.</p>	
<p><b>Prior Year Report:</b> What were the 2-3 major TISA investments you made in the prior year toward this goal? For each, please note the amount expended (rough estimate) and reflections on whether or not the investment contributed to progressing toward the goal or not, and how so.</p>	<p>We have increased the number of agreements with our post-secondary partners to increase our offerings of Dual Enrollment and Dual Credit, and AP offerings. We are providing teachers and stipends to teach additional courses and paying for student testing. \$90,000</p> <p>We are providing professional development to teachers to be able to offer more Industry Certifications, and under the train-the-trainer model, we are able to add more credentials for teachers. This makes it possible for our teachers to offer additional credentials. \$30,000</p> <p>We firmly believe that these strategic investments are directly and substantially related to our goal of increasing student opportunities. By expanding our post-secondary agreements with local colleges, we have not only increased the sheer number of Dual Enrollment, Dual Credit, and AP courses offered but have also ensured that our funds, covering teacher stipends and all student testing fees, effectively eliminate the financial barriers that previously kept many students from enrolling. Furthermore, our investment in professional development for Industry Certifications, specifically leveraging a train-the-trainer model, has created a robust, sustainable mechanism for building in-house expertise. This allows our existing</p>	

**Goal Statement 3: (College and Career Readiness) 42.8% of Sullivan County students will be considered Ready Graduate by the year 2028.**

	<p>teaching staff to quickly become certified to offer additional credentials, leading to a rapid and cost-effective expansion of the high-value, career-aligned options available to every student.</p>
<p><b>Action Plan:</b> List detailed action steps or strategies for the 2025-2026 school year to meet your annual target.</p>	<ul style="list-style-type: none"> <li>• School staff will meet annually with students and parents for the purpose of course advisement and updating of the six-year plan.</li> <li>• Our counselors will hold individual meetings with parents and students to discuss career readiness.</li> <li>• We will increase offerings in AP, dual enrollment, and dual credit.</li> <li>• Our counselors will participate in a counselor collaborative partnership with TDOE</li> <li>• We will introduce the students and families to CCR opportunities beginning in middle school.</li> <li>• Annually, teachers and counselors will attend a teacher industry day for professional development. Staff will be paired up with business &amp; industry partners to strengthen postsecondary credentials.</li> </ul>
<p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the action steps and meet the stated goal.</p>	<p>Sullivan County Schools will continue to pay stipends, hire additional teachers, and purchase tests for students. The district will continue to purchase tests to include AP tests and Industry Credentials. We will also continue to participate and fund the teacher industry day needed to make teachers aware of local job opportunities and needed work skills.</p> <p>We will continue to fund and host professional development for teachers needed to increase credential opportunities for students and fill learning gaps in tier one instruction to increase ACT scores.</p> <p>The district will execute the Ready Graduate action steps by strategically allocating limited budget resources, including both recurring local funds TISA funds to directly address career readiness and increase postsecondary opportunities.</p> <p><b>Investment in Counseling and Advisement (TISA &amp; Local Funds)</b></p> <p>The core strategy will focus on maximizing counselor efficacy. The budget will fund stipends or dedicated time for counselors to conduct the required annual individual meetings with students and parents for course advisement and six-year plan updates, ensuring every student has a personalized path toward the Ready Graduate designation. Funds will also be reserved to cover travel and registration costs for counselors to participate in the TDOE Collaborative Partnership, directly strengthening their expertise in state-level career readiness requirements, course offerings, and college admissions to better inform students.</p> <p><b>Expanding Course Access ( TISA Funds)</b></p> <p>To directly achieve the goal of increasing offerings in AP, Dual Enrollment, and Dual Credit, the budget will prioritize two areas:</p> <ol style="list-style-type: none"> <li>1. Teacher Stipends: Allocating funds for stipends to compensate teachers for the planning, instruction, and extended hours required to teach additional AP, Dual Enrollment, or Dual Credit courses, which is critical for retaining staff against local salary competition.</li> </ol>

