

Jackson County School District

Regular Meeting

Monday, January 12, 2026 - 5:00 PM

Our District Office Board Room

4700 Colonel Vickrey

VANCLEAVE, MS 39565

Jackson County School District

Strategic Plan Goals

1. Decreased Safety Incidents
2. Increased Student Achievement
3. Sound Financial Management
4. Improved Facilities and Infrastructure
5. Positive Educational Experience
6. Effective Leadership

Final on 1/9/2026 @ 11:43 a.m.

AGENDA

1. Call to Order
2. Invocation
3. Pledge
4. **Approve Agenda**
5. **Approve Consent Agenda Items**
6. Discuss New Board Member Appointment
7. **Minutes**
- A. **Approve December 15, 2025 Meeting Minutes** 4
8. **Superintendent of Education**
- A. Acknowledgements and Announcements
1. East Central Attendance Center 11
2. St. Martin Attendance Center
3. Vancleave Attendance Center
- B. Public Comments
- C. f.y.i. Construction Update- Machado|Patano
- D. **Financial Management**
1. **Approve Surplus Land Resolution** 14
2. Discuss December 2025 Monthly Financial Reports {MS 37-9-18} 16
3. **Approve Asset Disposal** 40
4. **Approve Prepaid Claims Docket**
5. **Approve Open Claims Docket**
6. **Approve Flood Insurance Policy Renewal** 41
7. **Accept EEF Asset Donation** 42
8. **Approve Resolution to Retain Legal Counsel and a Municipal Advisor to Assist with the Proposed Finance Issue** 43
9. **Approve 3 Mill Bond Intent Resolution** 59
- E. **Human Resources and Risk Management**
1. **F.Y.I. Workers Compensation** 61
2. **Approve 2026-2027 Administrative Annual Recommendations** 62
3. f.y.i. Administrative and Teacher Unit Recommendation for 2026-2027 School Year 72
4. **Approve January 2026 Personnel Changes** 77
- F. Policies
1. **Approve Policy DJEE: Child Nutrition Procurement Plan** 79

2.	Approve Policy GFBCCA: Job Description: Library Media Specialist	83
3.	Approve Policy GFBDAD: Job Description: High School Band Director	85
4.	Approve Policy GFBDAE: Job Description: High School Assistant Band Director	87
5.	Approve Policy GFBDAG: Job Description: High School Choral Director	89
6.	Approve Policy GFBDI: Job Description: Middle School Band Director	91
7.	Approve Policy GFBCF: Job Description: School Counselor	93
8.	Approve Policy KM: Visitors to the Schools	95
9.	Approve Policy CBG: Administrative and Supervisory Personnel Positions	96
10.	Approve Policy ICHI: Literacy Based Promotion	98
11.	Approve Policy GBRID: Military Leave	100
12.	Rescind Policy DJEE - E(1) Child Nutrition Procurement Plan	101
13.	Present Policy GAFF: Staff/Student Non-Fraternization	103
14.	Present Policy GABBA: Social Media Websites	105
15.	Present Policy GADF: Donated Leave	106
16.	Present Policy GAE: Staff Complaints and Grievance	107
17.	Present Policy GAEP: Grievance Procedures-Licensed Personnel Appraisal	108
18.	Present Policy GFAAAA: Job Description: Assistant Superintendent of Curriculum & Instruction	109
19.	Present Policy GFAAAB: Job Description: Assistant Superintendent of Support	112
20.	Present Policy GFAEJ: Job Description: Student and Technology Support Manager	115
21.	Present Policy GFAEQ: Job Description: Assistant Director of Educational Technology	117
22.	Present Policy GFAGB: Job Description: ACT Instructional Coach	119
23.	Present Policy GFBE: Job Description: Transportation Supervisor	122
24.	Present Policy GFBHA: Job Description: HVAC Technician	123
25.	Present to Adopt Job Description Policy: Lead Teacher	125
G.	Curriculum and Instruction	
1.	Curriculum	
2.	Special Education	
3.	Student Services/Federal Programs	
A.	f.y.i. Monthly School Improvement Board Reports for ATSI/TSI Schools: SMEE, SMUE, SMMS, SMHS, and ECMS	127
4.	Career and Technology	
H.	Operations and Support	
1.	Operations	
2.	Information Technology	
3.	Food Services	
A.	f.y.i. December 2025 Free and Reduced Percentages	138
B.	f.y.i. December 2025 Average Daily Breakfast and Lunch Participation	139
I.	16th Section Leases	
1.	f.y.i. Past Due Leases	140
J.	Contracts and Agreements	

1.	Approve ECHS Facility Usage Form	142
2.	Approve Student Release Requests for JCSD Students for 2025-2026	
3.	Approve Jackson County Parks and Recreation Letter for VHS Softball Net	143
K.	Fundraisers and Donations	
1.	Approve ECHS PLTW Fundraiser Authorization-Chevron Donation	144
L.	Travel Request	
1.	Approve SMAC Athletic Travel Request Form For State Dual Championship Wrestling	
2.	Approve JCTC to Attend Educator Preparation Curriculum Writing Team Meeting	
3.	Approve Travel Request for 2025-2026 AMTESOL Conference	
4.	Approve SMAC Travel Request for Wrestling State Individuals Meet	
5.	Approve JCTC to Attend HOSA State Conference	
6.	Approve Travel Request for Federal Programs to Attend 2026 NAFEPA Conference	
7.	Approve Travel Request for SMHS Theatre to Attend MS Theatre Assoc. State Theatre Festival-Competition	
M.	Approve Consent Agenda	
N.	f.y.i. Superintendent Update	145
O.	Closed Session	
P.	Executive Session	
1.	Student Discipline 2:25-26 ECMS/Exp 3:25-26 SMHS/Exp	
2.	Legal/Personnel Matters	

JACKSON COUNTY BOARD OF EDUCATION MINUTES

Regular Session

Monday, December 15, 2025

A Regular Session of the Board of Trustees of Jackson County School District was held Monday, December 15, 2025, beginning at 5:00 PM at St. Martin High School Library 11300 Yellow Jacket Blvd., Ocean Springs, Mississippi.

Members Present:

J. Keith Lee	Chairman
Jory Howell	Vice Chairman
Amy A. Peterson	Secretary
Lea Bailey	District 2
David Baggett	Superintendent
Jack Pickett, Esq.	Board Attorney

Board Member Deanna Smith was absent.

Those present were: See attached sign in sheet.

Board Chairman Lee called the meeting to order at 5:00 p.m.

Board Member Howell gave the invocation. Board Member Peterson led the pledge.

CONSENT AGENDA: Motion by Board Member Howell, Second by Board Member Peterson to approve the consent agenda as presented, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

- Item 9 D-2 Approve Employee Incentive Payments and Grant One Time Payment on January 16, 2026
- Item 9 D-3 Approve Asset Disposal
- Item 9 D-4 Approve Corrections to Performance Based Incentive Payments (Policy GBREC)
- Item 9 E-2 Approve Housing Teacher Program Agreement
- Item 9 E-3 Approve December 2025 Personnel Changes
- Item 9 F-1 Approve Policy CO: Administrative Reports
- Item 9 F-2 Approve Policy JCD: Alternative School Program
- Item 9 F-3 Approve Policy DJEAB: Purchasing Procedures
- Item 9 F-4 Approve Policy EDAH: Bus Idling/Idle Reduction for Buses
- Item 9 F-5 Approve Policy GAC: Staff Decision-Making/Staff Community Relations
- Item 9 F-6 Approve Policy GAGAA: Nepotism in Supervision of Staff Prohibited
- Item 9 F-7 Approve Policy GFABS: Job Description: Fab Lab Manager

- Item 9 F-8 Approve Policy GFAEI: Job Description: Information Systems Specialist
- Item 9 F-9 Approve Policy GFAEJ: Job Description: Student and Technology Support Manager
- Item 9 F-10 Approve Policy GFAEK: Job Description: Diagnostic Technician
- Item 9 F-11 Approve Policy GFAEN: Job Description School Technology Leader
- Item 9 F-12 Approve Policy GFBEB: Job Description: Bus Aide
- Item 9 F-13 Approve Policy IGAA: Student Religious Liberties
- Item 9 F-14 Rescind Policy GFBK: Director of Operations and Support
- Item 9 G-1A Approve Jackson County School District 2026-2027 Student and Teacher Calendar
- Item 9 H-2A Approve Bid for Category 2 E-Rate
- Item 9 J-1 Approve Matching Grant for St. Martin Baseball
- Item 9 J-2 Approve VMS Library Discard List
- Item 9 J-3 Approve SMEE Use of Facility Agreement
- Item 9 J-4 Approve ECHS Softball Matching Grant-Bull Pen Concrete
- Item 9 J-5 Approve VUE Yearbook Agreement- Jostens'
- Item 9 J-6 Approve SMMS Resolution for Otis Ferrell
- Item 9 K-1 Approve SMAC Fundraiser for Wrestling Booster Club
- Item 9 K-2 Approve ECMS Student Council Fundraiser Authorization-Winter Formal
- Item 9 K-3 Approve SMUE Fundraiser for Literati Book Fair
- Item 9 K-4 Approve VHS Fundraiser for Online Spirit Items
- Item 9 K-5 Approve SMAC Boys Golf Donation
- Item 9 K-6 Approve ECMS Fundraiser Authorization- Yearbook sales
- Item 9 K-7 Approve ECLE Fundraiser Authorization- Yearbook
- Item 9 K-8 Approve ECHS Fundraiser Authorization- Yearbook
- Item 9 K-9 Approve JCTC Fundraiser Request for HOSA
- Item 9 L-1 Approve Travel Request for JCTC to Attend SKillsUSA Region 5 Competition
- Item 9 L-2 Approve ECMS Travel Request- MECA
- Item 9 L-3 Approve Emergency Travel Request for Technology to Include Additional Day of Travel at AASA AI Super Summit
- Item 9 L-4 Approve Updated Travel Request for MECA Conference
- Item 9 L-5 Approve Travel Request for JCTC to Attend New Teacher Institute Cohort XIV Regional Session 2
- Item 9 L-6 Approve SMMS Travel Request for NTI Regional Session 2 (South)
- Item 9 L-7 Approve Travel Request for VHS DECA Conference
- Item 9 L-8 Approve Travel Request for Child Nutrition to Attend SNA Legislative Action Conference
- Item 9 L-9 Approve Travel for Child Nutrition to Attend MDE Purchase Management Committee Meeting
- Item 9 L-10 Approve Child Nutrition Travel to MSNA Executive Board Retreat and Steering Committee Meeting
- Item 9 L-11 Approve SMAC Travel Request for Girls Basketball
- Item 9 L-12 Approve Travel Request of Superintendent and New Board Member to Attend MSBA Training

ELECTION OF SCHOOL BOARD OFFICERS, nominations opened for election of Chairman, Board member Bailey nominates Amy Peterson for Chairwoman and there being no other nominations, the following vote was taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

ELECTION OF SCHOOL BOARD OFFICERS, nominations opened for election of Vice-Chairman, Board member Peterson nominates Deanna Smith for Vice Chairwoman and there being no other nominations, the following vote was taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

ELECTION OF SCHOOL BOARD OFFICERS, nominations opened for election of Secretary, Board member Peterson nominates Lea Bailey for Secretary and there being no other nominations, the following vote was taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Swearing in of New Board Member William Collier by Circuit Clerk, Randy Carney.

Approve Agenda, Motion by Board Member Bailey, Seconded by Board Member Howell, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Approve November 17, 2025 Meeting Minutes, Motion by Board Member Peterson, Seconded by Board Member Howell, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Acknowledgements and Announcements

Public Comments - None

f.y.i.- Construction Update- Machado|Patano

Discuss November 2025 Monthly Financial Reports {MS 37-9-18}

Approve Prepaid Claims Docket, Motion by Board Member Peterson, Seconded by Board Member Bailey, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Approve Open Claims Docket, Motion by Board Member Howell, Seconded by Board Member Bailey, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

f.y.i. Worker's Compensation

Present Policy DJEE: Child Nutrition Procurement Plan
 Present Policy DJEE-E1-Child Nutrition Procurement Plan to Rescind
 Present Policy GFBCCA: Job Description: Library Media Specialist
 Present Policy GFBDDAD: Job Description: High School Band Director
 Present Policy GFBDDAE: Job Description: High School Assistant Band Director
 Present Policy GFBDDAG: Job Description: High School Choral Director
 Present Policy GFBDDI: Job Description: Middle School Band Director
 Present Policy KM: Visitors to Schools
 Present to Adopt Policy GBRID: Military Leave
 Present Policy CBG: Administrative and Supervisory Personnel Positions
 Present Policy ICHI: Literacy Bases Promotion
 Present Policy GFBCF: Job Description: School Counselor

f.y.i. Monthly School Improvement Board Reports for ATSI Schools: SMEE, SMUE, and SMMS

f.y.i. Highlights of the FY26 Title I, II, IV and Cost Pooling Funding

f.y.i. FY25 and FY26 Title Funding Comparison

f.y.i.- November 2025 Average Daily Breakfast and Lunch Participation

f.y.i.- November 2025 Free and Reduced Percentages

16th SECTION:

f.y.i. – 16th Section Past Due Leases

Approve Consent Agenda, Motion by Board Member Peterson, Seconded by Board Member Bailey, to approve consent agenda, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Approve Employee Incentive Payments and Grant One Time Payment on January 16, 2026

Approve Asset Disposal

Approve Corrections to Performance Based Incentive Payments (Policy GBREC)

Approve Housing Teacher Program Agreement

Approve December 2025 Personnel Changes

Approve Policy CO: Administrative Reports

Approve Policy JCD: Alternative School Program

Approve Policy DJEAB: Purchasing Procedures

Approve Policy EdAH: Bus Idling/Idle Reduction for Buses

Approve Policy GAC: Staff Decision-Making/Staff Community Relations

Approve Policy GAGAA: Nepotism in Supervision of Staff Prohibited

Approve Policy GFABS: Job Description: Fab Lab Manager

Approve Policy GFAEI: Job Description: Information Systems Specialist

Approve Policy GFAEJ: Job Description: Student and Technology Support Manager

Approve Policy GFAEK: Job Description: Diagnostic Technician

Approve Policy GFAEN: Job Description: School Technology Leader

Approve Policy GFBEB: Job Description: Bus Aide

Approve Policy IGAA: Student Religious Liberties

Approve Policy GFBK; Director of Operations and Support

Approve Jackson County School District 2026-2027 Student and Teacher Calendar

Approve Bid for Category 2 E-Rate

Approve Matching Grant for St. Martin Baseball

Approve VMS Library Discard List

Approve SMEE Use of Facility Agreement
 Approve ECHS Softball Matching Grant- Bull Pen Concrete
 Approve VUE Yearbook Agreement- Jostens
 Approve SMMS Resolution for Otis Ferrell
 Approve SMAC Fundraiser for Wrestling Booster Club
 Approve ECMS Student Council Fundraiser Authorization-Winter Formal
 Approve SMUE Fundraiser for Literati Book Fair
 Approve VHS Fundraiser for Online Spirit Items
 Approve SMAC Boys Golf Donation
 Approve ECMS Fundraiser Authorization-Yearbook Sales
 Approve ECLE Fundraiser Authorization- Yearbook
 Approve ECHS Fundraiser Authorization-Yearbook
 Approve JCTC Fundraiser Request for HOSA
 Approve Travel Request for JCTC to Attend SkillsUSA Region 5 Competition
 Approve ECMS Travel Request_ MECA
 Approve Emergency Travel Request for Technology to Include Additional Day of Travel at AASA AI Super Summit
 Approve Updated Travel Request for MECA Conference
 Approve Travel Request for JCTC To Attend New Teacher Institute Coort XIV Regional Session 2
 Approve SMMS Travel Request for NTI Regional Session 2 (South)
 Approve Travel Request for VHS DECA Conference
 Approve Travel Request for Child Nutrition to Attend SNA Legislative Action Conference
 Approve Travel for Child Nutrition to Attend MDE Purchase Management Committee Meeting
 Approve Child Nutrition Travel to MSNA Executive Board Retreat and Steering Committee Meeting
 Approve SMAC Travel Request for Girls Basketball
 Approve Travel Request of Superintendent and New Board Member to Attend MSBA Training

f.y.i. Superintendent Update

Closed Session, Motion by Board Member Howell, Seconded by Board Member Peterson to enter into Closed Session at 5:22 p.m., with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Executive Session, Motion by Board Member Bailey, Seconded by Board Member Howell, to exit Closed Session and enter Executive Session at 5:22 p.m., with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Executive Session, Motion by Board Member Peterson, Seconded by Board Member Howell, to exit Executive Session at 5:32 p.m., with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

STUDENT DISCIPLINE CASE 01:25-26: Motion by Board Member Peterson, Seconded by Board Member Bailey to approve the recommendation of Expulsion, with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

There being no further business to come before the Board at this time, a motion was made by Board Member Bailey, Seconded by Board Member Howell to adjourn at 5:32 p.m. with the following vote taken:

Board Member Lee	Aye
Board Member Howell	Aye
Board Member Peterson	Aye
Board Member Bailey	Aye
Board Member Smith	Absent

Meeting adjourned 5:32p.m.

J. Keith Lee, Chairman

Attested by Amy Peterson, Board Secretary

School Board Recognition

Board Meeting Date _____

Submitted by Gerald Edmonson

	Name (Person/Team)	School	Position (student, teacher, coach, etc.)	Reason for Acknowledgement
1.	East Central Boys Golf	ECHS	Students & Coach	Winning 25' Golf State Championship
	Jax Poole	ECHS	Student	- 2025 5A State Champion
				- 2025 overall individual State Champion. 5A
2.	Trip Ros	ECHS	Student	- 2025 5A State Champion
	Brady Lillis	ECHS	Student	- 2025 5A State Champion
3.	JT Wilson	ECHS	Student	- 2025 5A State Champion
	Waylin Harrison	ECHS	Student	- 2025 5A State Champion
4.	Talan Ardoin	ECHS	Student	- 2025 5A State Champion

**** Any student who is submitted to be acknowledged MUST have parent permission FIRST! Before you submit their name, you must check the Consent and Waiver form for permission for his/her name or picture to be published. ****

School Board Recognition

Board Meeting Date

Submitted by Kristi Walker - Golf Coach ECHS Girls

	Name (Person/Team)	School	Position (student, teacher, coach, etc.)	Reason for Acknowledgement
1.	Ainsleigh Butler <u>Golf</u>	EC	student	2025 5A State Champion - runner up (2nd) low medalist winner at state
2.	Sarahlyn Richards <u>Golf</u>	EC	student	2025 5A State Champion
3.	Olivia Schmitt <u>Golf</u>	EC	student	2025 5A State Champion
4.	Meg Godfrey <u>Golf</u>	EC	student	2025 5A State Champion

**** Any student who is submitted to be acknowledged MUST have parent permission FIRST! Before you submit their name, you must check the Consent and Waiver form for permission for his/her name or picture to be published. ****

School Board Recognition

Board Meeting Date

Submitted by Knisti Walker - Golf Coach ECHS Girls

	Name (Person/Team)	School	Position (student, teacher, coach, etc.)	Reason for Acknowledgement
1.	Ainsleigh Butler	EC	student	-2025 District Champion
	Golf			-2025 individual low
				medalist winner at district
2.	Sarahlyn Richards	EC	student	-2025 District Champion
	Golf			-runner up (2nd)
				low medalist at district
3.	Olivia Schmitt	EC	student	2025 District Champion
	Golf			
4.	Meg Godfrey	EC	student	2025 District Champion
	Golf			

**** Any student who is submitted to be acknowledged MUST have parent permission FIRST! Before you submit their name, you must check the Consent and Waiver form for permission³ for his/her name or picture to be published. ****

**RESOLUTION OF THE BOARD OF EDUCATION OF THE JACKSON
COUNTY SCHOOL DISTRICT TO SELL REAL PROPERTY
LOCATED IN THE CITY OF PASCAGOULA**

WHEREAS, the Jackson County School District is the owner of a certain parcel of land located in the City of Pascagoula, Jackson County, Mississippi, the same being described as follows:

That certain piece or parcel of land situated in the Parsley Tract, being in what would be Regular Section 13, Township 8 South, Range 6 West, Jackson County, Mississippi, if surveyed in Regular Governmental Sections but in Claim Section 10, Township 8 South, Range 6 West, Jackson County, Mississippi, and more particularly described as follows, to-wit:

Beginning at a point designated as the Section Corner of Sections 11, 12, 13, and 14, Township 8 South, Range 6 West, if surveyed and in Regular Governmental Sections, and run East 1,375 feet; thence South 2,401.37 feet to the point of beginning of the property herein described; thence South 341.63 feet; thence West 193 feet more or less to the property of Floyd Shelton; thence North along the East line of the property of Floyd Shelton 341.63 feet; thence East 193 feet more or less to the point of beginning, and being a parcel of land 341.63 feet on Eleventh Street in the City of Pascagoula, Mississippi.