**Goal Statement 3: (College and Career Readiness) 42.8% of Sullivan County students will be considered Ready Graduate by the year 2028.**

	<p>2. Student Costs: Covering testing fees (AP exams, Industry Certification fees) to eliminate financial barriers and encourage wider student participation in these high-value opportunities.</p> <p><b>Building Staff Capacity and Pipeline (TISA &amp; Local PD Budget)</b></p> <p>To support the introduction of CCR opportunities beginning in middle school and the Teacher Industry Day, the budget will fund:</p> <ul style="list-style-type: none"> <li>• Substitute Costs/Stipends: Providing substitutes or teacher stipends to allow teachers and counselors to attend the annual Teacher Industry Day and participate in the professional development and pairing with business and industry partners. This investment is crucial for staff to understand current workforce needs and translate that knowledge into relevant course advice and curriculum, directly linking classroom learning to postsecondary credentials and the Ready Graduate metric.</li> <li>• Curriculum Resources: Allocating funds for creating and disseminating engaging, career-focused materials to introduce CCR opportunities to middle school students and their families.</li> </ul> <p>This multi-faceted approach ensures that limited funds are targeted to remove financial obstacles for students, strengthen staff capacity, and embed career readiness into the entire student experience, moving the district closer to the 42.8% Ready Graduate goal by 2028.</p>
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**Public Comment**

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1.

Date(s) of opportunity for local public comment.	Posted on the Sullivan County Schools website, Presented to the Sullivan County School Board on November 3, 2025
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	Public Comment will be gathered via email as well as during the 11-03-25 School Board Meeting.
Summary of public comment received, if any.	
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	

**General Purpose School Fund**  
**Budget Amendment**  
**11/3/2025**

Account Number	Account Description	2025-26 Budgeted Amount	2025-26 Requested Amended Amount	2025-26 Increase (Decrease)
<b>Item #1</b>				
72210-334-016	Maintenance Agreements	\$28,000.00	\$30,250.00	\$2,250.00
72210-437-016	Periodicals	\$4,500.00	\$2,250.00	-\$2,250.00

**To reallocate funds within the Curriculum and Instruction budget.**

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<b>Item #2</b>				
71300-429-717	Instructional Supplies	\$124,967.24	\$110,967.24	-\$14,000.00
71300-471-717	Software	\$16,000.00	\$22,000.00	\$6,000.00
71300-730-717	Vocational Instruction Equip	\$200,185.79	\$208,185.79	\$8,000.00

**To reallocate funds within the ISM Grant budget.**

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<b>Item #3</b>				
72620-335-010	Maintenance & Repairs-Bldg	\$130,000.00	\$144,093.61	\$14,093.61
72620-351-010	Rentals	\$25,000.00	\$33,000.00	\$8,000.00
72620-402-010	Asphalt	\$8,000.00	\$6,000.00	-\$2,000.00
72620-417-010	Equipment Parts-Light	\$10,000.00	\$8,000.00	-\$2,000.00
72620-424-010	Garage Supplies	\$12,000.00	\$10,000.00	-\$2,000.00
72620-435-010	Office Supplies	\$2,500.00	\$1,500.00	-\$1,000.00
72620-446-010	Small Tools	\$5,000.00	\$7,000.00	\$2,000.00
72620-451-010	Uniforms	\$20,000.00	\$25,000.00	\$5,000.00
72620-455-010	Wood Products	\$3,000.00	\$0.00	-\$3,000.00
72620-468-010	Chemicals	\$12,000.00	\$9,146.84	-\$2,853.16
72620-701-010	Administration Equipment	\$3,500.00	\$1,500.00	-\$2,000.00
72620-718-010	Motor Vehicles	\$250,000.00	\$240,759.55	-\$9,240.45
72620-720-010	Plant Operation Equipment	\$15,000.00	\$10,000.00	-\$5,000.00

**To reallocate funds within the Maintenance of Plant budget.**

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Item #4

71100-709-006	Data Processing Equipment	\$199,000.00	\$223,000.00	\$24,000.00
71100-722-006	Regular Instruction Equipment	\$24,000.00	\$0.00	-\$24,000.00

**To reallocate funds within the Technology budget.**

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## Budget Overview Plus/Minus

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 1 - Consolidated Admin Pool

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### Indirect Cost Guide

Total Allocation	\$368,275.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$15,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$353,275.00
Indirect Cost Rate	0.65%
Max Available Budget In Categories Eligible for Indirect Cost	\$350,993.55
Max Indirect Cost	\$2,281.45

Filter by Location: All - \$368,275.00

[Show Unbudgeted Categories](#)

Buttrum, Kirsten

### Production

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Account Number 72210 - Support Services/Regular Instruction Program

Total

Line Item Number

105 - Supervisor / Director	130,000.00	130,000.00
162 - Clerical Personnel	50,760.00	50,760.00
189 - Other Salaries & Wages	50,000.00 +\$5,000.00	50,000.00 +\$5,000.00
201 - Social Security	18,000.00 +\$2,000.00	18,000.00 +\$2,000.00
204 - Pensions	25,000.00 +\$9,000.00	25,000.00 +\$9,000.00
206 - Life Insurance	115.00	115.00
207 - Medical Insurance	25,000.00	25,000.00
208 - Dental Insurance	400.00	400.00
212 - Employer Medicare	6,000.00 +\$2,000.00	6,000.00 +\$2,000.00
336 - Maintenance & Repair Services - Equipment	3,000.00	3,000.00
355 - Travel	15,000.00 +\$5,000.00	15,000.00 +\$5,000.00
499 - Other Supplies and Materials	15,000.00	15,000.00
524 - In-Service / Staff Development	15,000.00	15,000.00
790 - Other Equipment	15,000.00	15,000.00
<b>Total</b>	368,275.00 +\$23,000.00	368,275.00 +\$23,000.00
	<b>Adjusted Allocation</b>	368,275.00
	<b>Remaining</b>	0.00

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## Budget Overview Plus/Minus

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 1 - Title I, Part A

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### Indirect Cost Guide

Total Allocation	\$3,445,008.28
Existing Budget In Categories Not Eligible for Indirect Cost	\$550,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$2,895,008.28
Indirect Cost Rate	0.65%
Max Available Budget In Categories Eligible for Indirect Cost	\$2,876,312.26
Max Indirect Cost	\$18,696.02

Filter by Location: All - \$3,445,008.28

Show Unbudgeted Categories

Buttrum, Kirsten

<b>Production</b>
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Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
Line Item Number					
163 - Educational Assistants	868,422.59 -\$31,577.41		0.00		868,422.59 -\$31,577.41
189 - Other Salaries & Wages	450,000.00 -\$10,000.00	350,000.00 +\$35,000.00	0.00	0.00	800,000.00 +\$25,000.00
201 - Social Security	78,000.00	20,100.00	0.00	0.00	98,100.00
204 - Pensions	28,000.00 +\$8,000.00	23,300.00	0.00	0.00	51,300.00 +\$8,000.00
206 - Life Insurance	5,300.00 +\$5,000.00	235.00	0.00	0.00	5,535.00 +\$5,000.00
207 - Medical Insurance	37,700.00 +\$17,000.00	28,200.00	0.00	0.00	65,900.00 +\$17,000.00
208 - Dental Insurance	1,796.83	500.00	0.00	0.00	2,296.83
212 - Employer Medicare	25,106.32	5,200.00	0.00	0.00	30,306.32
307 - Communication		4,000.00	0.00	0.00	4,000.00
355 - Travel		11,428.55 +\$3,428.55	0.00	45,000.00 +\$10,000.00	56,428.55 +\$13,428.55
429 - Instructional Supplies & Materials	445,081.09 +\$137,512.41				445,081.09 +\$137,512.41
499 - Other Supplies and Materials	2,707.18 +\$261.22	53,633.83 -\$607.22	0.00	0.00	56,341.01 -\$346.00
524 - In-Service / Staff Development		0.00	179,360.23 +\$105,287.00	0.00	179,360.23 +\$105,287.00
599 - Other Charges	231,936.66 +\$200,000.00	0.00	0.00	0.00	231,936.66 +\$200,000.00
722 - Regular Instruction Equipment	550,000.00 +\$249,069.99				550,000.00 +\$249,069.99
<b>Total</b>	2,724,050.67 +\$575,266.21	496,597.38 +\$37,821.33	179,360.23 +\$105,287.00	45,000.00 +\$10,000.00	3,445,008.28 +\$728,374.54
				<b>Adjusted Allocation</b>	3,445,008.28
				<b>Remaining</b>	0.00