WHEREAS said parcel, along with parcels owned by the City of Pascagoula and the Jackson County Board of Supervisors, was the site of the Jackson County Exceptional School (and later Singing River Industries) until the facility was destroyed by Hurricane Katrina in August of 2005 and left the property cleared and vacant; and

WHEREAS, the Jackson County Exceptional School having been relocated and the City of Pascagoula and the Jackson County Board of Supervisors having recently sold their respective parcels and the Board of Education of the Jackson County School District having declined to act on an offer received for its parcel, now determines that because said property is not being used for school or related school purposes and is not needed in the operation of the schools of the District and because there are no charter schools located in the district that could exercise a right of first refusal regarding said property as provided

by Miss. Code Ann. §37-28-61 and that the best interest of the school district would be served if the property were sold as provided in Miss. Code Ann. §37-7-451.

NOW THEREFORE, BE IT RESOLVED that the Jackson County School District by and through the Jackson County Board of Education directs that subject property be sold after the receipt of sealed bids therefor after the time and place of making such sale has been duly advertised as provided in Miss. Code Ann. §37-7-455. The Jackson County Board of Education sets _____ as the date upon which any sealed bids are to be received and opened and sets a minimum bid amount of \$75,000.00 and reserves the right to reject any and all bids. The Jackson County Board of Education further directs that the advertisement for sale of the subject property state that sale of property be conditioned upon receipt of cash only within thirty (30) days from acceptance of such bid by the Board of Education. The Jackson County Board of Education further directs that the advertisement for bids state that the conveyance of said property to the accepted bidder will reserve to the Grantor all oil, gas and mineral rights which the Grantor might own.

The motion to approve the foregoing resolution was made by Board Member _____ and seconded by Board Member _____, and the following vote was recorded:

Board Member Peterson _____
Board Member Smith _____
Board Member Bailey _____
Board Member Collier _____

RESOLVED, this the _____ day of _____, 2026.

ATTEST:

Board Secretary
Lea Bailey

Board President
Amy Peterson

FUND BALANCE & CONSTRUCTION UPDATE FOR MONTH ENDING DECEMBER 31, 2025

Projected FY25 Ending General Fund

<u>Prior</u>	<u>Current</u>	<u>Target</u>
18.13%	16.69%	10%

**Excludes \$7M insurance reserve*

Capital Balances (actual less encumbered):

General Construction	6,393,661.78
<u>16th Section Interest</u>	<u>4,055,149.10</u>
Total	10,448,810.88

Revenue and Budget Update: Amber Geiser

**JACKSON COUNTY SCHOOL DISTRICT
SCHOOL DEPOSITORIES
December 31, 2025**

<u>ACCOUNT TITLES</u>	<u>BANK BALANCE</u>	<u>AVAILABLE BALANCE</u>
<u>RENASANT BANK ACCOUNTS @</u>		
JCSD 16TH Section Account	\$4,818,558.17	\$4,818,558.17
JCSD Child Nutrition	\$3,871,255.92	\$3,871,275.92
JCSD District Account	\$11,363,932.96	\$11,368,348.04
JCSD EEF FOR CTE - 2022 SENATE BILL 3011	\$0.00	\$0.00
JCSD EEF FOR CTE - 2023 HB 603	\$1,011,624.32	\$1,011,624.32
JCSD EEF FOR SMH - 2023 HB 603	\$0.01	\$0.01
JCSD East Central Activity Fund	\$455,841.31	\$455,861.31
JCSD St. Martin Activity Fund	\$572,285.86	\$572,285.86
JCSD Vancleave School Activity Fund	\$311,779.08	\$311,779.08
JCSD Technology Center Activity Fund	\$20,637.36	\$20,637.36
JCSD FAB LAB Activity Fund	\$100,444.93	\$100,594.93
VHS SB2468	\$11,075.12	\$11,075.12
JCSD AP Clearing Account	\$115,769.83	\$0.00
JCSD PR Clearing Account	\$721,912.52	\$6,019.05
CASH ON HAND-VANCLEAVE SCHOOL ACTIVITY FUND	\$0.00	\$3,000.00
CASH ON HAND-ST MARTIN SCHOOL ACTIVITY FUND	\$0.00	\$4,000.00
CASH ON HAND-EAST CENTRAL SCHOOL ACTIVITY FUND	\$0.00	\$2,000.00
CASH ON HAND-FOOD SERVICE	\$0.00	\$1,450.00
TOTALS	\$23,375,117.39	\$22,558,509.17

Marathon Trial Balance

\$22,558,509.17

\$0.00

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Report Date: 01/08/2026 Begin Account: 000-0000-000-000-00-0000
 Period: 6 - 12/01/2025 - 12/31/2025 End Account: 999-9999-999-999-99-9999
 Fund: All

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	MTD Expenditures	YTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
1120 - DISTRICT MAINTENANCE	22,274,086.03	94,971,416.00	29,946,500.40	65,024,915.60	5,279,898.43	95,730,484.05	35,433,462.53	60,297,021.52	5,745,579.81	0.00	0.00	16,787,123.90	21,515,017.98
1121 - INSURANCE RESERVE	7,039,669.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,039,669.78	7,039,669.78
1130 - SPECIAL EDUCATION	0.00	8,209,594.55	2,550,228.17	5,659,366.38	0.00	8,235,018.55	3,177,710.93	5,057,307.62	626,590.39	0.00	0.00	(627,482.76)	(25,424.00)
1140 - ALTERNATIVE SCHOOL	0.00	476,486.01	154,865.25	321,620.76	0.00	476,486.01	193,559.55	282,926.46	38,694.30	0.00	0.00	(38,694.30)	0.00
1145 - AT RISK	0.00	696,617.12	276,277.12	420,340.00	0.00	812,145.12	348,615.26	463,529.86	72,338.14	0.00	0.00	(72,338.14)	(115,528.00)
1152 - EAST CENTRAL ACTIVITY	390,304.38	271,529.21	271,329.21	200.00	34,284.07	654,445.15	203,772.28	450,672.87	34,967.00	0.00	0.00	457,861.31	7,388.44
1153 - ST MARTIN ACTIVITY	431,975.38	348,998.28	348,998.28	0.00	32,928.66	745,331.99	204,687.80	540,644.19	28,581.13	0.00	0.00	576,285.86	35,641.67
1154 - VANCLEAVE ACTIVITY	265,515.76	218,847.38	217,291.38	1,556.00	17,179.56	489,522.44	168,444.06	321,078.38	19,204.31	0.00	0.00	314,363.08	(5,159.30)
1155 - JCTC ACTIVITY	13,879.23	11,355.22	11,355.22	0.00	1,194.23	23,532.74	4,597.09	18,935.65	87.10	0.00	0.00	20,637.36	1,701.71
1156 - FABLAB ACTIVITY	111,065.15	9,813.38	4,313.38	5,500.00	477.33	109,974.43	14,783.60	95,190.83	139.98	0.00	0.00	100,594.93	10,904.10
1840 - 16TH SECTION INTEREST	3,893,256.16	350,000.00	195,923.00	154,077.00	24,467.00	300,514.46	33,030.06	267,484.40	4,791.95	0.00	0.00	4,056,149.10	3,942,741.70
1841 - 16TH SECTION INTEREST 16-4 -9	1,275.85	0.00	6.48	(6.48)	0.71	1,275.51	1,004.52	270.99	0.00	0.00	0.00	277.81	0.34
1842 - 16TH SECTION INTEREST 16-5 -9	11,835.60	4,300.00	172.36	4,127.64	30.48	5,023.36	23.36	5,000.00	0.00	0.00	0.00	11,984.60	11,112.24
1843 - 16TH SECTION INTEREST 16-6 -5	48,187.09	5,500.00	3,745.98	1,754.02	132.07	10,000.00	0.00	10,000.00	0.00	0.00	0.00	51,933.07	43,687.09

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	MTD Expenditures	YTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
1844 - 16TH SECTION INTEREST 16-6 -6	17,993.23	1,600.00	1,873.23	(273.23)	47.13	1,833.46	1,333.46	500.00	0.00	0.00	0.00	18,533.00	17,759.77
1845 - 16TH SECTION INTEREST 16-6 -9	3,220.14	0.00	46.89	(46.89)	8.29	8.00	8.00	0.00	0.00	0.00	0.00	3,259.03	3,212.14
1846 - 16TH SECTION INTEREST 16-7 -6	88.52	0.00	1.30	(1.30)	0.23	0.42	0.42	0.00	0.00	0.00	0.00	89.40	88.10
1847 - 16TH SECTION INTEREST 16-7 -7	7,392.45	0.00	107.59	(107.59)	19.00	27.22	27.22	0.00	0.00	0.00	0.00	7,472.82	7,365.23
1848 - 16TH SECTION INTEREST 16-7 -8	86,646.71	7,500.00	50,952.29	(43,452.29)	50,007.85	46,206.11	36,206.11	10,000.00	0.00	0.00	0.00	101,392.89	47,940.60
1849 - 16TH SECTION INTEREST 16-7 -9	7,937.80	0.00	115.60	(115.60)	20.44	15.93	15.93	0.00	0.00	0.00	0.00	8,037.47	7,921.87
1850 - 16TH SECTION INTEREST 16-8 -7	118.07	0.00	1.71	(1.71)	0.30	0.56	0.56	0.00	0.00	0.00	0.00	119.22	117.51
1901 - MEDICAID SBAC FUND	99,732.74	60,000.00	29,833.44	30,166.56	29,833.44	163,461.06	55,300.18	108,160.88	9,538.92	0.00	0.00	74,266.00	(3,728.32)
1902 - COMDATA NETWORK	64,893.97	25,000.00	14,209.52	10,790.48	2,569.28	85,863.14	0.00	85,863.14	0.00	0.00	0.00	79,103.49	4,030.83
1903 - ENERGY CLASS PRIZE 2023	138,177.41	0.00	0.00	0.00	0.00	138,177.41	0.00	138,177.41	0.00	0.00	0.00	138,177.41	0.00
1925 - TECHNOLOGY FUND	0.00	3,748,085.54	1,706,720.44	2,041,365.10	0.00	3,754,911.54	1,854,325.87	1,900,585.67	147,210.66	0.00	0.00	(147,605.43)	(6,826.00)
1935 - FAB LAB JACKSON COUNTY	0.00	183,819.75	13,700.00	170,119.75	0.00	183,819.75	86,432.39	97,387.36	12,666.89	0.00	0.00	(72,732.39)	0.00
1993 - PAYROLL CLEARING FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	MTD Expenditures	YTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
1994 - ACCOUNTS PAYABLE CLEARING FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2090 - EXTENDED SCHOOL YEAR	2,591.26	2,500.00	(19,205.41)	21,705.41	0.00	11,630.25	11,630.25	0.00	0.00	0.00	0.00	(28,244.40)	(6,538.99)
2092 - WORKFORCE ENHANCEMEN T (SB 3011)	16,106.43	0.00	92.91	(92.91)	0.00	16,199.34	16,199.34	0.00	0.06	0.00	0.00	0.00	(92.91)
2110 - SCHOOL FOOD SERVICE	3,509,396.41	5,682,385.00	2,768,765.64	2,913,619.36	459,067.11	7,286,557.71	3,176,992.27	4,109,565.44	455,522.80	0.00	0.00	3,101,169.78	1,905,223.70
2135 - SUMMER FEEDING - 2025	210,486.98	0.00	899,863.59	(899,863.59)	0.00	250,526.75	250,526.75	0.00	0.00	0.00	0.00	859,823.82	(40,039.77)
2211 - TITLE I - A 84.010A	0.00	2,439,341.23	366,813.99	2,072,527.24	0.00	2,171,453.78	880,193.83	1,291,259.95	148,905.44	0.00	0.00	(513,379.84)	267,887.45
2213 - TITLE I - 1003(a) SCHOOL IMPROVEMEN T	0.00	510,471.23	102,826.59	407,644.64	0.00	456,883.97	174,978.19	281,905.78	32,212.41	0.00	0.00	(72,151.60)	53,587.26
2290 - TITLE I COST POOL	0.00	260,736.19	42,405.37	218,330.82	0.00	254,976.58	73,315.19	181,661.39	12,296.90	0.00	0.00	(30,909.82)	5,759.61
2410 - EEF - BUILDINGS AND BUSES	554,776.38	282,856.00	117,855.00	165,001.00	23,571.00	766,665.38	0.00	766,665.38	0.00	0.00	0.00	672,631.38	70,967.00
2511 - TITLE II, PART A 84.367A	0.00	644,339.66	73,754.30	570,585.36	0.00	467,804.94	236,664.47	231,140.47	40,494.58	0.00	0.00	(162,910.17)	176,534.72
2594 - ESSER II 84.425D	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2598 - ESSER III 84.425U	0.00	0.00	83,748.39	(83,748.39)	0.00	83,748.40	83,748.39	0.01	0.00	0.00	0.00	0.00	(83,748.40)
2609 - ARP HOMELESS II 84.425W	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2610 - IDEA PART B 84.027A	0.01	2,093,600.77	135,303.34	1,958,297.43	0.00	2,354,171.30	861,014.72	1,493,156.58	142,288.00	0.00	0.00	(725,711.37)	(260,570.52)
2620 - IDEA PART C 84.173A	0.00	66,778.41	15.81	66,762.60	0.00	63,837.99	27,074.62	36,763.37	5,124.79	0.00	0.00	(27,058.81)	2,940.42

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	YTD Expenditures	MTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
2630 - POSITIVE BEHAVIOR SPECIALIST (PBS-FEDERAL ONLY)	0.00	20,304.76	0.00	20,304.76	0.00	20,304.76	7,584.41	12,720.35	1,502.12	0.00	0.00	(7,584.41)	0.00
2711 - CTE - BASIC FUND (LOCAL & STATE)	0.01	2,834,073.58	1,253,253.59	1,580,819.99	306,136.63	2,959,151.27	1,168,325.38	1,790,825.89	221,116.59	0.00	0.00	84,928.22	(125,077.69)
2712 - CTE - BASIC FUND (FEDERAL)	0.00	141,638.82	0.00	141,638.82	0.00	204,222.86	55,774.88	148,447.98	9,822.81	0.00	0.00	(55,774.88)	(62,584.04)
2811 - TITLE IV, PART A 84.424B	0.00	102,194.19	13,048.02	89,146.17	0.00	191,233.40	59,821.97	131,411.43	43,722.42	0.00	0.00	(46,773.95)	(89,039.21)
2820 - UNEMPLOYMENT COMP. REVOLVING	174,299.49	0.00	0.00	0.00	0.00	42,500.00	2,273.88	40,226.12	0.00	0.00	0.00	172,025.61	131,799.49
2830 - FORESTRY ESCROW FUND	152,804.97	5,000.00	2,934.57	2,065.43	213.72	57,000.00	2,160.00	54,840.00	0.00	0.00	0.00	153,579.54	100,804.97
2901 - BLUE CROSS BLUE SHIELD GRANT	4.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.24	4.24
2902 - MDEQ VW DIESEL EMISSIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2903 - MDEQ DERA GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2906 - EDUCABLE CHILD	0.00	100,000.00	2,969.01	97,030.99	20,104.94	100,000.00	30,166.04	69,833.96	11,444.40	0.00	0.00	(27,197.03)	0.00
2907 - POSITIVE BEHAVIOR SPECIALIST (PBS-STATE)	18.91	9,137.15	0.00	9,137.15	0.00	9,137.15	3,318.13	5,819.02	657.17	0.00	0.00	(3,299.22)	18.91
2908 - EDUCATIONAL INTERPRETER (STATE ONLY)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2910 - 2023 HOUSE BILL 603 (CTE)	3,061,569.83	10,000.00	26,702.99	(16,702.99)	2,588.29	3,076,048.08	2,076,648.50	999,399.58	14,045.14	0.00	0.00	1,011,624.32	(4,478.25)
2911 - 2023 HOUSE BILL 603 (SMH)	5,500.39	1,000.00	44.04	955.96	0.01	5,544.42	5,544.42	0.00	4.64	0.00	0.00	0.01	955.97

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	MTD Expenditures	YTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
2912 - 2024 SENATE BILL 2468 (VCH)	16,743.07	0.00	233.13	(233.13)	28.14	16,869.86	5,901.08	10,968.78	0.00	0.00	0.00	11,075.12	(126.79)
2913 - FY25 MDE Spec AG Grant	112.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	112.05	112.05
2940 - ROTC	0.00	175,357.98	23,770.99	151,586.99	7,105.07	175,357.98	89,768.56	85,589.42	14,961.41	0.00	0.00	(65,997.57)	0.00
2941 - HUMAN EXPLORATION ROVER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2942 - TRANSITION PARTNERSHIP PROGRAM (MDRS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2943 - MDRS DISABLED ASSISTANCE	1,106.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,106.00	1,106.00
2980 - SPARKLIGHT	1,122.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,122.32	1,122.32
2981 - GULF COAST COMMUNITY FOUNDATION INC	46.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	46.64	46.64
2982 - AMERICAN HEART ASSOCIATION	418.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	418.90	418.90
2983 - SINGING RIVER ELECTRIC COOPERATIVE	2,371.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,371.16	2,371.16
2984 - ALLSTAR ORTHOPEDIC S, PLLC	1,235.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,235.53	1,235.53
2985 - MS RESTAURANT ASSN EDUC FDN	516.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	516.96	516.96
2986 - INGALLS GRANT	4,887.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,887.03	4,887.03
2988 - PLTW- VMS	0.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.25	0.25

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	MTD Expenditures	YTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
3027 - CONSTRUCTION AND IMPROVEMENTS	8,083,769.98	5,129,446.00	96,581.89	5,032,864.11	13,819.23	10,078,995.90	1,254,186.39	8,824,809.51	198,675.92	0.00	0.00	6,926,165.48	3,134,220.08
3028 - 3 MILL CONSTRUCTION 2019	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4024 - THREE MILL NOTE 2019	2,701,394.69	2,037,731.00	167,702.03	1,870,028.97	43,576.19	3,300,250.00	1,603,125.00	1,697,125.00	0.00	0.00	0.00	1,265,971.72	1,438,875.69
4027 - THREE MILL NOTE 2012	217.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	217.13	217.13
7211 - 16-4-9 PRINCIPAL FUND	11,102.50	3,500.00	161.79	3,338.21	28.65	0.00	0.00	0.00	0.00	0.00	0.00	11,264.29	14,602.50
7212 - 16-5-9 PRINCIPAL FUND	390.02	0.00	5.69	(5.69)	1.01	0.00	0.00	0.00	0.00	0.00	0.00	395.71	390.02
7213 - 16-6-5 PRINCIPAL FUND	123,195.33	0.00	1,795.28	(1,795.28)	317.86	0.00	0.00	0.00	0.00	0.00	0.00	124,990.61	123,195.33
7214 - 16-6-6 PRINCIPAL FUND	7,182.36	0.00	104.66	(104.66)	18.53	0.00	0.00	0.00	0.00	0.00	0.00	7,287.02	7,182.36
7215 - 16-6-9 PRINCIPAL FUND	455.15	0.00	6.63	(6.63)	1.17	0.00	0.00	0.00	0.00	0.00	0.00	461.78	455.15
7216 - 16-7-6 PRINCIPAL FUND	1,529.06	0.00	22.30	(22.30)	3.95	0.00	0.00	0.00	0.00	0.00	0.00	1,551.36	1,529.06
7217 - 16-7-7 PRINCIPAL FUND	288,627.18	0.00	4,206.06	(4,206.06)	744.69	0.00	0.00	0.00	0.00	0.00	0.00	292,833.24	288,627.18
7218 - 16-7-8 PRINCIPAL FUND	38,237.56	0.00	557.22	(557.22)	98.66	0.00	0.00	0.00	0.00	0.00	0.00	38,794.78	38,237.56
7219 - 16-7-9 PRINCIPAL FUND	3,018.42	0.00	43.98	(43.98)	7.79	0.00	0.00	0.00	0.00	0.00	0.00	3,062.40	3,018.42
7220 - 16-8-7 PRINCIPAL FUND	2,038.75	0.00	29.71	(29.71)	5.26	0.00	0.00	0.00	0.00	0.00	0.00	2,068.46	2,038.75
7221 - JCSD 16TH SECTION PRINCIPAL	205,921.33	0.00	3,000.78	(3,000.78)	531.27	0.00	0.00	0.00	0.00	0.00	0.00	208,922.11	205,921.33

JACKSON COUNTY SCHOOL DISTRICT
Budget Status Report

Fund	Fund Balance (7/1/2025)	Anticipated Revenue	YTD Collected Revenue	YTD Uncollected Revenue	MTD Collected Revenue	Anticipated Expenditures	YTD Expenditures	YTD Unexpended	MTD Expenditures	YTD Adjust	MTD Adjust	Actual Fund Balance	Projected Fund Balance
7310 - PAYROLL CLEARING FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7350 - STUDENT AGENCY ACCT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7500 - ACCOUNTS PAYABLE CLEARING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000 - GEN FIXED ASSETS ACCOUNT GROUP	99,113,784.16	0.00	0.00	0.00	0.00	0.00	(2,545,556.61)	2,545,556.61	0.00	0.00	0.00	101,659,340.77	99,113,784.16
9000 - GEN LONG-TERM DEBT LEDGER	(107,474,644.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(107,474,644.00)	(107,474,644.00)
	45,729,586.29	132,152,854.41	41,967,982.12	90,184,872.29	6,351,067.67	146,389,150.48	51,428,721.23	94,960,429.25	8,093,188.18	0.00	0.00	36,268,847.18	31,493,290.22

BANK RECONCILIATION

Account: EEF FOR CTE - HOUSE BILL 603 (2910)
 Month Ending: December 31, 2025

Balance Per Bank:	\$	1,011,624.32	General Ledger Balance:	\$	1,011,624.32
Outstanding Deposits:	\$	-	Variance:	\$	-
Outstanding Checks:	\$	-			
Reconciled Balance per Bank:	\$	1,011,624.32			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount
			29

Outstanding Checks (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

BANK RECONCILIATION

Account: EEF FOR SMH - HOUSE BILL 603 (2911)
 Month Ending: December 31, 2025

Balance Per Bank:	\$	0.01	General Ledger Balance:	\$	0.01
Outstanding Deposits:	\$	-	Variance:	\$	-
Outstanding Checks:	\$	-			
Reconciled Balance per Bank:	\$	0.01			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount
			31

Outstanding Checks (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

BANK RECONCILIATION

Account: VHS SB2468 (2912)
 Month Ending: December 31, 2025

Balance Per Bank:	\$	11,075.12	General Ledger Balance:	\$	11,075.12
Outstanding Deposits:	\$	-	Variance:	\$	-
Outstanding Checks:	\$	-			
Reconciled Balance per Bank:	\$	11,075.12			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount
			32

Outstanding Checks (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

BANK RECONCILIATION

Account: East Central Activity
 Month Ending: December 31, 2025

Balance Per Bank:	\$	455,841.31	General Ledger Balance:	\$	455,861.31
Outstanding Deposits:	\$	20.00			
Outstanding Checks:	\$	-	Variance:	\$	-
Reconciled Balance per Bank:	\$	455,861.31			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

33

Outstanding Checks (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount
NSF - MG	12/2/2025		\$ 20.00

Name or Description	Date	Check # or Journal #	Amount

BANK RECONCILIATION

Account: St. Martin Activity
 Month Ending: December 31, 2025

Balance Per Bank:	\$	572,285.86	General Ledger Balance:	\$	572,285.86
Outstanding Deposits:	\$	-	Variance:	\$	-
Outstanding Checks:	\$	-			
Reconciled Balance per Bank:	\$	572,285.86			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount
			34

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

BANK RECONCILIATION

Account: Vanleave Activity
 Month Ending: December 31, 2025

Balance Per Bank:	\$	311,779.08	General Ledger Balance:	\$	311,779.08
Outstanding Deposits:	\$	-			
Outstanding Checks:	\$	-	Variance:	\$	-
Reconciled Balance per Bank:	\$	311,779.08			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

35

Outstanding Checks (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount

Name or Description	Date	Check # or Journal #	Amount

BANK RECONCILIATION

Account: FABLAB Activity
 Month Ending: December 31, 2025

Balance Per Bank:	\$	100,444.93	General Ledger Balance:	\$	100,594.93
Outstanding Deposits:	\$	150.00			
Outstanding Checks:	\$	-	Variance:	\$	-
Reconciled Balance per Bank:	\$	100,594.93			

Outstanding Checks (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount	Name or Description	Date	Check # or Journal #	Amount

Outstanding Checks (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount	Name or Description	Date	Check # or Journal #	Amount

Outstanding Deposits (prior fiscal years)

Name or Description	Date	Check # or Journal #	Amount	Name or Description	Date	Check # or Journal #	Amount
	07/26/22	276	\$ 150.00				

Outstanding Deposits (current fiscal year)

Name or Description	Date	Check # or Journal #	Amount	Name or Description	Date	Check # or Journal #	Amount

AssetNo	Asset Description	Manufacturer	ModelNo	SerialNo	DisposalReason	DisposalRequestDate
65754	OPTIPLEX DESKTOP COMPUTER W/MONITOR	DELL	5060 MFF	GHS78R2	JUNKED OR USED FOR PARTS	1/5/2026
16381	COMPUTER	DELL	LATITUDE 5000	2YG81N2	JUNKED OR USED FOR PARTS	1/5/2026
66142	PRINTER	HP	PRO M4	VND3N01233	JUNKED OR USED FOR PARTS	1/7/2026
2400872	Lenovo 100e Chromebook	Lenovo	100e Gen 4	syx07ftyg	JUNKED OR USED FOR PARTS	12/12/2025
2400580	Lenovo 100e Chromebook	Lenovo	100e Gen 4	SYX07FVST	JUNKED OR USED FOR PARTS	1/5/2026
2400647	Lenovo 100e Chromebook	Lenovo	100e Gen 4	SYX07FVCK	JUNKED OR USED FOR PARTS	1/5/2026
2400701	Lenovo 100e Chromebook	Lenovo	100e Gen 4	SYX07FV41	JUNKED OR USED FOR PARTS	1/5/2026
7007755	Chromebook	HP	11A G8 EE	5CD035JNW4	JUNKED OR USED FOR PARTS	12/12/2025
7006625	Chromebook	HP	11A G8 EE	5CD036041W	JUNKED OR USED FOR PARTS	12/15/2025
7009171	Chromebook	HP	11A G8 EE	5CD0346H9J	JUNKED OR USED FOR PARTS	12/15/2025
61669	COMPUTER DESKTOP	HOWARD	OPTIPLEX 3020	DSXCK52	JUNKED OR USED FOR PARTS	12/12/2025
2602112	Curved 34" monitor	Samsung	S34A650OUBNXGO	0EKWHCNY200133A	JUNKED OR USED FOR PARTS	1/2/2026
64826	TABLET	DELL	CHROMEBOOK	P2036451	JUNKED OR USED FOR PARTS	1/5/2026
64828	TABLET	DELL	CHROMEBOOK	P2036AF5	JUNKED OR USED FOR PARTS	1/5/2026
64832	TABLET	DELL	CHROMEBOOK	P20362AN	JUNKED OR USED FOR PARTS	1/5/2026
64833	TABLET	DELL	CHROMEBOOK	P20360T8	JUNKED OR USED FOR PARTS	1/5/2026
2300505	CHROMEBOOK	LENOVO	82J7	1S82J70005USMP2BMXFF	JUNKED OR USED FOR PARTS	1/5/2026
2400098	FP-EII-SMMS GALAXY CHROMEBOOK	SAMSUNG	i5 10210U 256/8	3WAZ9FDW300115R	JUNKED OR USED FOR PARTS	12/11/2025
7000548	100E CHROMEBOOK 2ND GENER 11.6 INCH	LENOVO	81QB0000US	P204C0SG	JUNKED OR USED FOR PARTS	1/5/2026
14109	TABLE 12' RECTANGULAR, MOBILE, 12 SEAT	SICO	PREPSTER	4204602	JUNKED OR USED FOR PARTS	1/2/2026
14110	TABLE 12' RECTANGULAR, MOBILE, 12 SEAT	SICO	PREPSTER	4204601	JUNKED OR USED FOR PARTS	1/2/2026
16216	TABLE AND STOOLS	SICO	PREPSTER	16216	JUNKED OR USED FOR PARTS	1/2/2026
16217	TABLE AND STOOLS	SICO	PREPSTER	NONE	JUNKED OR USED FOR PARTS	1/2/2026
16218	TABLE AND STOOLS	SICO	PREPSTER	NONE	JUNKED OR USED FOR PARTS	1/2/2026
16219	TABLE AND STOOLS	SICO	PREPSTER	NONE	JUNKED OR USED FOR PARTS	1/2/2026
11186	HOBART DISHMACHINE & HOOD	HOBART	CRS 66A-HOOD	85-1029047	JUNKED OR USED FOR PARTS	1/2/2026
11256	DELFIELD WALIN FREEZER & COOLER	DELFIELD	NONE	0775901-F2 755601	JUNKED OR USED FOR PARTS	1/2/2026
7017056	TOUCHSCREEN COMPUTER	DELL	OPTIPLEX 5490	07CNT26364603	JUNKED OR USED FOR PARTS	1/5/2026



Wright National Flood Insurance Company
 A Stock Company
 P.O. Box 33003
 St. Petersburg, FL 33733-8003
 Customer Service: 1-800-820-3242
 Claims: 1-800-725-9472

WFL 99.023 0424
 2665494
 12/10/25

2000 11523 FLD RGLR

Policy Number
 23 1150281125 16

Expiration Date
 2/04/26 12:01 a.m. S.T.

Date of Notice
 12/10/25

Agent (228)863-5362
 ARTHUR J GALLAGHER RISK
 MANAGEMENT SERVICES LLC
 PO BOX 250
 GULFPORT MS 39502-0250

JACKSON COUNTY SCHOOL DISTRICT
 ST MARTIN MAINTTRANSPORTATION BLDG
 PO BOX 5069
 VANCLEAVE MS 39565-5069

RENEWAL NOTICE

Your flood insurance policy is about to expire.
 Renewal premium is required to renew your policy.

Payor: Insured
 Property Address:
 6625 EGLIN RD,
 OCEAN SPRINGS, MS 39564-9999

NFIP Policy Number 1150281125

41

Thank you for being a valued Wright Flood policyholder!

Please make your renewal payment on or before the expiration date shown above.
 *See page 2 of this notice for important information regarding the impacts of a lapse in coverage.

Renewing your policy is easy. Submit your payment to Wright Flood by credit card or electronic funds online through the website: <https://www.myfloodpayment.com>. If paying by check, see the instructions on the remittance coupon below.

Your coverage options are provided below. You may keep your current coverage amounts or adjust your coverage for additional protection. If you have questions about your coverage options or your flood policy, please contact your insurance agent.

Please indicate one of the following options when submitting your payment:

Coverage Options	Coverages		Deductibles		Premium
	Building	Contents	Building	Contents	
A: CURRENT COVERAGE	\$500,000	\$105,000	\$1,250	\$1,250	\$1,489.00
B: INCREASED COVERAGE	\$500,000	\$111,000	\$1,250	\$1,250	\$1,497.00

Please RETURN BOTTOM PORTION along with your payment to the mailing address below.



Please WRITE POLICY NUMBER ON CHECK

Renewal Date: 2/04/26

And make payable to: Wright National Flood Insurance Company

Option A \$1,489.00

Insured: JACKSON COUNTY SCHOOL DISTRICT

Option B \$1,497.00

To be paid by: Insured

PO. Box 33070
 St. Petersburg, FL 33733-8070



02000 11523 FLD* RGLR 231150281125 16 00148900 RE 0149700 8

06002212311502811252534402

0000C

03237



Insured

Donated Items Form

EEF Items

Name of Teacher **Kim Hammonds**
School/ Bldg./Room **VHS-3001-000309**
Description of Item **Monitor**
Price **\$138.59**
Serial Number **MMTVJAA00643512AE83W01**
Model Number **Acer V277**

Non-EEF Donations

Intended use of the Item
Department/Bldg./Room
Original Cost of Item
Fair Value of Item on Donated Date (Must Provide by Donor)
Serial Number
Model Number

Donor's Signature: 

Date: 12/11/2025

I have inspected the donated item above and it deem beneficial to my department.

Administrator Signature: 

Date: 12/11/25

Board Approved on:

RESOLUTION OF THE BOARD OF EDUCATION RETAINING LEGAL COUNSEL AND A MUNICIPAL ADVISOR TO ASSIST WITH A PROPOSED FINANCE ISSUE

WHEREAS, the Board of Education (the "Board") of the Jackson County School District (the "District"), acting for and on behalf of the District, hereby finds and determines as follows:

1. It is in the District's best interest to pursue issuing one or more notes (each a "Financing") issued pursuant to the Board's Intent Resolution adopted on January 12, 2026.
2. It is necessary and in the public interest to retain legal counsel and a municipal or financial advisor to assist the District with any Financing.

NOW, THEREFORE, BE IT RESOLVED by the Board, as follows:

Section 1. The Board retains the firm of the Law Office of Jack C. Pickett to serve as issuer's counsel to assist with the issuance and closing of any Financing.

Section 2. The Board retains the firm of Young Law Group, PLLC as bond or loan counsel to, along with the Board Attorney, assist with the issuance and closing of any Financing.

Section 3. The Board retains MuniGroup, LLC as municipal or financial advisor to assist in the structuring and issuance of any Financing.

Section 4. The parties retained hereunder will be paid a usual and customary fee for any Financing actually closed and will also be reimbursed for reasonable out-of-pocket expenses in connection with any Financing, regardless of whether the Financing closes. The Superintendent is authorized to execute an engagement letter with each party in the forms attached hereto.

The motion to adopt the foregoing Resolution was made by Board Member _____ and duly seconded by Board Member _____. The motion then being put to a vote, the results were as follows:

Board Member Amy Peterson	Voted:_____
Board Member Deanna Smith	Voted:_____
Board Member Lea Bailey	Voted:_____
Board Member William Collier	Voted:_____

Having received the affirmative vote of the majority of the Board members, the Resolution was adopted on January 12, 2026.

BOARD OF EDUCATION OF THE JACKSON COUNTY SCHOOL DISTRICT

By: _____
President

ATTEST:

Secretary

EXHIBIT A

Young Law Group, PLLC Engagement Letter

YOUNG LAW GROUP

PLLC

JACKSON, MS

James W. Young Jr.
V. Warren Greenlee

317 E. Capitol Street, Suite 500
Jackson, MS 39201
Phone: (601) 354-3660
Fax: (601) 354-3656

OCEAN SPRINGS, MS

Bonnie P. Granger*
*Also Licensed in Louisiana

Ocean Springs, MS 39564
Phone: (228) 297-7222
Fax: (601) 354-3656
www.younglawms.com

January 12, 2026

Board of Education
Jackson County School District
4700 Colonel Vickrey Road
Vanceleave, MS 39565

Ladies and Gentlemen:

The purpose of this engagement letter is to set forth certain matters concerning the services our firm will perform as bond or loan counsel to the Jackson County School District (the "District") in connection with the issuance of one or more notes (each a "Financing") issued pursuant to the Intent Resolution adopted by the District's Board of Education (the "Board") on January 12, 2026. We believe a clear understanding of the scope of our engagement and our proposed representation will give the District a better understanding of our role and help avoid misunderstandings. The authority for our engagement and this agreement is an employment resolution adopted and approved by the District's Board on January 12, 2026.

SCOPE OF ENGAGEMENT

In this engagement, we expect to perform the following duties in regard to any Financing, as applicable:

1. Subject to the completion of proceedings to our satisfaction, render our legal opinion (the "Opinion") regarding the validity and binding effect of the Financing, the security for the Financing, and the excludability of interest on the Financing from gross income for federal and state income tax purposes.

Our Opinion will be delivered by us on the date the Financing is exchanged for the principal amount of the Financing (the "Closing"). The Opinion will be based on facts and law existing as of its date. In rendering our Opinion, we will expressly rely upon the certified proceedings and other certifications and opinions of public officials and other persons furnished to us, without undertaking to verify the same by independent investigation. We will assume continuing compliance by the District with applicable laws relating to the Financing. During the course of this engagement, we will rely on you to provide us with complete and timely information of which you become aware on all developments pertaining to any aspect of the Financing and its security. In rendering our opinion, we will rely on any opinion letter issued by your board attorney at the Closing.

2. Review enabling legislation and legal issues relating to the Financing structure.

3. Prepare and review necessary resolutions.
4. Prepare and coordinate the execution of the necessary authorizing and closing documents.
5. Assist your Board attorney in pursuing validation proceedings, if applicable.
6. If a Preliminary Official Statement and an Official Statement (collectively, "Official Statement") are prepared in regard to the Financing, we will assist the District in completing the Official Statement, but will rely on the District to provide the substantive information for the Official Statement. We will not be responsible for independently investigating the validity of any information provided by the District or any other third party for the Official Statement. We will review those sections of the Official Statement to be disseminated in connection with the sale of the Financing that describe the Financing, the security for the Financing and the tax-exempt status of interest paid on the Financing.
7. Provide information to bond rating agencies and bond insurers, if applicable, regarding legal issues relating to any Financing for which a rating is obtained.

Our duties in this engagement are limited to those expressly set forth above. Among other things, our duties in regard to any Financing do not include:

- Preparing blue sky filings or investment surveys.
- Verifying or investigating the District's financial status or ability to repay the Financing, or verifying any other financial information the District provides us, or advising the District about operating or business matters.
- Giving financial advice or recommendations subject to Securities and Exchange Commission ("SEC") rules or serving as a municipal or financial advisor to the District.
- Finding, securing, or negotiating with a purchaser/lender or otherwise acting as a placement agent. We will assist the District in preparing and distributing a Request for Bids, if requested, but we are not responsible for securing a purchaser/lender. The District is ultimately responsible for securing a purchaser/lender.
- Reviewing sections of the Official Statement other than those set forth above or performing any investigation to determine the accuracy, completeness or sufficiency of the Official Statement or other offering document or rendering any advice or opinion that the Official Statement or other disclosure document, if applicable, does not contain any untrue statement of a material fact or omit to state a material fact.
- Advising the District regarding actions necessary to comply with State, Internal Revenue Service ("IRS") or SEC laws and regulations, monitoring tax law and securities law compliance by the District, making continuing disclosure filings or tax filings by the District under State, IRS and SEC requirements, or making arbitrage rebate calculations.

- Representing the District in any post-issuance examinations, investigations or proceedings with the IRS, the SEC or other state or federal agency.
- Pursuing test cases or other litigation, such as contested validation proceedings.
- Addressing any challenges to a Financing or addressing any other matters not specifically set forth above that are not required to be addressed in our opinion.

We understand that the District is represented by its Board attorney. We further understand that the District may select other professionals, including an underwriter, bank or other lender who are responsible for certain aspects relating to the Financing. You agree that such professionals are not acting under our control and that we are not responsible for such professionals' work product.

ATTORNEY-CLIENT RELATIONSHIP

Upon execution of this engagement letter, the District will be our client and an attorney-client relationship will exist between us. We assume that all other parties will retain such counsel as they deem necessary and appropriate to represent their interests in a Financing. We further assume that all other parties understand that in any Financing we represent only the District as bond or loan counsel. We are not counsel to any other party and we are not acting as an intermediary among the parties. Our representation of the District will not affect, however, our responsibility to render an objective Opinion. Our services as bond or loan counsel are limited to those contracted for in this engagement letter. The District's execution of this engagement letter will constitute an acknowledgment of those limitations.

Our representation of the District and the attorney-client relationship created by this engagement letter as to any Financing will be concluded upon the Closing of that Financing. Provided, however, either party may terminate this agreement at any time prior to the Closing of any financing by giving written notice to the other party.

AUTHORIZED REPRESENTATIVE

Unless you instruct us otherwise, the Superintendent will be the District's representative who will serve as the primary individual to whom our firm will communicate regarding the subject matter of this engagement. This designation is intended to establish a clear line of communication and to minimize potential uncertainty, but not to preclude communication between our firm and other representatives of the District.

COMPENSATION

We will agree on a fair and customary fee with the District for any Financing based on: (i) our understanding of the terms, structure, size and schedule of the financing; (ii) the duties we will undertake pursuant to this engagement letter; (iii) the time we anticipate devoting to the transaction; and (iv) the responsibilities we will assume in connection therewith. We typically charge one percent (1%) of the principal amount on issues of \$1,750,000 or less, with a minimum fee of \$6,500. Our fee will decrease below one percent (1%) as the principal amount of a Financing exceeds \$1,750,000. Our fee may vary if material changes in the structure or schedule of a

Financing occur; or if unusual or unforeseen circumstances arise which require a significant increase in our time or responsibility. The actual amount of the fee will depend on the factors described above, and on other factors, such as whether the Financing is underwritten or bank-placed and whether it is sold through the Mississippi Development Bank. If at any time we believe that circumstances arise which require a significant adjustment of our original fee estimate, we will advise you and provide you an amendment to this engagement letter. We will charge a fee only when a Financing Closes.

Furthermore, we expect to be reimbursed for all client charges made or incurred on your behalf, such as travel costs, photocopying, deliveries, filing fees, computer-assisted research and other expenses. We will request reimbursement of expenses regardless of whether the Financing is Closed. Our fee is usually paid at the Closing. We may submit an additional statement for client charges following the Closing.

CONFLICTS

We are not aware of any actual conflict that would prevent Young Law Group PLLC ("Young Law Group") from providing competent and diligent representation to the District. It is possible that during the time that we are representing the District, one or more of our present or future clients will have transactions with the District. It is also possible that we may be asked to represent, in an unrelated matter, one or more of the entities involved in the issuance of a Financing. We do not believe that such representation, if it occurs, will adversely affect our ability to represent you as provided in this engagement letter, either because such matters will be sufficiently different from the Financing so as to make such representations not adverse to our representation of you, or because the potential for such adversity is remote or minor and outweighed by the consideration that it is unlikely that advice given to the other client will be relevant to any aspect of a Financing. Execution of this engagement letter will signify the District's consent to our representation of others consistent with the circumstances described in this paragraph.

A principal of Young Law Group is also a principal of The Excellence Group, LLC, which may provide consulting services to the District from time to time. We want to remind you of that relationship, although we do not believe that relationship will create any actual conflict that would prevent Young Law Group from providing competent and diligent representation to the District.

We have advised the District that principals of MuniGroup LLC ("MuniGroup") are principals and employees of Young Law Group. We understand the District has retained MuniGroup as its municipal or financial advisor regarding the issuance of any Financing. Although Young Law Group and MuniGroup are separate legal entities, the common ownership of the two firms could create a potential conflict of interest. We do not believe, however, that the relationship creates any conflicts of interest that would prevent Young Law Group from providing objective, unbiased, competent and diligent representation of the District as bond or loan counsel.

The District acknowledges that it has received the disclosures set forth herein. The District further acknowledges that it has been given the opportunity to raise questions and discuss such disclosures with our firm and independent counsel and that it fully appreciates the nature of such disclosures

and any and all conflicts noted therein. The District hereby waives all such conflicts and authorizes Young Law Group to provide services pursuant to this engagement letter.

FINANCIAL ADVISOR

The SEC enacted regulations on July 1, 2014 (the "MA Rule"), to prohibit any person or firm from providing municipal or financial advice to a public entity issuing a security, unless the person or entity is registered with the SEC as a municipal advisor. Because of the MA Rule, our law firm cannot provide advice or recommendations that are primarily financial in nature.

In light of the MA Rule, the District's options are to make all financial decisions regarding the structuring, alternatives and method of sale of the Financing in-house or to retain a financial or municipal advisor to assist the District with these matters. The District may retain MuniGroup as the municipal or financial advisor if it wants Jim Young and Warren Greenlee to continue providing these services or it may hire another financial advisor to perform those services. Jim Young and Warren Greenlee are the principals of MuniGroup. There is no legal connection, however, between Young Law Group and MuniGroup. The District is under no obligation to retain MuniGroup. Regardless of whether the District retains MuniGroup or another financial or municipal advisor, it will need to sign a separate engagement letter with the financial or municipal advisor. The work performed by the financial or municipal advisor will be distinct from the responsibilities of bond or loan counsel and the financial or municipal advisor will charge a separate fee for its services. We understand that the District has retained MuniGroup as financial or municipal advisor in connection with the issuance of any Financing. Please let us know if you have any questions regarding the law firm's role as bond or loan counsel and the role of a municipal or financial advisor.

COMMUNICATIONS

We are always mindful of our obligation to preserve our clients' secrets and confidences; accordingly, it is important that we agree from the outset what kinds of communication technology we will employ in the course of the Financing. Unless you specifically direct us to the contrary, for the purposes of the Financing, we agree that it is appropriate for us to use fax machines and e-mail, as well as cellular communication devices in the course of our engagement without any encryption or other special protections. Please notify us if you have any other requests or requirements in connection with the methods of communication, or persons to be included or copied in the circulation of documents relating to our services hereunder.

RECORDS

Our firm maintains its client files electronically. We normally do not keep separate paper files. We will scan documents you or others send to us related to your matter to our electronic file for that matter and will retain only the electronic version while your matter is pending. Unless you instruct us otherwise, once such documents have been scanned to our electronic file, we will destroy all paper documents provided to us. If you send us original documents that need to be maintained as originals while the matter is pending, we ordinarily will scan those to our client file and return the originals to you for safekeeping. Alternatively, you may request that we maintain such originals

while the matter is pending. If we agree to do that, we will make appropriate arrangements to maintain those original documents.

Papers and property furnished by you will be returned promptly upon your request. We will retain our own files pertaining to our service, including lawyer work product. For various reasons, including the minimization of unnecessary storage expenses, we reserve the right to dispose of any documents or other materials after the termination of this engagement.

While we would like to have a signed copy of this engagement letter before beginning work on this matter, we will start working on the project before receiving the signed letter, if necessary. We will consider the performance of our services with your knowledge consistent with the terms of this letter until or unless we hear to the contrary from you. Regardless of when this engagement letter is signed, its effective date will be retroactive to the date our firm first performed services. If the foregoing terms are acceptable to you, return a copy of this engagement letter signed by an authorized officer, retaining the original for your files.

We appreciate the opportunity to work with you and the District on this matter.

Sincerely,

YOUNG LAW GROUP PLLC

BY:  _____

JACKSON COUNTY SCHOOL DISTRICT

BY: _____

Superintendent

EXHIBIT B

MuniGroup, LLC Engagement Letter

January 12, 2026

Board of Education
Jackson County School District
4700 Colonel Vickrey Road
Vanceleave, MS 39565

Ladies and Gentlemen:

The purpose of this engagement letter is to set forth certain matters concerning the services MuniGroup, LLC ("MuniGroup") will perform as Municipal Advisor to the Jackson County School District (the "District"), in connection with the issuance of one or more limited-tax notes (each a "Financing") issued pursuant to the Intent Resolution adopted January 12, 2026 by the District's Board of Education (the "Board"). The authority for our engagement and this agreement is an employment resolution adopted by the District's Board on January 12, 2026.

SCOPE OF ENGAGEMENT

Our services as Municipal Advisor are limited to those contracted for in this engagement letter. The District's execution of this engagement letter will constitute an acknowledgment of the limitations set forth below.

In this engagement, we expect to perform the following duties as necessary or desirable for any Financing (collectively, the "Project"):

1. Assist the District in sizing and structuring the Financing.
2. If a Preliminary Official Statement and an Official Statement (collectively, "Official Statement") are prepared, we will assist the District in completing the Official Statement. We will not be responsible for independently investigating the validity of any information provided by the District for the Official Statement. We will review those sections of the Official Statement to be disseminated in connection with the sale of the Financing that describe the structure, payment dates and amounts and the source of repayment of the Financing.
3. Coordinate the solicitation and evaluation of bids for the purchase of the District's Financing or loan represented by the Financing. On negotiated issues with an underwriter selected by the District, we will review and advise the District on pricing offered by the underwriter.

4. Assist the District in obtaining a bond rating or bond insurance, if appropriate.
5. Prepare the computations necessary to complete the appropriate IRS Form 8038.

Our duties in this engagement are limited to those expressly set forth above. Among other things, our duties regarding any Financing do not include:

- Selecting or recommending an underwriter or placement agent.
- Reviewing or advising the District regarding allocation of bonds by the underwriter, if any.
- Preparing blue sky filings or investment surveys.
- Reviewing sections of the Official Statement other than those set forth above.
- Performing any investigation to determine the accuracy, completeness or sufficiency of the Official Statement or other offering document or rendering any advice or opinion that the Official Statement or other disclosure document, if applicable, does not contain any untrue statement of a material fact or omit to state a material fact.
- Investigating or expressing any opinions on the creditworthiness of the District or its ability to repay the Financing or advising the District about operating or business matters.
- After the closing on the Financing, advising the District regarding actions necessary to comply with State, Internal Revenue Service ("IRS") or Securities and Exchange Commission ("SEC") laws and regulations, monitoring tax law and securities law compliance by the District, making continuing disclosure filings or tax filings by the District under SEC and IRS requirements, or making arbitrage rebate calculations.
- Soliciting, finding, or securing a purchaser or lender for any Financing or otherwise acting as a placement agent for any Financing issue as defined under SEC rules.
- Representing the District in any post-issuance examinations, investigations or proceedings with the IRS, the SEC or other state or federal agency.
- Addressing any other matters not specifically set forth above.

We understand that the District may select other professionals, including an underwriter or other lender, bond counsel and others who are responsible for certain aspects relating to the issuance of any Financing. You agree that such professionals are not acting under our control and that we are not responsible for such professionals' work product. We have not been engaged and have not undertaken to advise the District regarding the selection, compensation or duties of any parties the District may retain in connection with any Financing.

MUNICIPAL ADVISOR-CLIENT RELATIONSHIP

The District is a Municipal Entity and MuniGroup is a Municipal Advisor as such terms are defined within the Securities Exchange Act of 1934, as amended.

MuniGroup is a registered municipal advisor in good standing with both the SEC (ID: 867-01025-00) and the MSRB (ID: K0911). As part of this registration, we are required to disclose to the SEC information regarding criminal actions, regulatory actions, investigations, terminations, judgments, liens, civil judicial actions, customer complaints, arbitrations and civil litigation involving MuniGroup. Pursuant to MSRB Rule G-42, MuniGroup is required to disclose any legal or disciplinary event that is material to the District's evaluation of MuniGroup or the integrity of its management or advisory personnel.

We have determined that no such event exists.

Copies of MuniGroup's filings with the United States Securities and Exchange Commission can currently be found by accessing the SEC's EDGAR Company Search Page which is currently available at <https://www.sec.gov/edgar/searchedgar/companysearch.html> and searching for either MuniGroup or for our CIK number which is 0001622761.

Except as stated in the following sentence, our representation of the District and the Municipal Advisor-client relationship created by this engagement letter as to any Financing will be concluded upon the issuance of the Financing. Provided, however, either party may terminate this engagement letter and our services hereunder at any time upon giving written notice to the other party.

COMPENSATION

We propose to be paid a fixed fee from the proceeds of each Financing that is closed, except as otherwise provided below. Based upon: (i) our current understanding of the nature and scope of the Project; (ii) the duties we will undertake pursuant to this engagement letter; (iii) the time we anticipate devoting to the Project; and (iv) the responsibilities we will assume in connection therewith, we will charge a flat fee in an amount not to exceed 0.4% of the principal amount of any Financing. Our fee may vary if unusual or unforeseen circumstances arise which require a significant increase in our time or responsibility or if there are changes in the principal amount or timing for issuance of the Financing. However, alternative fee structures are available and are explained in Exhibit A attached hereto along with a discussion of any potential conflicts of interest associated with such fee structure. If so desired, the District may choose a different fee structure which we will be happy to discuss with you.

The District will receive an invoice from MuniGroup for the Municipal Advisor services upon the closing of each Financing.

Regardless of whether or not any Financing is actually closed, we will expect to be reimbursed for all client charges made or incurred on your behalf, such as travel costs, photocopying, deliveries, and long distance telephone charges. Reimbursement for expenses is usually billed

and paid upon closing the issuance of a Financing. We customarily do not submit any statement until the Financing is closed unless there is a substantial delay in completing the Financing. If a transaction is delayed significantly, we reserve the right to present for payment interim statements for expense reimbursement. We may submit an additional statement for client charges following the closing of a Financing.

CONFLICTS

SEC and MSRB regulations require us to notify you of any conflicts of interest that MuniGroup may have. We have determined, after exercising reasonable diligence, that we have no known material conflicts of interest that would impair our ability to provide advice to the District in accordance with our fiduciary duty to municipal entity clients. Nevertheless, we want to notify you of the following potential conflicts and how we will mitigate any potential conflict.

The fees to be paid by the District to us are contingent on the successful closing of a Financing and are partially based on the amount of the Financing. Although this form of compensation may be customary, it presents a conflict because we may have an incentive to recommend unnecessary Financings or Financings that are disadvantageous to the District. For example, when facts or circumstances arise that could cause a Financing or other transaction to be delayed or fail to close, we may have an incentive to discourage a full consideration of such facts and circumstances, or to discourage consideration of alternatives that may result in the cancellation of the Financing or other transaction. We manage and mitigate this conflict primarily by adherence to the fiduciary duty which we owe to municipal entities such as the District which requires us to put the interests of the District ahead of our own. Additionally, we mitigate this conflict of interest by using our experience to establish a fee schedule that reasonably reflects the expected time, costs and risk associated with our representation and by reviewing those fees in accordance with our responsibilities under MSRB Rule G-42.

The principals of MuniGroup are principals and/or employees of Young Law Group, PLLC, which may serve or has served as bond counsel for the District. Although MuniGroup and Young Law Group, PLLC are separate legal entities, MuniGroup's relationship with Young Law Group, PLLC represents a potential conflict of interest in that, in addition to the forms of compensation referenced in Exhibit A, we have an incentive to recommend the issuance of a Financing by the District and to exclude due consideration of other options or alternatives. We manage and mitigate this conflict primarily by adherence to the fiduciary duty which we owe to Municipal Entities such as the District which require us to put the interests of the District ahead of our own. This potential conflict is partially mitigated in that the District made the determination to issue one or more Financings prior to retaining MuniGroup.

We also have an incentive for the District to retain Young Law Group, PLLC as bond counsel on any Financing. The District is not required to use Young Law Group, PLLC as bond counsel, and we manage and mitigate this conflict primarily by adherence to the fiduciary duty which we owe to Municipal Entities such as the District which require us to put the interests of the District ahead of our own. This potential conflict is also partially mitigated in that the District has already made the decision to retain Young Law Group, PLLC as bond counsel for any Financings.

In addition to the above, Young Law Group, PLLC occasionally serves as underwriter's counsel and bank's counsel to various underwriters and banks. This represents a potential conflict of interest in that we may have an incentive to recommend an underwriter or bank that may be a prospective client of Young Law Group, PLLC on unrelated transactions. We manage and mitigate this conflict primarily by adherence to the fiduciary duty which we owe to Municipal Entities such as the District which require us to put the interests of the District ahead of our own. Additionally, the District has the option to select a lender or underwriter by a competitive bid process in order to mitigate this conflict. If the District requests MuniGroup to recommend a lender or underwriter, we will address any additional conflicts at such time.

A principal of MuniGroup is also a principal of The Excellence Group, LLC, which may provide consulting services to the District from time to time. This represents a potential conflict of interest in that MuniGroup may have an incentive for the District to retain The Excellence Group, LLC, and/or The Excellence Group, LLC may have an incentive for the District to pursue a financing and/or retain MuniGroup. We manage and mitigate this conflict primarily by adherence to the fiduciary duty which we owe to Municipal Entities such as the District which require us to put the interests of the District ahead of our own.

There are no additional conflicts of interest of which we are currently aware after exercising reasonable diligence with respect to our representation of the District. The District acknowledges that it has received the disclosures set forth above and on **Exhibit A** attached hereto and incorporated herein by reference. The District further acknowledges that it has been given the opportunity to raise questions and discuss such disclosures with MuniGroup and independent counsel and that it fully appreciates the nature of such disclosures and any and all conflicts noted therein. The District hereby waives all such conflicts and authorizes MuniGroup to provide services pursuant to this engagement letter. From time to time, MuniGroup may provide additional disclosures to the District. In this regard, the District hereby authorizes its Superintendent of Schools to acknowledge any such additional disclosures on behalf of the District.

COVENANT TO UPDATE DISCLOSURE INFORMATION

We further covenant and agree to provide to the District disclosures of conflicts of interest and certain legal or disciplinary events of the type described above and required by Municipal Securities Rulemaking Board Rule G-42 (the "Disclosures") to the extent any arise after the date of this letter. The Disclosures, and each delivery thereof, as provided from time to time, shall be incorporated by reference as of the date thereof into this letter to the same extent as if set forth herein.

AMENDMENTS AND SUPPLEMENTS

We agree to promptly amend or supplement this letter to reflect any material changes or additions to the agreement evidenced by this letter.

COMMUNICATIONS

We are always mindful of our obligation to preserve our clients' secrets and confidences; accordingly, it is important that we agree from the outset what kinds of communications technology we will employ in the course of the Project. Unless you specifically direct us to the contrary, for purposes of the Project, we agree that it is appropriate for us to use fax machines and e-mail, as well as cellular communication devices, in the course of our engagement without any encryption or other special protections. Please notify us if you have any other requests or requirements in connection with the methods of communication, or persons to be included or copied in the circulation of documents relating to the Project.

RECORDS

At your request, papers and property furnished by you will be returned promptly. We will retain our own files, including work product pertaining to the Financing. For various reasons, including the minimization of unnecessary storage expense, we reserve the right to dispose of any documents or other materials retained by us after the termination of this engagement.

While we would like to have a signed copy of this letter in our file before beginning work on this matter, we will start working on the project before receiving the signed letter, if necessary. We will consider the performance of our services with your knowledge consistent with the terms of the letter until or unless we hear to the contrary from you. Regardless of when this engagement letter is signed, its effective date will be retroactive to the date our firm first performed services. If the foregoing terms are acceptable to you, please so indicate by returning this engagement letter dated and signed by an authorized officer, retaining the original for your files.

We appreciate the opportunity to work with you and the District on this matter.

MUNIGROUP, LLC

BY:  _____

JACKSON COUNTY SCHOOL DISTRICT

BY: _____
TITLE: Superintendent

EXHIBIT A

VARIOUS FORMS OF COMPENSATION AND ASSOCIATED CONFLICTS OF INTEREST

The forms of compensation for municipal advisors vary according to the nature of the engagement and requirements of the District, among other factors. Various forms of compensation present actual or potential conflicts of interest because they may create an incentive for an advisor to recommend one course of action over another if it is more beneficial to the advisor to do so. This document discusses various forms of compensation and the timing of payments to the advisor.

Fixed fee. Under a fixed fee form of compensation, the municipal advisor is paid a fixed amount established at the outset of the transaction. The amount is usually based upon an analysis by the District and the advisor of, among other things, the expected duration and complexity of the transaction and the agreed-upon scope of work that the advisor will perform. This form of compensation presents a potential conflict of interest because, if the transaction requires more work than originally contemplated, the advisor may suffer a loss. Thus, the advisor may recommend less time-consuming alternatives, or fail to do a thorough analysis of alternatives. There may be additional conflicts of interest if the municipal advisor's fee is contingent upon the successful completion of a financing, as described below.

Hourly fee. Under an hourly fee form of compensation, the municipal advisor is paid an amount equal to the number of hours worked by the advisor times an agreed-upon hourly billing rate. This form of compensation presents a potential conflict of interest if the District and the advisor do not agree on a reasonable maximum amount at the outset of the engagement, because the advisor does not have a financial incentive to recommend alternatives that would result in fewer hours worked. In some cases, an hourly fee may be applied against a retainer (e.g., a retainer payable monthly), in which case it is payable whether or not a financing closes. Alternatively, it may be contingent upon the successful completion of a financing, in which case there may be additional conflicts of interest, as described below.

Fee contingent upon the completion of a financing or other transaction. Under a contingent fee form of compensation, payment of an advisor's fee is dependent upon the successful completion of a financing or other transaction. Although this form of compensation may be customary for the District, it presents a conflict because the advisor may have an incentive to recommend unnecessary financings or financings that are disadvantageous to the District. For example, when facts or circumstances arise that could cause the financing or other transaction to be delayed or fail to close, an advisor may have an incentive to discourage a full consideration of such facts and circumstances, or to discourage consideration of alternatives that may result in the cancellation of the financing or other transaction.

Fee paid under a retainer agreement. Under a retainer agreement, fees are paid to a municipal advisor periodically (e.g., monthly) and are not contingent upon the completion of a financing or other transaction. Fees paid under a retainer agreement may be calculated on a fixed fee basis (e.g., a fixed fee per month regardless of the number of hours worked) or an hourly basis (e.g., a minimum monthly payment, with additional amounts payable if a certain number of hours worked is exceeded). A retainer agreement does not present the conflicts associated with a contingent fee arrangement (described above).

Fee based upon principal or notional amount and term of transaction. Under this form of compensation, the municipal advisor's fee is based upon a percentage of the principal amount of an issue of securities (e.g., bonds) or, in the case of a derivative, the present value of or notional amount and term of the derivative. This form of compensation presents a conflict of interest because the advisor may have an incentive to advise the District to increase the size of the securities issue or modify the derivative for the purpose of increasing the advisor's compensation.

RESOLUTION OF THE BOARD OF EDUCATION DECLARING THE NECESSITY FOR AND ITS INTENTION OF BORROWING MONEY FOR THE PURPOSE OF PAYING THE COSTS DESCRIBED HEREIN; ORDERING SAID RESOLUTION TO BE PUBLISHED; AND SETTING THE DATE UPON WHICH THE BOARD IS TO TAKE FINAL ACTION UPON THE QUESTION OF AUTHORIZING THE BORROWING OF SAID MONEY

WHEREAS, the Board of Education (the "Board") of the Jackson County School District (the "District"), acting for and on behalf of the District, hereby finds and determines as follows:

1. It is necessary and desirable that a maximum of Twenty Five Million and No/100 Dollars (\$25,000,000) be borrowed for the purposes of making repairs, alterations and additions to school buildings of the District, erecting school buildings and other buildings used for school purposes, purchasing heating plants, air conditioning, fixtures and equipment for such buildings, purchasing land for school purposes, purchasing school buses and transportation equipment, improving and equipping such lands for school recreational and athletic purposes, refinancing outstanding notes and paying the costs of such borrowing (the "Project").

2. It is in the best interests and to the District's advantage to obtain the funds needed for the Project by a loan or loans in the total maximum principal amount of Twenty Five Million and No/100 Dollars (\$25,000,000) evidenced by a note or notes (the "Notes") issued in the manner and form provided by Section 37-59-101, et seq., of the Mississippi Code of 1972, as amended (the "Act"). The Notes may be issued in one or more series over a period not to exceed two (2) years, provided that the total of all Notes issued hereunder may not exceed the maximum principal amount stated herein.

3. Under the provisions of Section 37-59-115 of the Mississippi Code of 1972, as amended, the limitation of Section 37-59-5 of the Mississippi Code of 1972, as amended, on the indebtedness which may be incurred by school districts is not applicable to the proposed loan or loans evidenced by the Notes.

4. The purposes for which the proposed Notes are to be issued as herein set forth are purposes authorized by the Act and other laws of the State of Mississippi, and the Board is authorized and required to declare the necessity for and its intention of borrowing such money and issuing the Notes of the District as evidence of the same.

NOW, THEREFORE, BE IT RESOLVED by the Board, as follows:

Section 1. The foregoing premises are true and correct.

Section 2. The Board declares that it is necessary to borrow an amount not exceeding Twenty Five Million and No/100 Dollars (\$25,000,000) for the purpose of paying the costs of the Project, all at a total cost approximately equal to the maximum principal amount of the Notes to be issued hereunder.

Section 3. The Board declares that no funds are available in the school funds of the District or from any other source with which to pay the costs of the Project, and that it is necessary that the costs thereof be borrowed in the manner and form provided by the Act.

Section 4. The Board declares its intention to borrow such money and to issue the Notes as evidence of the same. The loan or loans evidenced by the Notes shall bear interest at a rate to be

specified by further resolution of the Board but shall not exceed a greater overall maximum interest rate to maturity than the rates now or hereafter authorized under the provisions of Section 19-9-19 of the Mississippi Code of 1972, as amended. The Notes shall be dated from the date any loan is made, or as otherwise agreed by the parties, and shall mature over a period not to exceed twenty (20) years or such other term allowed by Mississippi law, provided the term of any Notes issued to buy buses or transportation equipment shall not exceed ten (10) years, with the first installment of principal and/or interest thereon to be made within one year from the date thereof. An annual levy of a special tax which shall not exceed three mills on the dollar of assessed value of taxable property within the District, along with any other funds the District may pledge, shall be sufficient to pay the principal and interest on the Notes to be issued hereunder and all other notes issued and outstanding under the Act, as the same shall respectively mature and accrue.

Section 5. Unless a petition signed by not less than 20% of the qualified electors of the District requesting that an election be called on the question of incurring said indebtedness is filed with the Board prior to 5:00 p.m. on February 9, 2026, final approval of the borrowing of said money and authority for the issuance of said Notes shall be given by the Board at its meeting to be held at the aforesaid date and time at the Vancleave District Office Boardroom.

Section 6. The Secretary of the Board is hereby authorized and directed to cause this Resolution to be published in *The Sun Herald*, a newspaper having a general circulation in the District and qualified under the provisions of Section 13-3-31 of the Mississippi Code of 1972, as amended. The Resolution shall be published once a week for two consecutive weeks, with the first publication thereof to be made not less than 15 days prior to February 9, 2026, on which date the Board will take final action on the question of authorizing the borrowing of said money.

Section 7. That all orders, resolutions or proceedings of the Board in conflict with the provisions of this Resolution shall be and the same are hereby repealed.

The motion to adopt the foregoing Resolution was made by Board Member _____ and duly seconded by Board Member _____. The motion then being put to a vote, the results were as follows:

Board Member Amy Peterson	Voted: _____
Board Member Deanna Smith	Voted: _____
Board Member Lea Bailey	Voted: _____
Board Member William Collier	Voted: _____

Having received the affirmative vote of the majority of the Board members, the Resolution was adopted on January 12, 2026.

BOARD OF EDUCATION OF THE
JACKSON COUNTY SCHOOL DISTRICT

By: _____
President

ATTEST:

Secretary

Jackson County School District Workers Compensation Claims
2025-2026

July	3
August	7
September	6
October	1
November	2
December	3
January	
February	
March	
April	
May	
June	

Superintendent Administrative Recommendations 2026-2027

Superintendent - David Baggett

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
LeBatard, Christopher M.	232		Asst. Superintendent of Support	AAA					
Noblitt, Montgomery M.	232		Asst. Superintendent of Curriculum & Instruction	AA					

David Baggett

Superintendent Signature

1/5/26

Date

* Administrative Base	
AAAA - Doctorate	\$77,905
*Plus Supplement	\$42,625

*Each Assistant Superintendent shall be given an additional \$500.00 for each "A" rated school within the school district.

Superintendent Administrative Recommendations 2026-2027

Superintendent - David Baggett

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Geiser, Amber A.	232		Business Manager	AA					



Superintendent Signature

* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

12/11/25

Date

Superintendent Administrative Recommendations 2026-2027

Superintendent - David Baggett

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Collins, Christopher K.	232	C1	Director of Information Technology	AA		H	C11		
Covington, Steven L.	232	C1	Director of Technology Center	AA		M	C12		
Glass, Karen W.	232	J	Director of Human Resources/Risk Management	AA		H	J1		
Harris, Ashley F.	232	C1	Director of Child Nutrition	AA		H	C11		<i>*Pending License Renewal</i>
Sonnier, Dr. Tanya B.	232	B1	Director of Curriculum & Instruction	AAAA		H	B11		
Stallworth, Gwendolyn J.	232	B1	Director of SPED	AA		H	B11		64
Williams, Dr. Kimberly F.	232	B1	Director of Federal Programs/Student Services	AAAA		H	B11		

David Baggett

Superintendent Signature

12/11/25

Date

***Administrative Base**

AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
or Performance Based Incentive (District B Rating) - \$550

Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

Business Office Administrative Recommendations 2026-2027

Superintendent-David Baggett, Business Manager -Amber Geiser

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Ketnor, Elizabeth F.	232	H	Assistant Business Manager	A		L	H3		


 Superintendent Signature

12/11/25
 Date


 Business Manager

12/9/25
 Date

*Administrative Base		
AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

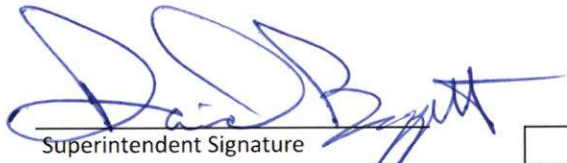
Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

65

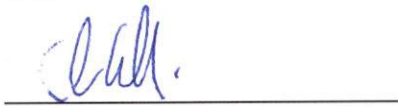
Information Technology Administrative Recommendations 2026-2027

Superintendent-David Baggett, Director- Christopher Collins

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Johnson, Brandy L.	232	H	Assistant Director of Educational Technology	AA		M	H2		


 Superintendent Signature

12/11/25
 Date


 Director

12/10/25
 Date

*Administrative Base		
AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	66 ³
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

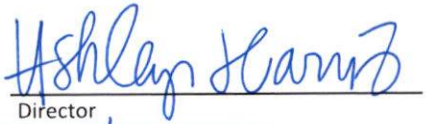
Child Nutrition Administrative Recommendations 2026-2027

Superintendent-David Baggett, Director -Ashley Harris

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Strickler, Jennifer L.	232	H	Assistant Child Nutrition Director	A		H	H1		


 Superintendent Signature

12/11/25
 Date


 Director

12/10/25
 Date

*Administrative Base		
AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

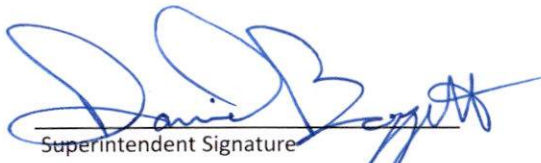
Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

67

Superintendent Administrative Recommendations 2026-2027

Superintendent-David Baggett, Assistant Superintendent- Christopher LeBatard

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Kanode III, Jesse W.	217	E1	Athletic Director (SMAC)	AA		H	E11		
Wallace, Donald K.	217	E1	Athletic Director (ECAC)	AA		M	E12		


 Superintendent Signature

1/5/26
 Date


 Assistant Superintendent

1/5/26
 Date

*Administrative Base		
AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

68


East Central Administrative Recommendations 2026-2027

Superintendent - David Baggett, Assistant Superintendent - Montgomery Noblitt

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Bishop, Miranda J.	217	E1	HS Asst. Principal	AAA		H	E11		
Dunston, Morgan F.	217	E2	LE Asst. Principal	AA		M	E22		
Jenne, Mari A.	217	E2	UE Asst. Principal	AAA		M	E22		
Knight, Donna M.	232	D3	UE Principal	AA		H	D31		
VACANT (Ronald Rowell)	217	E1	HS Asst. Principal				E1		
Sievers, Angela R.	232	D3	LE Principal	AAA		M	D32		
Tanner, Sherie D.	232	D2	MS Principal	AA		H	D21		69
Tiblier, Dr. Jaimie G.	232	D1	HS Principal	AAAA		L	D13		
Napier, Rosemary O.	217	E2	MS Asst. Principal	AAA		L	E23		


 Superintendent Signature

12/11/25
 Date


 Assistant Superintendent

12/9/25
 Date

* Administrative Base		
AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

St. Martin Administrative Recommendations 2026-2027
 Superintendent - David Baggett, Assistant Superintendent - Montgomery Noblitt

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Carroll, Jenna M.	217	E2	LE Asst. Principal	AA		H	E21		
Crenshaw, LaJeuna P.	217	E2	MS Asst. Principal	AA		M	E22		
Ellis, Wendell E.	232	D2	MS Principal	AA		H	D21		
Gehrmann, Glenn O.	217	E1	HS Asst. Principal	AA		H	E11		
Lapointe, David A.	232	D3	UE Principal	AAAA		M	D32		
Melton, Shannon M.	232	D3	LE Principal	AAA		M	D32		
Miller, Mary L.	217	E1	HS Asst. Principal	AAA		H	E11		
Myers, Dr. Brigitte	232	D3	LE Principal	AAAA		M	D32		
Noel, Katherine A.	217	E2	LE Asst. Principal	AA		H	E21		
Parkman, April L.	217	E1	HS Asst. Principal	AAA		H	E11		
Perry, Crystal S.	217	E2	MS Asst. Principal	AAA		H	E21		
Scarborough, Wilson S.	232	D1	HS Principal	AA		M	D12		
Scully, Katie S.	217	E2	UE Asst. Principal	AAA		L	E23		
Walker, Brittany K.	217	E2	MS Asst. Principal	AAA		M	E22		
Jones, Hunter M.	217	E1	HS Asst. Principal	AA		M	E12		

70



Superintendent Signature

12/11/25
Date



Assistant Superintendent

12/9/25
Date

*Administrative Base		
AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

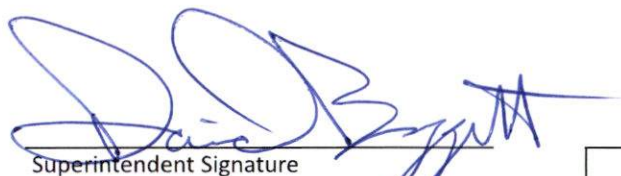
* Plus Performance Based Incentive (District A Rating) - \$1,100
 or Performance Based Incentive (District B Rating) - \$550

Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

Vancleave Administrative Recommendations 2026-2027

Superintendent - David Baggett, Assistant Superintendent - Montgomery Noblitt

Name	Total Days Worked	Position		Administrative Base		Supplemental Level			Total Salary
		Level	Recommended Position	Base	Base Amount	Level (H, M, L)	Code	Supplement Amount	
Allred, Dr. Ashley D.	232	D2	MS Principal	AAAA		H	D21		
Benson, Dr. Samantha D.	217	E2	LE Asst. Principal	AAAA		M	E22		
Cuevas, Bailey J.	217	E1	HS Asst. Principal	AA		H	E11		
Holmes, Raina	232	D1	HS Principal	AA		H	D11		
Parker, Kellie A.	217	E2	MS Asst. Principal	AAA		H	E21		
Sablich, Krista E.	232	D3	LE Principal	AA		H	D31		71
Taylor, Amanda L.	217	E2	UE Asst. Principal	AA		M	E22		
Tillman, Dr. Kimberly M.	232	D3	UE Principal	AAAA		M	D32		

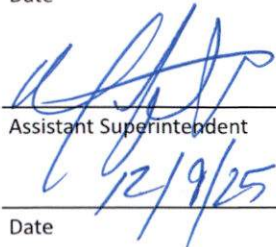

Superintendent Signature

Date

12/11/25

Assistant Superintendent

Date


12/9/25

*** Administrative Base**

AAAA - Doctorate	1	\$77,905
AAA - Specialist	2	\$74,430
AA - Masters	3	\$72,205
A - Bachelors	4	\$66,480

* Plus Performance Based Incentive (District A Rating) - \$1,100
or Performance Based Incentive (District B Rating) - \$550

Position	Level	Supplement Level		
		High	Med	Low
Director of Curriculum & Instruction	B1	1	2	3
Director of Special Education	B1	1	2	3
Director of Federal Programs/Student Services	B1	1	2	3
Director 1 (Voc. Edu./Food Svc/Technology)	C1	1	2	3
Principal (HS)	D1	1	2	3
Principal (MS) (ALT)	D2	1	2	3
Principal (ELEM)	D3	1	2	3
Asst. Principal 1 (HS/Athletic Director)	E1	1	2	3
Asst. Principal 2 (MS/ELEM)	E2	1	2	3
Supervisor 1	F1	1	2	3
Asst. Business Manager	H	1	2	3
Asst. Child Nutrition Director	H	1	2	3
Asst. Director of Educational Technology	H	1	2	3
Director of HR & Risk Management	J	1	2	3

When the average enrollment drops below the membership listed below for one year, the number of administrators and lead teachers will be reduced accordingly.

ELEMENTARY SCHOOLS

MEMBERSHIP	PRINCIPAL	ASST. PRINCIPAL	LEAD TEACHERS
1-499	1	1	0
500-750	1	1	1
751-1000	1	1	2

SCHOOL	ENROLLMENT FOR YEAR 23/24	ENROLLMENT FOR YEAR 24/25	ENROLLMENT FOR YEAR 25/26	PROJECTED ENROLLMENT 26/27	PRINCIPAL	ASST. PRINCIPAL 25/26	ASST. PRINCIPAL 26/27	LEAD TEACHERS	Changes in personnel for upcoming year +/-
ECLE	610	574	546	506	1	1	1	1	1
ECUE	548	557	575	599	1	1	1	1	1
SMEE	727	693	668	646	1	1	1	1	1
SMNE	555	544	536	549	1	1	1	1	1
SMUE	604	586	641	630	1	1	1	1	1
VLE	678	685	676	671	1	1	1	1	1
VUE	348	329	329	334	1	1	1	0	0

MIDDLE AND HIGH SCHOOLS

MEMBERSHIP	PRINCIPAL	ASST. PRINCIPAL	LEAD TEACHERS
1-699	1	1	0
700-949	1	2	0
950-1199	1	3	0
1200+	1	4	0

SCHOOL	ENROLLMENT FOR YEAR 23/24	ENROLLMENT FOR YEAR 24/25	ENROLLMENT FOR YEAR 25/26	PROJECTED ENROLLMENT 26/27	PRINCIPAL	ASST. PRINCIPAL 25/26	ASST. PRINCIPAL 26/27	LEAD TEACHERS	Changes in personnel for upcoming year +/-
ECMS	561	532	529	549	1	1	1	0	0
ECHS	795	765	724	728	1	2	2	0	0
SMMS	925	919	913	912	1	3	2	0	-1
SMHS	1313	1288	1221	1222	1	4	4	0	0
VMS	545	567	553	526	1	1	1	0	0

VHS	741	734	702	712	1	1	2	0	1
-----	-----	-----	-----	-----	---	---	---	---	---

Assumptions:

- * Did not include Special Education Teachers, Gifted Education Teachers, TST Interventionists, Media Specialists, Alternative School Teachers, Transportation Directors, Athletic Directors, or Band Directors
- * Enrichment Teachers for elementary schools are calculated using the formula below.
- * Schools round up to the next whole number if decimal is greater than 0.5.
- * Self-contained students are not calculated in formula but are counted for enrollment
- * Kindergarten projections were based on 3 year average of historical enrollment

	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
Elementary Students Per Classroom	24	24	24	24	25	24	24	24
Middle Students Per Classroom	16.5	16	16	16	16.5	16.5	16.5	16.5
High Students Per Classroom	18	18	18	18	19	19	19	19

Elementary Enrichment Teacher Formula:

5 is the base for all enrollment numbers. Add 1 for every 150 students beginning at 625. When 150 students are added, another time slot per week is needed to maintain equity.

*If student numbers drop below 500, 1 enrichment unit will be used to fund lead teacher unit.

Example:

Enrollment	Enrichment Teachers
1-624	5
625-774	6
775- 925	7

SCHOOL	ENROLLMENT FOR YEAR 23/24	ENROLLMENT FOR YEAR 24/25	ENROLLMENT FOR YEAR 25/26	PROJECTED ENROLLMENT w/o Self-Contained students 26/27	TEACHER UNITS 25/26	TEACHER UNITS 26/27	ENRICHMENT/SPECIALS 25/26	ENRICHMENT/SPECIALS 26/27	Changes in personnel for upcoming year +/-
ECLE	610	574	546	495	22	21	5	5	-1
ECUE	548	557	575	592	25	24	5	5	-1
SMEE	727	693	668	635	27	27	6	6	0
SMNE	555	544	536	542	22	23	5	5	1
SMUE	604	586	641	624	27	26	6	6	-1
VLE	678	685	676	654	28	27	6	6	-1
VUE	348	329	329	327	14	14	5	4	*-1

Total= -3

MIDDLE AND HIGH SCHOOLS

SCHOOL	ENROLLMENT FOR YEAR 23/24	ENROLLMENT FOR YEAR 24/25	ENROLLMENT FOR YEAR 25/26	PROJECTED ENROLLMENT w/o Self-Contained students 26/27	TEACHER UNITS 25/26	TEACHER UNITS 26/27	Changes in personnel for upcoming year +/-
ECMS	561	532	529	543	32	33	1
ECHS	795	765	724	719	40	38	-2
SMMS	925	919	913	902	56	55	-1
SMHS	1313	1288	1221	1232	64	65	1
VMS	545	567	553	519	33	31	-2
VHS	741	734	702	700	38	37	-1

Total= -4

CURRENT

POLICY CBG Administrative and Supervisory Personnel

When the average enrollment drops below the membership listed below for one year, the number of administrators and lead teachers will be reduced accordingly.

ELEMENTARY SCHOOLS

MEMBERSHIP	PRINCIPAL	ASST. PRINCIPAL	ADMIN. ASST.
1-499	1	1	0
500-999	1	1	0
1000+	1	2	0

SCHOOL	ENROLLMENT FOR YEAR 23/24	ENROLLMENT FOR YEAR 24/25	ENROLLMENT FOR YEAR 25/26	PROJECTED ENROLLMENT 26/27	PRINCIPAL	ASST. PRINCIPAL 25/26	ASST. PRINCIPAL 26/27	Changes in personnel for upcoming year +/-
ECLE	610	574	546	506	1	1	1	0
ECUE	548	557	575	599	1	1	1	0
SMEE	727	693	668	646	1	1	1	0
SMNE	555	544	536	549	1	1	1	0
SMUE	604	586	641	630	1	1	1	0
VLE	678	685	676	671	1	1	1	0
VUE	348	329	329	334	1	1	1	0

MIDDLE AND HIGH SCHOOLS

MEMBERSHIP	PRINCIPAL	ASST. PRINCIPAL	ADMIN. ASST.
1-499	1	1	0
500-749	1	1	0
750-999	1	2	0
1000-1249	1	3	0
1250-1500	1	4	0

SCHOOL	ENROLLMENT FOR YEAR 23/24	ENROLLMENT FOR YEAR 24/25	ENROLLMENT FOR YEAR 25/26	PROJECTED ENROLLMENT 26/27	PRINCIPAL	ASST. PRINCIPAL 25/26	ASST. PRINCIPAL 26/27	Changes in personnel for upcoming year +/-
ECMS	561	532	529	549	1	1	1	0
ECHS	795	765	724	728	1	2	1	-1
SMMS	925	919	913	912	1	3	2	-1
SMHS	1313	1288	1221	1222	1	4	3	-1
VMS	545	567	553	526	1	1	1	0
VHS	741	734	702	712	1	1	1	0

Board Agenda Personnel Changes 1/12/2026

Certified Employee Recommendations (all recommendations are subject to verified background checks and drug tests)					
Employee	School/Dept.	Position	Replacing/Change	Hire/Eff. Date	Fiscal Year
Baker II, Lemuel	ECHS	Teacher	Kerri Brown	1/2/2026	2025-2026
Sherrell, Dustin	ECMS	Teacher	Brittney Chavez	1/2/2026	2025-2026
Certified Employee Resignations					
Employee	School/Dept.	Position	Resignation/Retirement	Separation Date	Fiscal Year
Burns, Harolyn	VUE	Teacher	Retirement	5/28/2026	2025-2026
Parker, Alice M.	VLE	Teacher	Resignation	5/28/2026	2025-2026
Southern, Lynda M.	ECAC Transportation	Transportation Supervisor	Retirement	3/31/2026	2025-2026
Williams, Jenna	VUE	Teacher	Resignation	12/16/2025	2025-2026
Certified Employee Transfers (informational purposes only)					
Employee	School/Dept. (From - To)	Position (From - To)	Replacing	Effective Date	Fiscal Year
Brown, Kerri	ECHS to ECHS	Science Teacher to SPED Teacher	Sara Gautier	01/02/2026	2025-2026
Chavez, Brittney	ECMS to ECMS	History/Soc. Studies Teacher to Math Teacher	Ashley Rhodes	01/02/2026	2025-2026
Declare Certified Contract Null and Void in accordance with State Statute 37-9-23					
Employee	School/Dept.	Position	Reason	Separation Date	Fiscal Year
Non-Certified Employee Recommendations (all recommendations are subject to verified background checks and drug tests)					
Employee	School/Dept.	Position	Replacing/Change	Hire/Eff. Date	Fiscal Year
Dunlap, John	VAC Athletics	Spring Band Tech	Nathan Picard	1/2/2026	2025-2026
Harper, Jena	VCUE Cafeteria/Child Nutrition	Part-Time Food Svc Worker	Pamela Marino	1/5/2026	2025-2026
Jacquet, Tricia	Student Services VLE	Registrar	Transferred with 0 years; correct to 3 years of experience	1/2/2026	2025-2026
Ladner, Darlene	VUE	SPED Teacher Assistant	Rescinding Resignation for Retirement that was board approved October 13, 2025.	N/A	2025-2026
Newell, Tiffany	ECHS Cafeteria/Child Nutrition	Full Time Food Svc Worker	Joanna Owens	1/5/2026	2025-2026
Reverse, Lateacha	VAC Athletics	Extra Curricular Gate Worker	N/A	1/2/2026	2025-2026
Spring, Bailey	EC Transportation	Bus Driver	Vyonie Johnson	12/10/2025	2025-2026
Non-Certified Employee Resignations					
Employee	School/Dept.	Position	Resignation/Retirement	Separation Date	Fiscal Year
Bennett, Emily	VLE	Teacher Assistant	Resignation	12/16/2025	2025-2026
Charles, April	ECUE	Custodian	Resignation	12/16/2025	2025-2026
Loris, Debbie	ECHS	Teacher Assistant	Retirement	1/30/2026	2025-2026
Non-Certified Employee Transfers (informational purposes only)					
Employee	School/Dept. (From - To)	Position (From - To)	Replacing	Effective Date	Fiscal Year
Impey, Madison	VLE to SMNE	Teacher Assistant to K. Teacher	New Unit	1/5/2025	2025-2026
Jacquet, Tricia	VLE to Student Services VLE	Office Assistant to Registrar	Brandi Waltman	1/2/2026	2025-2026
Owens, Joanna	ECHS Cafeteria/CN to ECHS	Full-Time Food Svc Worker to SPED Asst.	Amanda Busha	1/5/2026	2025-2026
Payton, Carmen	SMUE to DO-SPED (ECAC)	SPED Assistant to Postive Behavior Spec.	Lindsey Terry	1/2/2026	2025-2026

Board Agenda Personnel Changes 1/12/2026

Administrator Recommendations (all recommendations are subject to verified background checks and drug tests)					
Employee	School/Dept.	Position	Replacing	Hire Date	Fiscal Year
Administrator Resignations					
Employee	School/Dept.	Position	Resignation/Retirement	Separation Date	Fiscal Year
Administrator Transfers (informational purposes only)					
Employee	School/Dept. (From - To)	Position (From - To)	Effective Date	Replacing	Fiscal Year
Personnel Corrections					
Employee	School	Board Date	Correction/Change		

Policy DJEE: Child Nutrition Procurement Plan

Status: DRAFT

Original Adopted Date: 03/10/2003 | Last Revised Date: 12/22/2022 | Last Reviewed Date: 12/22/2022

The Jackson County School District (JCSD) Board of Education shall adopt the Child Nutrition Procurement Plan as the official Board of Education policy for the Child Nutrition Department. All procedures listed in the Child Nutrition Procurement Plan shall adhere to federal regulations and Mississippi State Law, including emergency purchasing of food and food related items. MS code § 37-11-7

Child Nutrition Procurement Plan

JCSD-EEE

The Jackson County School District school food authority will purchase food and other items for use in the Child Nutrition Program in compliance with Federal Law 2 CFR part 400 and part 415, as applicable, and Mississippi State Law, using the procedures outlined in this document and the Chart of Procedures:

A. Purchases of COMMODITIES (other than perishable food/supplies)

1. For purchases between \$0.01 and \$5,000.00, micropurchasing may be utilized:

- The cost must be reasonable.
- Purchases should be spread equitably among suppliers to the extent practicable.

2. For purchases between \$5,000.01 and \$75,000.00, small purchase procedures are required to be utilized:

- Develop specifications for the services, food, or supplies to be procured.
- Obtain price quotes from an adequate number of suppliers.
- Prepare price quote documentation sheet and note supplier awarded.

3. For purchases exceeding \$75,000.00, formal purchasing procedures are required to be utilized:

- Work with the Business Office to utilize the proper method (RFP, Reverse Auction).
- Procurement must be advertised to and open to the public.
- Submit lowest or most responsive bid to Jackson County School District Board of Education for approval.

B. Purchases of SERVICES or PERISHABLE FOOD/SUPPLIES

1. For purchases between \$0.01 and \$10,000.00, micropurchasing may be utilized:

- The cost must be reasonable.
- Purchases should be spread equitably among suppliers to the extent practicable.

2. For purchases between \$10,000.01 and \$250,000.00, small purchase procedures are required to be utilized:

- Develop specifications for the services, food or supplies to be procured.
- Obtain price quotes from an adequate number of suppliers.
- Prepare price quote documentation sheet and note supplier awarded.

3. For purchases exceeding \$250,000.00, formal purchasing procedures are required to be utilized:

- Work with District's Business Officer to utilize the proper method of formal purchasing procedures (RFP, Reverse Auction, etc.).
- Procurement must be advertised to and open to the public.
- Submit lowest or more responsive bid/proposal to School Board for approval.

C. Non-competitive Purchases

Non-competitive purchases may only be made when an emergency arises that threatens continued service of the Child Nutrition Program, or when the service/commodity being purchased is available from only one vendor (i.e. sole source). If it is necessary to make a non-competitive purchase in order to continue service, the purchase shall be made and a log of all such purchases shall be maintained and reviewed by the review official listed in Column E of the Chart of Procedures. The log shall show:

- Item name
- Dollar amount
- Vendor
- Reason for emergency/justification of sole source designation.

D. All purchases will be conducted in accord with the attached Chart of Procedures:

E. The following records will be maintained for a period of 3 years, plus the current year:

- Written records of all obtained via telephone quotes
- Log of all emergency and sole source purchases
- All written quotes and bid documents
- Comparison of all price quotes and bids with the effective dates shown

- Price comparison will show bids or quote award
- Log of approved substitutions.

F. Bid Protest Policy:

These guidelines are relating to the filing, hearing, decision, and appeal of protests by any actual prospective bidder or contractor who is aggrieved in connection with the bidding or award of a contract. Any actual or prospective bidder, offeror, or contractor who is aggrieved in connection with the solicitation or award of a contract which meets Board approval requirements may file a protest. Protestors may file a protest on any phase of solicitation or award including, but not limited to, specifications, bid solicitation, or award.

The Superintendent or his/her designee shall have the authority to settle and resolve a protest of an aggrieved bidder, offeror, or contractor, actual or prospective, concerning the specifications, solicitation, or award of a contract.

Within ten (10) calendar days of the date the Invitation to Bid is mailed, the protestor must submit in writing to the Superintendent the reason for the protest. The Superintendent shall review specifications and product code numbers and based on the facts will issue an addendum, withdraw solicitation, rebid or reject protest. Protest of Awards shall be made in writing and submitted in an envelope labeled "Protest" to the Superintendent within seven (7) calendar days after the protestor knows or should have known of the facts giving rise thereto. A protest is deemed filed when received by the Superintendent. No protest will be entertained if filed more than seven (7) calendar days after the award of a contract. The written protest shall contain the following: name, mailing address, telephone number, and fax number of the protestor, appropriate identification of the procurement or contract protested, statement, in sufficient detail, of the facts upon which the protest is based, including the effective date of any alleged grievable action and why such action is believed to be in error, supporting exhibits, evidence, or documents to substantiate any claims unless not available within the filing time, in which case the expected date the information will be available shall be indicated, and a statement of the relief requested. Upon receipt of a written protest, the Superintendent shall submit a copy of the protest to the Board Attorney and the Director of Child Nutrition.

In the event of a timely protest, the solicitation or award of the contract will be deterred until the resolution of the protest, unless the Superintendent, after conferring with the Director of Child Nutrition, makes a determination that in order to protect substantial interests of the school district, it is necessary to go forward with the solicitation or award of the contract. Any additional information requested by any of the parties should be submitted within the reasonable time period established by the requesting source in order to expedite consideration of the protest. Failure of any party to comply expeditiously with a request for information by the Superintendent may result in the protest being resolved without additional information being considered. The Superintendent and other administrators shall determine if a protest conference is needed and appropriate. If so, a date, time, and place for the protest conference will be scheduled and a notice of same will be sent via personal delivery or by certified United States Mail, postage prepaid, return receipt requested, to the protestor, the procuring school district or institution, and any interested party. Continuances requested by any party to the protest shall be granted within the discretion of the Superintendent only for good cause shown. If a protestor, without good cause, fails to appear at the protest conference, such failure will be deemed

a withdrawal of the protest and the Superintendent shall dismiss the protest and such dismissal shall be final and conclusive. The protestor has the burden of proving that the specifications, bidding, or award of the contract was in error and merits the relief requested.

The Superintendent shall, within a reasonable time after the conclusion of the protest process, prepare a written decision. A copy of such decision shall be sent by personal delivery or by certified United States Mail, postage prepaid, return receipt requested, to the protestor, any interested party, and the Foodservice Administrator. The decision of the Superintendent shall be final and conclusive unless fraudulent or unless a timely request for a review by the Board of Education is filed.

Any protestor or interested party who participated in the conference or the procuring agency aggrieved by the final decision of the Superintendent may file a written request for review by the Board of Education. If a protest is not filed within the time limit set forth herein, it will be considered waived. If a request of review by the Board of Education is not filed within the specified time limit, it will be considered waived and the decision of the Superintendent shall be final and conclusive.

G. The following conduct will be expected of all people who are engaged in the award and administration of contracts supported by school food and nutrition program funds:

- No employee, officer or agent of the Jackson County School District (School Food Authority) shall participate in selection or in the award or administration of a contract supported by program funds if a conflict of interest, real or apparent, would be involved.
- Conflicts of interest arise when one of the following has a financial or other interest in the firm selected for the award:
 - o The employee, officer or agent
 - o Any member of his immediate family
 - o His or her partner
 - o An organization which employs or is about to employ one of the above.
- The Jackson County School District (School Food Authority) employees, officers, or agents shall neither solicit nor accept gratuities, favors, or anything of material monetary value from contractors, potential contractors, or parties to sub-agreements.
- The purchase during the school day of any food or service from a contractor for individual use is prohibited.
- The removal of any food, supplies, equipment, or school property (such as official records, recipe books and the like) is prohibited.

• The outside sale of such items as used oil, empty cans and the like will be sold by contract between the Jackson County School District (School Food Authority) and the outside agency. Individual sales by any school person to an outside agency or other school person is prohibited.

• Failure of any employee to abide by the above-stated code could result in any combination of the following: a fine, suspension, or dismissal. Interpretation of the code will be given at any time by contacting the Superintendent.

The Jackson County School District (School Food Authority) will not be responsible for any other explanation or interpretation which anyone presumes to make on behalf of the Board of Education.

A (Category) WHAT	B (Frequency) WHEN	C (Method) HOW	D Writes & Interprets Specifications & Instructions, etc.	E Issues Requests, Receives & Tabulates Pricing	F Awards & Reviews Bids or Quotes	G Requisitions Product WHO	H Orders Product WHO	I Receives Product WHO	J Approves Substitutions of Product or Brand
1. Fresh Produce	Statewide Purchasing Program (SWPP)	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
2. Dry Groceries	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
3. Frozen Fruits & Vegetables	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
4. Frozen Meats	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
5. Paper Goods	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
6. Miscellaneous Cleaning Supplies	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
7. Dish machine & Other Special Chemicals	Annually	Bottom Line Firm Price Bids	Director of Child Nutrition	Director of Child Nutrition	Director of Child Nutrition	Central Office Staff	Child Nutrition Manager	Child Nutrition Manager	Director of Child Nutrition
8. Equipment-Smal	Annually	Bottom Line Firm Price Bids	Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Child Nutrition Manager	Child Nutrition Manager	Director of Child Nutrition
9. Equipment-Large	Annually	Bottom Line Firm Price Bids	Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Central Office Staff	Child Nutrition Manager	Director of Child Nutrition
10. Milk	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP

11. Bread	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
12. Ice Cream	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
13. Emergency Purchases	-	-	Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Central Office Staff	Child Nutrition Manager	-
14. Non-Competitive Negotiations	-	-	Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Central Office Staff	Child Nutrition Manager	-

Policy GFBCCA: Job Description: Library Media Specialist

Status: DRAFT

Original Adopted Date: 03/13/2017 | Last Reviewed Date: 03/13/2017

Job Description: Library Media Specialist

QUALIFICATIONS:

Preferred qualifications:

Degree in related field, or

1. State teaching license with area of endorsement in Library Media Specialist
2. Ability to lift a minimum of 25 pounds.

REPORTS TO:

Building Principal

JOB GOAL:

To provide a wide range of books and multimedia resources to support teaching and learning; to prepare students for life-long learning, informed decision making, a love for reading, and the use of information technologies.

TYPICAL DUTIES AND RESPONSIBILITIES:

A library media specialist's job description includes:

Management

1. Develops short and long-range goals for the media center program
2. Developed and implements policies and procedures for the media center
3. Maintains the media center to be an attractive, functional, orderly environment with an atmosphere conducive to learning
4. Works with the technology department to implement the technology plan for the school
5. Manages the library budget including special funds allocated to the library program

Organization and Maintenance

1. Provides a balanced, up-to-date collection of both print and non-print materials, including technology to support the school's instructional program.
2. Classifies, catalogs, processes, and organizes materials for circulation.
3. Establishes circulation procedures for easy access to the media center collection and maintains records on the use of its resources.
4. Accounts for materials through a yearly inventory and discards/weeds inappropriate, worn-out, or out-dated items.
5. Assists in the selection, training, supervision and evaluation of clerks, student assistants, and adult volunteers.

Instructional Consultant

1. Provides orientation and instruction for students and faculty in the use of the library media center's materials and equipment.
2. Assists students and teachers in locating information and resources for research.
3. Encourages reading by maintaining an awareness of students' reading interests and by providing guidance in the selection of appropriate materials.
4. Works cooperatively with teachers to integrate research, information retrieval skills, and library appreciation into the curriculum.
5. Promotes a positive relationship with students, faculty, administration, and community.
6. Determines instructional needs within the library media program by consulting with teachers and administrators.
7. Publicizes library media programs and services.
8. Distributes written communications to inform teachers of new materials in the media center.
9. Develops and communicates goals, objectives, and budgetary needs for the library media program to administrators.

Professional Growth

1. Provides professional development in the use of information and technology for faculty and staff.
2. Attends library conferences/workshops and continuing education courses to keep abreast of new library media trends.
3. Participates in professional organizations and activities relating to library media and technology.
4. Provides access to professional materials/information for the faculty and staff.
5. Attend regular and called faculty meetings.
6. Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the principal.
7. Clear any absence, as far in advance as possible, with the principal or his/her designee.
8. Perform all other duties and responsibilities assigned by the principal.

TERM OF EMPLOYMENT:

187 days annually based on the certified teacher pay scale

EVALUATION:

Performance of this job will be evaluated annually by the Principal in accordance with the provisions of the Board's policies on evaluation. accordance with the evaluation procedure of certified employees of the District.

Policy GFBAD: Job Description: High School Band Director

Status: DRAFT

Original Adopted Date: 09/15/2008 | Last Revised Date: 07/09/2018 | Last Reviewed Date: 07/09/2018

Job Description: High School Band Director

QUALIFICATIONS:

1. A Bachelors Degree in education/in compliance with MHSSHAA
2. A valid Mississippi teaching certificate in compliance with MHSSHAA
3. Strong communication, both oral and written, skills are required.
4. Strong interpersonal skills are required to establish and maintain effective working relationships with staff, students, parents and members of the community.
5. Thorough knowledge of musical instruments and band director practices and procedures.
6. Thorough knowledge of the principles and methodology of effective teaching.
7. Possess and maintain a valid driver's license.
8. Any other qualifications deemed appropriate by the Board.
9. Ability to lift, carry, push, pull 25-50 pounds.

REPORTS TO:

High School Principal
Athletic Director

PERSONNEL REPORTING TO THIS POSITION:

High School Assistant Band Director
~~/Dance Team Director/~~
Middle School Band Director
Band Technicians

JOB GOAL:

This position is responsible for establishing and leading a successful high school Marching Band and Concert Band. This position shall set an example of an exceptional professional educator and be ever mindful that both the Director and student represent the Jackson County School District and are expected to conduct themselves in an exemplary manner.

This position shall not only be responsible for the development of an entertaining marching and concert band but also, the promotion of self-discipline, character, teamwork, leadership, citizenship, responsibility, academic excellence and the molding of the leaders of tomorrow's society. The primary duties of this position will be to instruct and manage the high school instrumental music program; promote school spirit through musical performances; and encourage student participation.

AREAS OF RESPONSIBILITY:

1. Public performances
2. Band practice and activities
3. Student conduct and discipline
4. Band equipment and music library maintenance
5. Student participation and morale
6. Public relations
7. Student welfare
8. Student eligibility

JOB DUTIES:

1. Instructs and plans the high school instrumental music program.
2. Maintains and purchases instruments, music library, equipment, and facilitates repair services when needed.
3. Ensures proper conduct and discipline of all student members of the band.
4. Establishes and maintains rapport with students and encourages student participation.
5. Motivates students to achieve maximum potential.

6. Provides opportunities for and supports student involvement in the promotion of school spirit.
7. Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
8. Works collaboratively with staff, families, and community resources.
9. Organizes and leads appropriate summer practices to prepare for school year activities and football season
10. Organizes and leads after-school practice sessions beginning on the first day of school for the fall semester and continuing through the final football game of the season
11. Prepares an entertaining halftime show for fall football games consisting of marching and music that are consistent with community standards.
12. Coordinates publicity for band activities, notifying proper staff members of all activities scheduled by the group.
13. Coordinates the Friday night football program in conjunction with the High School Principal, Athletic Director and Cheerleader Sponsor, including pre-game, post-game and game-time activities.
14. Ensures band participation at athletic pep rallies.
15. Ensures band participation at away football games.
16. Ensures the band performs the following at all home football games: Star Spangled Banner, Half-time performance on the field, band participation in bleachers during the game with a break during the third quarter. Any deviation must be approved by the Principal Athletic Director.
17. Ensures the band performs in appropriate district and high school music festivals.
18. Ensures the band performs a winter music concert, spring music concert, and at graduation exercises.
19. Ensures the band performs in a minimum of 2 parades coordinated by the band director and approved by the High School Principal.
20. Ensures student band members are uniformly dressed for all public appearances.
21. Interacts on a daily basis with the Middle School Band Director, including team teaching, to ensure consistency in instructional achievement between the school levels; coordinates and/or participates with Middle School Band Director activities to ensure proper preparation of skills for students to transition to high school band; Activities should include, but not limited to, conducting workshops, instructional time during school hours (particularly with beginning band students), tutoring, etc.
22. Rides the bus for away football games.
23. Maintains a clean and organized band hall.
24. Maintains compliance with all rules and regulations of the Mississippi High School Activities Association.
25. Complies with and supports all school district regulations and policies.
26. Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the High School Principal and Athletic Director.
27. Performs all other duties and responsibilities assigned by the High Principal and Athletic Director.

TERMS OF EMPLOYMENT:

To be employed 9 months per year. Salary and work year to be established by Board policy GGBB.

EVALUATION:

Performance in this position will be evaluated annually by the High School Principal and / the Athletic Director. In the event the coach of this position is the Athletic Director, the Assistant Superintendent of the Attendance Center will conduct the evaluation

Policy GFBDAE: Job Description High School Assistant Band Director

Status: DRAFT

Original Adopted Date: 09/15/2008 | Last Reviewed Date: 09/15/2008

Job Description: High School Assistant Band Director

QUALIFICATIONS:

1. A Bachelors Degree in education or Para-Professional credentials in compliance with MSHHSAA.
2. A valid Mississippi teaching certificate in compliance with MSHHSAA.
3. Strong communication, both oral and written skills are required.
4. Strong interpersonal skills are required to establish and maintain effective working relationships with staff, students, parents and members of the community.
5. Thorough knowledge of musical instruments and band director practices and procedures.
6. Thorough knowledge of the principles and methodology of effective teaching.
7. Possess and maintain a valid driver's license.
8. Any other qualifications deemed appropriate by the Board.
9. Ability to lift, carry, push, pull 25-50 pounds.

REPORTS TO:

High School Principal

High School Band Director

PERSONNEL REPORTING TO THIS POSITION:

Assistant Dance /

Flag Director

Band Technicians

JOB GOAL:

This position is responsible for assisting the Band Director in establishing and leading a successful high school Marching Band and Concert Band. This position shall set an example of an exceptional professional educator and be ever mindful that both Director and student represent the Jackson County School District and are expected to conduct themselves in an exemplary manner.

This position supports the Band Director(s) in developing and leading a successful high school Marching Band and Concert Band program. The individual in this role is expected to model the highest standards of professional conduct and remember that both the Director and students represent the Jackson County School District. Exemplary behavior and professionalism are required at all times.

This position shall be responsible for assisting the Band Director in the development of an entertaining marching and concert band but also, the development of self-discipline, character, teamwork, leadership, citizenship, responsibility, academic excellence and the molding of the leaders of tomorrow's society. The primary duties of the person holding this position will be to assist the Band Director to instruct and manage the high school instrumental music program; promote school spirit through musical performances; and encourage student participation.

AREAS OF RESPONSIBILITY:

1. To assist with public performances
2. To assist with band practice and activities
3. To assist with student conduct and discipline
4. To assist with band equipment & music library maintenance
5. To assist with student participation and morale
6. To assist with public relations
7. To assist with student welfare
8. To assist with student eligibility

JOB DUTIES:

1. To assist Band Director to instruct and plan the high school instrumental music program.
2. To assist Band Director to maintain and purchase instruments, music library, equipment and facilitates repair services when needed.
3. To assist Band Director to ensure proper conduct and discipline of all student members of the band.
4. To assist Band Director to establish and maintain rapport with students and encourages student participation.
5. To assist Band Director to motivate students to achieve maximum potential.
6. To assist Band Director to provide opportunities for and support student involvement in the promotion of school spirit
7. To assist Band Director to takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities
8. To assist Band Director to works collaboratively with staff, families, and community resources.
9. To assist Band Director to organize and lead appropriate summer practices to prepare for school year activities and football season.
10. To assist Band Director to organize and lead after school practice sessions beginning on the first day of school for the Fall Semester continuing through the final football game of the season.
11. To assist Band Director to prepare an entertaining halftime show for fall football games consisting of marching and music that are consistent with community standards.
12. To assist Band Director to coordinate publicity for band activities, notifying proper staff member of all activities scheduled by the group.
13. To assist Band Director to coordinates the Friday night football program in conjunction with the High School Principal, Athletic Director and Cheerleader Sponsor including pre-game, post-game and game time activities.
14. To assist Band Director to ensure band participation at athletic pep rallies.
15. To assist Band Director to ensure band participation at away football games.
16. To assist Band Director to ensure band performs the following at all home football games: Star Spangled Banner, Half-Time performance on the field, Band participation in bleachers during the game with a break during the third quarter
17. To assist Band Director to ensure band performs in appropriate district and high school music Festivals.
18. To assist Band Director to ensure band performs a winter music concert, spring music concert, and at graduation exercises.
19. To assist Band Director to ensure student band members are uniformly dressed for all public appearances.
20. To assist Band Director to interact with the Middle School Band Director to ensure consistency in instructional achievement between the school levels.
21. Rides bus for away football games.
22. To assist Band Director to maintain a clean and organized band hall.
23. To assist Band Director to maintain compliance with all rules and regulations of the Mississippi High School Activities Association.
24. To assist Band Director to comply with and support all school district regulations and policies.
25. Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the High School Principal and High School Band Director.
26. Perform all other duties and responsibilities assigned by the High School Principal and High School Band Director.

TERMS OF EMPLOYMENT:

To be employed 9 months per year. Salary and work year to be established by Board policy GGBB.

EVALUATION:

Performance in this position will be evaluated annually by the High School Principal and High School Band Director.

Policy GFB DAG: Job Description: High School Choral Director

Status: DRAFT

Original Adopted Date: 09/15/2008 | Last Reviewed Date: 09/15/2008

Job Description: High School Choral Director

QUALIFICATIONS:

1. A Bachelors Degree in education / in compliance with MHSAA.
2. A valid Mississippi teaching certificate in compliance with MHSAA.
3. Strong communication, both oral and in written, skills are required.
4. Strong interpersonal skills are required to establish and maintain effective working relationships with staff, students, parents and members of the community.
5. Thorough knowledge of the fundamentals of choirs.
6. Thorough knowledge of the principles and methodology of effective teaching.
7. Possess and maintain a valid driver's license.
8. Any other qualifications deemed appropriate by the Board.
9. Ability to lift, carry, push, pull 25-50 pounds.

REPORTS TO:

High School Principal
Athletic Director

PERSONNEL REPORTING TO THIS POSITION:

None

JOB GOAL:

This position is responsible for establishing and leading a successful choral program. This position shall set an example of an exceptional professional educator and be ever mindful that both the director and student represent the Jackson County School District and are expected to conduct themselves in an exemplary manner.

This position shall not only be responsible for the development of entertaining choirs and ensembles but also, the development of self-discipline, character, teamwork, leadership, citizenship, responsibility, academic excellence and the molding of the leaders of tomorrow's society. The primary duties of the person holding this position will be to instruct and manage the high school choral music program; promote school spirit through musical performances; and encourage student participation.

AREAS OF RESPONSIBILITY:

1. Public performances
2. Choral/Ensemble practice and activities
3. Student conduct and discipline
4. Choral Equipment & Music Library Maintenance
5. Student participation and morale
6. Public relations
7. Student welfare
8. Student eligibility

JOB DUTIES:

1. Instructs and plans the high school choral music program.
2. Maintains and purchases instruments, music library, equipment and facilitates repair services when needed.
3. Ensures proper conduct and discipline of all student members of the choir.
4. Establishes and maintains rapport with students and encourages student participation.
5. Motivates students to achieve maximum potential.
6. Provides opportunities for and supports student involvement in the promotion of school spirit.
7. Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
8. Works collaboratively with staff, families, and community resources.
9. Organizes and leads after-school practice sessions routinely in preparation for winter and spring concerts.

10. Coordinates publicity for choral activities, notifying proper staff members of all activities scheduled by the group.
11. Coordinates all performances in conjunction with the High School Principal and Athletic Director.
12. Ensures the choir performs in appropriate district and high school music festivals.
13. Ensures the choir performs a winter music program, spring music concert, and at graduation exercises with quality music that is entertaining, and consistent with community standards.
14. Ensures student choir members are uniformly dressed for all public appearances.
15. Interacts with the Jr. High School Choral Director to ensure consistency in instructional achievement between the school levels.
16. Rides bus for away events.
17. Maintains a clean and organized choral hall.
18. Maintains compliance with all rules and regulations of the Mississippi High School Activities Association.
19. Complies with and supports all school district regulations and policies;
20. Performs all any other duties and activities responsibilities assigned by the High School Principal and Athletic Director. deemed appropriate by the principal.
21. Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the High School Principal and Athletic Director.

TERMS OF EMPLOYMENT:

To be employed 9 months per year. Salary and work year are to be established by Board policy GGBB.

EVALUATION:

Performance in this position will be evaluated annually by the High School Principal and the /Athletic Director.

In the event the coach of this position is the Athletic Director, the Assistant Superintendent will conduct the evaluation.

Policy GFBDI: Job Description: Middle School Band Director

Status: DRAFT

Original Adopted Date: 09/15/2008 | Last Reviewed Date: 09/15/2008

Job Description: Middle School Band Director

QUALIFICATIONS:

1. A Bachelors Degree in education or Para-Professional credentials in compliance with MHSAA.
2. A valid Mississippi teaching certificate.
3. Strong communication, both oral and written skills, are required.
4. Strong interpersonal skills are required to establish and maintain effective working relationships with staff, students, parents and members of the community.
5. Thorough knowledge of musical instruments and band director practices and procedures.
6. Thorough knowledge of the principles and methodology of effective teaching.
7. Possess and maintain a valid driver's license.
8. Any other qualifications deemed appropriate by the Board.
9. Ability to lift, carry, push, pull 25–50 pounds.

REPORTS TO:

High School Band Director
Middle School Principal

PERSONNEL REPORTING TO THIS POSITION:

Any assistance, if assigned. None

JOB GOAL:

This position is responsible for developing and leading successful beginning, intermediate, and advanced Band programs. The individual in this role is expected to model the highest standards of professional conduct and remain mindful that both the Director and students represent the Jackson County School District. Exemplary behavior and professionalism are required at all times. This position is responsible for establishing and leading the successful beginning, intermediate and advanced Band. This position shall set an example of an exceptional professional educator and be ever mindful that both Director and student represent the Jackson County School District and are expected to conduct themselves in an exemplary manner.

This position is responsible for developing an effective middle school band program while fostering self-discipline, character, teamwork, leadership, citizenship, responsibility, and academic excellence in students – helping to shape the leaders of tomorrow. The primary duties include instructing and managing the middle school instrumental music program, promoting school spirit through musical performances, and encouraging student participation. This position shall not only be responsible for the development of an effective middle school band program but the development of self-discipline, character, teamwork, leadership, citizenship, responsibility, academic excellence and the molding of the leaders of tomorrow's society. The primary duties of the person holding this position will be to instruct and manage the middle school instrumental music program; promote school spirit through musical performances; and encourage student participation.

AREAS OF RESPONSIBILITY:

1. Public performances
2. Band practice and activities
3. Student conduct and discipline
4. Band equipment & music library maintenance
5. Student participation and morale
6. Public relations
7. Student welfare
8. Student Eligibility

JOB DUTIES:

1. Instructs and plans the middle school instrumental music program.

2. Maintains and purchases instruments, music library, equipment and facilitates repair services when needed.
3. Ensures proper conduct and discipline of all student members of the band.
4. Establishes and maintains rapport with students and encourages student participation.
5. Motivates students to achieve maximum potential.
6. Provides opportunities for and supports student involvement in the promotion of school spirit.
7. Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
8. Works collaboratively with staff, families, and community resources.
9. Organizes and leads appropriate after-school practices to prepare for performances and individual student development.
10. Ensures the band performs in appropriate district and/or solo and ensemble music festivals.
11. Ensures the band performs a winter music program and a spring music concert.
12. Ensures the band performs in the bleachers and on the field 2 home Middle School football games.
13. Accompanies the High School Band to all home and away High School football games for the purpose of assisting the High School Band Director with coordination of the Friday night High School Football program.
14. Interacts with the High School Band Director to ensure consistent instructional achievement between the school levels.
15. Rides bus for away performances.
16. Maintains a clean and organized band hall.
17. Maintains compliance with all rules and regulations of the Mississippi High School Activities Association.
18. Complies with and supports all school district regulations and policies.
19. Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the Middle School Principal and High School Band Director.
20. Perform all other duties and responsibilities assigned by the Middle School Principal and High School Band Director.

TERMS OF EMPLOYMENT:

To be employed 9 months per year. Salary and work year to be established by Board policy GGBB

EVALUATION:

Performance in this position will be evaluated annually by the High School Band Director and Middle School/Principal.

In the event the coach of this position is the Athletic Director, the Assistant Superintendent will conduct the evaluation.

Policy GFBCF: Job Description: School Counselor

Status: DRAFT

Original Adopted Date: 09/07/1995 | **Last Revised Date:** 07/11/2022 | **Last Reviewed Date:** 07/19/2022

Jackson County School District (JCSD) Professional School Counselors must spend a minimum of eighty percent (80%) of their contractual time to the delivery of services to students in the JCSD as outlined by the American School Counselor Association. Delivery of services is the direct service provided to students, parents, school staff and the community which is an interaction between JCSD Professional School Counselors and JCSD students. These direct services may include the delivery of the following:

- **School Counseling Core Curriculum:** This curriculum is designed to help students attain the desired competencies and to provide all students in the JCSD with the knowledge, attitudes and skills appropriate for their developmental level. The School Counseling Core Curriculum is delivered throughout the overall curriculum in each school of the JCSD and may be presented by JCSD Professional School Counselors in collaboration with other JCSD professional educators and other resources. Collaborative efforts may be implemented to enhance the services provided.
- **Individual Student Planning:** JCSD Professional School Counselors coordinate ongoing systemic activities or individual/group sessions designed to assist students in establishing personal/social goals and developing future career plans.
- **Responsive Services:** Responsive services are designed to meet students' immediate needs and concerns in regard to social/personal issues. Responsive services may include counseling in individual, small-group settings, or crisis responses.
- **Indirect Student Services:** Indirect services are provided on behalf of students as a result of the JCSD School Counselors' interactions with others, including referrals for additional assistance, consultation and collaboration with parents, teachers, other educators and community organizations.
- JCSD Professional School Counselors shall abide by the American School Counselor Association Code of Ethics, in addition to the JCSD Professional Educator Code of Conduct (Policy GAA).

QUALIFICATIONS:

1. Master's degree with major in school counseling
2. AA Certification as a Guidance Counselor (436 MS Endorsement)
3. Ability to lift a minimum of 25 pounds

REPORTS TO:

Principal and Director of Federal Programs and Student Services

JOB GOAL:

Assist students with personal/social emotional, academic, and college/career goals

AREAS OF RESPONSIBILITY: DUTIES AND RESPONSIBILITIES:

1. Classroom, small group and individual school counseling.
2. Individual student academic planning and goal setting.
3. Advocacy for students in individual education planning and career program planning.
4. Collaboration with families/teachers/administrators/community for student success.
5. Student scholarship assistance *High School Only*.
6. Referrals for long-term support after conducting data analysis to identify student issues, needs and challenges.

7. Engage in and provide effective parent/community outreach services.

JOB DUTIES:

1. Provide classroom, individual, and group counseling in the areas of academic, career, and personal/social development for all students.
2. Refer children with suspected emotional problems to qualified mental health personnel for assistance
3. Assist teachers, multi-tiered system of support teachers (MTSS), and positive behavioral specialists with students who exhibit discipline problems and other misbehaviors.
4. Assist all college-bound seniors with college preparation procedures, including, but not limited to, registration for the ACT and completion of scholarship and grant applications
5. Assist students in career planning, which incorporates life skills for career development that students need to be successful.
6. Schedule students for classes that will best suit their educational needs
7. Assist in preparing and presenting drug education, bullying prevention, and mental health materials to students
8. Work collaboratively with all stakeholder groups to create a positive learning community through the implementation of a comprehensive school counseling program to improve the academic success of students, to enhance student strength and address student weaknesses, and to improve communication and collaboration among the school, home, and community in order to promote and build trust, understanding, and partnerships with all segments of the school community.
9. Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the Principal and/or Director of Federal Programs and Student Services.
10. Perform all other such duties and responsibilities as may be assigned by the Principal and Director of Federal Programs and/or Student Services.

TERMS OF EMPLOYMENT:

Guidance personnel shall be employed for ten (10) months (207 days), unless specified otherwise by the school board. Salary is to be based on base pay for length of employment and the regular teaching supplement of the district.

EVALUATION:

Performance in this position will be evaluated annually by the Principal and Director of Federal Programs and Student Services in accordance with provisions of the Board's policies on evaluations.

Policy KM: Visitors to the Schools

Status: DRAFT

Original Adopted Date: 03/01/1993 | **Last Revised Date:** 08/17/2020 | **Last Reviewed Date:** 08/17/2020

VISITORS TO THE SCHOOLS

The Board of Education of the Jackson County School District is dedicated to maintaining a secure and educationally sound environment for its students and staff. Therefore, to ensure safety, security, and an atmosphere conducive to teaching and learning on all campuses, it shall be the policy of this board that upon entering the campus of any school within this district, all visitors must report immediately to the office of the school principal and obtain permission before visiting any part of the campus. The principal shall have the right to deny visitation rights to any individual if (in the judgment of the principal) the visit might negatively affect classroom procedures. Each visitor must sign a visitor list in the principal's office. A visitor's badge will be issued and must be worn at all times while on the school campus. The badge will be returned to the principal's office when the visitor departs the campus. Exceptions to this requirement are when visitors are attending a general school function such as a pep rally, assembly program, athletic event, etc. Unauthorized persons shall not be permitted in school buildings or on school grounds. School principals are authorized to take appropriate action to prevent such persons from entering buildings or from loitering on grounds. Such persons will be prosecuted to the full extent of the law.

Members of the supervisory or administrative staff who have invited professional visitors may elect to serve as hosts to the visitors whom they have invited, as well as to other visitors who may have a mutual interest and area of competency.

All visitors are to be made to feel welcome. There shall be no solicitation of teachers or students on personal matters on the school premises by salesmen or agents. Out of town visitors who have made arrangements through the principal's office will have the principal or principal designee as a host for the visitor or delegation.

STUDENT VISITATION

The schools, because of space factors in the classrooms, will not be able to allow school students to have student visitors accompany them as visiting guests in the school.

CLASSROOM VISITATION

As part of the district's safety and security program, only school or district personnel, law enforcement officials, or educational professionals designing an individual educational program shall be allowed to visit classrooms during instructional times.

Policy CBG: Administrative and Supervisory Personnel Positions

Status: DRAFT

Original Adopted Date: 02/21/2000 | **Last Revised Date:** 01/11/2024 | **Last Reviewed Date:** 01/11/2024

Administrative and Supervisory Personnel Positions

All administrative and supervisory positions in the Jackson County School District are established initially by the board of trustees, or by Mississippi School laws, or by regulations of the State Board of education, or by a combination thereof.

It is the intent of the school board to activate such positions that are sufficient to promote the attainment of our schools' goals.

In each case, the school board will approve the purpose and function of the position in harmony with state laws and regulations, approve a statement of job requirements as recommended by the superintendent, and delegate to the superintendent the task of writing, or causing to be written, a job description for the position.

The school board directs the superintendent to continuously maintain a comprehensive, coordinated set of job descriptions for all such positions as to promote efficiency and economy in the staff's operations.

Although positions may remain temporarily unfilled, only the school board may abolish a position.

This school board selects all school district personnel in the manner provided by the law. '37-7-301'

It shall be the policy of the Jackson County School District to provide the highest possible quality of education for the students enrolled in the schools of this district. In order to achieve this goal, it is necessary, from time to time, to add administrative positions sufficient to insure adequate leadership and supervision at the schools.

Requests for additional administrative positions may be presented to the school board for approval when the average enrollment of the following three months – the ninth month of the preceding year and the second and third months of the current year – meets or exceeds the numbers listed below. If the additional position is approved by the board, the recommendation to fill the position will be made when all other administrative recommendations are presented to the board.

When the average enrollment drops below the membership listed below for one year, the number of administrators and lead teachers will be reduced accordingly.

Administrative positions under this policy are not subject to Reduction in Force policy guidelines. Lead Teacher positions are subject to available funding.

ELEMENTARY SCHOOLS

MEMBERSHIP	PRINCIPAL	ASST. PRINCIPAL	ADMIN. ASST. LEAD TEACHERS
1-499	1	1	
500-999750	1	1	1
1000751-UP1000	1	21	2

MIDDLE, JUNIOR HIGH, AND HIGH SCHOOLS

MEMBERSHIP	PRINCIPAL	ASST. PRINCIPAL	ADMIN. ASST. LEAD TEACHERS
1-499699	1	1	

500700-749949	1	12	
750950-9991199	1	23	
1000-12491200+	1	34	
1250-1500	1	4	

References: MS Code 37-7-301 as cited

Policy ICHI: Literacy Based Promotion

Status: DRAFT

Original Adopted Date: 11/17/2025 | Last Reviewed Date: 11/17/2025

In compliance with the “Literacy Based Promotion Act,” it is the intent of this school district to improve the reading skills of Kindergarten - Third Grade students so that every student completing the Third Grade is able to read at or above grade level.

This district shall comply with all requirements of the Act, including, but not limited to:

3rd Grade Reading Summative Assessment –Beginning in the 2014-2015 school year, a student scoring at the lowest achievement level in reading on the established state assessment for 3rd grade will not be promoted to 4th grade.

Social Promotion – A student may not be assigned a grade level based solely on age or any other factor that constitutes social promotion.

Public School Requirements

If a K - 3 student has been identified with a substantial deficit in reading, the teacher will immediately, and with each quarterly progress report, notify parents or legal guardians of the following in writing:

- Determination of a substantial deficit in reading;
- Description of student services and supports presently provided;
- Description of proposed supplemental instruction and support to remediate the student’s deficit areas;
- Strategies for parents to use to help students at home; and,
- Notification that student will not be promoted to 4th grade if reading deficiency cannot be remediated by the end of 3rd grade
- Provide intensive reading instruction and immediate intervention to each K - 3 student who exhibits a substantial deficiency in reading at any time.

The intensive reading instruction and intervention must be documented for each student Grades K-3 in an individual reading plan, including, at a minimum, the following:

1. The student’s specific, diagnosed reading skill deficiencies as determined (or identified) by diagnostic assessment data;
2. The goals and benchmarks for growth;
3. How progress will be monitored and evaluated;
4. The type of additional instruction services and interventions the student will receive;
5. The research-based reading instructional programming the teacher will use to provide reading instruction, addressing the areas of phonemic awareness, phonics, fluency, vocabulary and comprehension;
6. The strategies the student’s parent is encouraged to use in assisting the student to achieve reading competency; and,
7. Any additional services the teacher deems available and appropriate to accelerate the student’s reading skill development.

Good Cause Exemptions

A 3rd grade student who fails to meet the academic requirements for promotion to the 4th grade may be promoted for good cause.

To view these specific requirements, you can visit the Jackson County School District website under Curriculum & Instruction or the Mississippi Department of Education (MDE) website, Appendix F – Good Cause Exemption Form LBPA.

1. Limited English Proficient students who have had less than two (2) years of instruction in English Language Learner program;
2. Students with disabilities whose Individualized Education Program (IEP) indicates that participation in the statewide accountability assessment program is not appropriate, as authorized under state law;
3. Students with a disability who participate in the state annual accountability assessment and who have an IEP

or Section 504 plan that reflects that the student has received intense remediation in reading for two (2) years but still demonstrates a deficiency in reading OR was previously retained in Kindergarten or First, Second or Third grade;

4. Students who demonstrate an acceptable level of reading proficiency on an alternative assessment approved by the State Board of Education; and
5. Students who have received intensive intervention for two (2) or more years but still demonstrate a deficiency in reading, and who previously were retained in Kindergarten or First, Second or Third Grade for a total of two (2) years and have not met exceptional education criteria.

Beginning in the 2018-2019 school year, if a student's reading deficiency is not remedied by the end of the student's Third-Grade year, as demonstrated by the student scoring above the lowest two (2) achievement levels in reading on the state annual accountability assessment or on an approved alternative standardized assessment for Third Grade, the student shall not be promoted to Fourth Grade.

Student Handbook

Provisions required by the Literacy Promotion Act shall be included in the district's published handbook of policy for employees and students.

The superintendent or designee shall establish procedures to support this policy.

Policy GBRID: Military Leave

Status: DRAFT

Original Adopted Date: Pending

School district employees are entitled to a leave of absence from their respective duties when ordered to military duty. If ordered to military duty, district employees will be paid for time not to exceed 15 days in one calendar year. The Jackson County School District (JCSD) intends to fully comply with all federal and state laws. Therefore, the annual leave and efficiency rating of these employees will not be affected by military leave.

The Jackson County School District (JCSD) allows employees to be paid for all unused personal leave after the fifteen-day absence and will continue district-paid insurance coverage at the employee's option until the employee "is relieved from duty." The employee also has the right to continue all other coverage at his expense. It is the responsibility of the employee to complete all required forms to continue compensation and benefits in the business office.

Employees released from military service have 90 days to apply for reemployment and cannot be discharged "without cause" within one year after reinstatement to their school district positions. The law adds that reemployment protection is not extended to employees dishonorably discharged from military service.

If the time of call to active duty is optional for the employee, the Jackson County School District (JCSD) expects that the employee choose a time for reporting to active duty that is least disruptive to the district.

The Jackson County School District (JCSD) shall comply with the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), which, among other things, removes the distinction between active service personnel and reserve personnel from the employer's perspective. Further, the Act prohibits an employer from denying "initial employment, reemployment, retention in employment, promotion, or any benefit of employment" to a person who is a member of or applies to be a member of the uniformed services, or who is performing, has performed, or has applied to perform services in a uniformed service.

Exhibit DJEE-E(1): Child Nutrition Procurement Plan

Status: DRAFT

Original Adopted Date: 03/10/2003 | **Last Revised Date:** 12/22/2022 | **Last Reviewed Date:** 12/22/2022

See PDF on the next page.

Descriptor Term:
JOB DESCRIPTION

FOOD SERVICE CHILD NUTRITION PROCUREMENT PROCEDURES PLAN

JCSD – EEE
MSBA – DJEE
ISSUE DATE: 03-10-2003
REVISED: 08-15-2020

A (Category) WHAT	B (Frequency) WHEN	C (Method) HOW	D Writes & Interprets Specifications & Instructions, etc.	E Issues, Requests, Receives & Tabulates Pricing	F Awards & Reviews Bids or Quotes	G Requisitions Product WHO	H Orders Product WHO	I Receives Product WHO	J Approves Substitutions of Product or Brand
1. Fresh Produce	Statewide Purchasing Program (SWPP)	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
2. Dry Groceries	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
3. Frozen Fruits & Vegetables	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
4. Frozen Meats	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
5. Paper Goods	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
6. Miscellaneous Cleaning Supplies	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
7. Dish machine & Other Special Chemicals	Annually	Bottom Line Firm Price Bids	Director of Child Nutrition	Director of Child Nutrition	Director of Child Nutrition	Central Office Staff	Child Nutrition Manager	Child Nutrition Manager	Director of Child Nutrition
8. Equipment-Small	Annually	Bottom Line Firm Price Bids	Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Child Nutrition Manager	Child Nutrition Manager	Director of Child Nutrition
9. Equipment-Large	Annually	Bottom Line Firm Price Bids	Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Central Office Staff	Child Nutrition Manager	Director of Child Nutrition
10. Milk	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
11. Bread	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
12. Ice Cream	SWPP	SWPP	SWPP	SWPP	SWPP	Child Nutrition Bookkeeper	Child Nutrition Manager	Child Nutrition Manager	SWPP
13. Emergency Purchases			Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Central Office Staff	Child Nutrition Manager	
14. Non-Competitive Negotiations			Director of Child Nutrition	Central Office Staff	Director of Child Nutrition	Central Office Staff	Central Office Staff	Child Nutrition Manager	

Policy GABB: Staff/Student Non-fraternization

Status: DRAFT

Original Adopted Date: 09/09/2024 | **Last Reviewed Date:** 09/09/2024

Adults who have contact with children and adolescents through school activities have the responsibility not to betray or misuse their privileged position and shall never take advantage of students' vulnerability or of their confidence.

It is the policy of the Board of Education to prohibit any sexual relationship, contact or sexually nuanced behavior or communication between a staff member and a student, while the student is enrolled in the school system. The prohibition extends to students of the opposite sex or the same sex as the staff member, and applies regardless of whether the student or the staff member is the initiator of the behavior and whether or not the student welcomes or reciprocates the attention.

STAFF GUIDELINES FOR NON-FRATERNIZATION

Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to, the following guidelines:

1. Staff members shall not make derogatory comments to students regarding the school and/or staff.
2. Staff members shall not exchange gifts with students.
3. Staff-sponsored parties, at which students are in attendance, unless they are a part of the school's extracurricular program and are properly supervised, are prohibited.
4. Staff members shall not fraternize, written or verbally, with students except on matters that pertain to school-related issues.
5. Staff members shall not text students nor participate in any student blogs.
6. Staff members shall not friend students on any social media platforms.
7. Staff members shall not associate with students at any time in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
8. Staff members shall not date students. Sexual relations with students, regardless of age and/or consent, are prohibited and will result in dismissal and criminal prosecution.
9. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
10. Staff members shall maintain a reasonable standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities.
11. Staff members shall not send students on personal errands.
12. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
13. Staff members shall not attempt to counsel, assess, diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but instead, should refer the student to appropriate school personnel or agency for assistance, pursuant to law and Board policy.
14. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning

assessments, ability scores, grades, behavior, mental or physical health and/or family background.

SOCIAL MEDIA

Employees, faculty and staff are solely responsible for the content and the security of their social media websites and applications and shall not give their social media website passwords to students.

Employees, faculty, and staff shall NEVER use their personal social media accounts in any way purporting to be or speaking for the Jackson County School District.

Fraternization via the internet between employees, faculty or staff and students is prohibited and in violation