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## Budget Overview Plus/Minus

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Total Allocation	<input type="text" value="\$30,074.82"/>
Existing Budget In Categories Not Eligible for Indirect Cost	<input type="text" value="\$0.00"/>
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	<input type="text" value="\$30,074.82"/>
Indirect Cost Rate	<input type="text" value="0.65%"/>
Max Available Budget In Categories Eligible for Indirect Cost	<input type="text" value="\$29,880.60"/>
Max Indirect Cost	<input type="text" value="\$194.22"/>

Filter by Location:

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[Buttrum, Kirsten](#)

### Production

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**00:29:42**

Account Number 71100 - Regular Instruction Program

Total

Line Item Number

**399 - Other Contracted Services**

30,074.82  
+\$19,229.89

30,074.82  
+\$19,229.89

**Total**

30,074.82  
+\$19,229.89

30,074.82  
+\$19,229.89

**Adjusted Allocation**

30,074.82

**Remaining**

0.00

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## Budget Overview Plus/Minus

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 1 - Title II, Part A

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### Indirect Cost Guide

Total Allocation	\$781,120.76
Existing Budget In Categories Not Eligible for Indirect Cost	\$15,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$766,120.76
Indirect Cost Rate	0.65%
Max Available Budget In Categories Eligible for Indirect Cost	\$761,173.14
Max Indirect Cost	\$4,947.62

Filter by Location: All - \$781,120.76

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Buttrum, Kirsten

### Production

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00:29:44

Account Number 72210 - Support Services/Regular Instruction Program

Total

Line Item Number

<b>189 - Other Salaries &amp; Wages</b>	400,000.00	400,000.00
	+\$100,000.00	+\$100,000.00
<b>201 - Social Security</b>	40,000.00	40,000.00
	+\$20,000.00	+\$20,000.00
<b>204 - Pensions</b>	37,000.00	37,000.00
	+\$18,000.00	+\$18,000.00
<b>206 - Life Insurance</b>	400.00	400.00
	+\$200.00	+\$200.00
<b>207 - Medical Insurance</b>	60,000.00	60,000.00
	+\$20,000.00	+\$20,000.00
<b>208 - Dental Insurance</b>	5,000.00	5,000.00
	+\$4,000.00	+\$4,000.00
<b>212 - Employer Medicare</b>	8,720.76	8,720.76
	+\$3,720.76	+\$3,720.76
<b>499 - Other Supplies and Materials</b>	15,000.00	15,000.00
	+\$10,000.00	+\$10,000.00
<b>524 - In-Service / Staff Development</b>	200,000.00	200,000.00
	+\$183,202.32	+\$183,202.32
<b>790 - Other Equipment</b>	15,000.00	15,000.00
	+\$10,000.00	+\$10,000.00
<b>Total</b>	781,120.76	781,120.76
	+\$369,123.08	+\$369,123.08
	<b>Adjusted Allocation</b>	781,120.76
	<b>Remaining</b>	0.00

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## Budget Overview Plus/Minus

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### Indirect Cost Guide

Total Allocation	\$3,206,981.45
Existing Budget In Categories Not Eligible for Indirect Cost	\$7,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$3,199,981.45
Indirect Cost Rate	0.65%
Max Available Budget In Categories Eligible for Indirect Cost	\$3,179,315.90
Max Indirect Cost	\$20,665.55

Filter by Location: All - \$3,206,981.45

Show Unbudgeted Categories

Buttrum, Kirsten

<b>Production</b>
Session Timeout
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00:29:46

Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	72710 - Transportation	Total
<b>Line Item Number</b>				
105 - Supervisor / Director		107,716.00	0.00	107,716.00
116 - Teachers	695,000.00 +\$469,557.74			695,000.00 +\$469,557.74
124 - Psychological Personnel		211,500.00 +\$10,000.00		211,500.00 +\$10,000.00
163 - Educational Assistants	1,178,284.00			1,178,284.00
189 - Other Salaries & Wages	0.00	325,000.00 +\$20,000.00	3,376.74	328,376.74 +\$20,000.00
201 - Social Security	101,585.71 +\$20,585.71	42,000.00 +\$12,000.00	300.00	143,885.71 +\$32,585.71
204 - Pensions	90,000.00	36,000.00	0.00	126,000.00
206 - Life Insurance	1,300.00	275.00	0.00	1,575.00
207 - Medical Insurance	225,000.00 +\$20,000.00	103,000.00 +\$11,000.00	0.00	328,000.00 +\$31,000.00
208 - Dental Insurance	5,000.00	1,600.00 +\$200.00	0.00	6,600.00 +\$200.00
212 - Employer Medicare	26,000.00	9,800.00 +\$2,000.00	40.00	35,840.00 +\$2,000.00
312 - Contracts with Private Agencies	5,000.00	0.00	0.00	5,000.00
313 - Contracts with Parents			200.00	200.00
322 - Evaluation & Testing	10,000.00	0.00		10,000.00
399 - Other Contracted Services	0.00	1,000.00	0.00	1,000.00
429 - Instructional Supplies & Materials	10,000.00			10,000.00
499 - Other Supplies and Materials	1,000.00	200.00	0.00	1,200.00
524 - In-Service / Staff Development		9,704.00	0.00	9,704.00
599 - Other Charges	0.00	100.00	0.00	100.00
725 - Special Education Equipment	5,000.00			5,000.00
790 - Other Equipment		2,000.00		2,000.00
<b>Total</b>	<b>2,353,169.71</b> <b>+\$510,143.45</b>	<b>849,895.00</b> <b>+\$55,200.00</b>	<b>3,916.74</b>	<b>3,206,981.45</b> <b>+\$565,343.45</b>
			<b>Adjusted Allocation</b>	<b>3,206,981.45</b>
			<b>Remaining</b>	<b>0.00</b>

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## Budget Overview Plus/Minus

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 1 - IDEA Preschool

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### Indirect Cost Guide

Total Allocation	\$236,205.35
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$236,205.35
Indirect Cost Rate	0.65%
Max Available Budget In Categories Eligible for Indirect Cost	\$234,679.94
Max Indirect Cost	\$1,525.41

Filter by Location: All - \$236,205.35

Show Unbudgeted Categories

Buttrum, Kirsten

### Production

Session Timeout  
(Hide Timer)  
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Line Item Number	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
<b>116 - Teachers</b>		63,992.00 +\$10,000.00		63,992.00 +\$10,000.00
<b>163 - Educational Assistants</b>		37,300.00		37,300.00
<b>189 - Other Salaries &amp; Wages</b>		0.00	70,000.00 +\$58,000.00	70,000.00 +\$58,000.00
<b>201 - Social Security</b>		5,347.00	2,100.00	7,447.00
<b>204 - Pensions</b>		4,433.00 +\$1,000.00	2,700.00	7,133.00 +\$1,000.00
<b>206 - Life Insurance</b>		45.00 +\$6.00	35.00	80.00 +\$6.00
<b>207 - Medical Insurance</b>		10,090.00 +\$1,000.00	15,368.00 +\$11,768.00	25,458.00 +\$12,768.00
<b>208 - Dental Insurance</b>		300.00	6,300.00 +\$6,150.00	6,600.00 +\$6,150.00
<b>212 - Employer Medicare</b>		1,300.00 +\$476.00	900.00 +\$300.00	2,200.00 +\$776.00
<b>429 - Instructional Supplies &amp; Materials</b>		15,995.35 +\$15,995.35		15,995.35 +\$15,995.35
<b>Total</b>		138,802.35 +\$28,477.35	97,403.00 +\$76,218.00	236,205.35 +\$104,695.35
			<b>Adjusted Allocation</b>	236,205.35
			<b>Remaining</b>	0.00

Go To



*Sullivan County*  
*Board of County Commissioners*  
*245th Annual Session*

Item  
No. 2025-11-

To the Honorable Richard S. Venable, Sullivan County Mayor and the Board of Sullivan County Commissioners meeting in Regular Session this 20th day of November, 2025.

**A RESOLUTION RECOGNIZING THE RECEIPT OF REIMBURSEMENT FROM BALLAD HEALTH FOR PROFESSIONAL DEVELOPMENT TRAINING AND ADMINISTRATION OF THE BALLAD HEALTH ACADEMY BY TEACHERS SULLIVAN COUNTY SCHOOLS**

**WHEREAS**, Sullivan County Schools, in partnership with Ballad Health, has agreed to administer the Ballad Health Academy within the CTE programming; and

**WHEREAS**, a teacher from each high school completed professional development training specifically related to the administration of the Ballad Health Academy program; and

**WHEREAS**, Ballad Health has committed to supporting this educational initiative through reimbursement for the costs associated with stipends for completing said training; and

**WHEREAS**, Ballad Health has also agreed to reimburse for the costs associated with stipends for administering the grant each semester; and

**WHEREAS**, Sullivan County Schools will receive reimbursement payments from Ballad Health in the amount of **\$9,066.68** for the costs incurred by paying said stipends; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of County Commissioners of Sullivan County, Tennessee, assembled in Regular Session hereby authorizes the Sullivan County Board of Education to recognize said reimbursements in the General Purpose School Fund; not to exceed the above amount (\$9,066.68). The revenue and expenditure account codes for the reimbursements are as follows:

<b>Account Number</b>	<b>Account Description</b>	<b>Amount</b>
48130	Contributions	9,066.68
71300-100	Personnel	8,000.00
71300-200	Employee Benefits	1,066.68

*Waiver of the Rules Requested*

This resolution shall take effect from and after its passage. All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

Approved this 20th day of November, 2025.

Attest: \_\_\_\_\_  
Teresa Jacobs, County Clerk

Approve: \_\_\_\_\_  
Richard S. Venable, County Mayor

**Sponsored By:**  
**Co-Sponsor(s):**

ACTIONS:



*Sullivan County*  
*Board of County Commissioners*  
*245th Annual Session*

Item  
No. 2025-11-

To the Honorable Richard S. Venable, Sullivan County Mayor and the Board of Sullivan County Commissioners meeting in Regular Session this 20th day of November, 2025.

**A RESOLUTION REQUESTING REALLOCATION WITHIN THE SULLIVAN COUNTY BOARD OF EDUCATION GENERAL PURPOSE BUDGET**

**WHEREAS**, the Board of Education has determined that certain maintenance personnel positions are no longer necessary, allowing for the liquidation of these positions; and

**WHEREAS**, the Board of Education now seeks to use the funds associated with the liquidated positions to increase the third party contract for maintaining the grounds of each facility; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of County Commissioners of Sullivan County, Tennessee, assembled in Regular Session hereby authorizes the Sullivan County Board of Education to recognize the following amendment within the General Purpose School Fund:

<b>Account Number</b>	<b>Account Description</b>	<b>Amount</b>
72620-100	Personnel	-230,000.00
72620-200	Employee Benefits	-80,000.00
72620-300	Contracted Services	310,000.00

*Waiver of the Rules Requested*

This resolution shall take effect from and after its passage. All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

Approved this 20th day of November, 2025.

Attest: \_\_\_\_\_  
Teresa Jacobs, County Clerk

Approve: \_\_\_\_\_  
Richard S. Venable, County Mayor

**Sponsored By: Zane Vanover**  
**Co-Sponsor(s): Mark Ireson, Joyce Crosswhite**

ACTIONS: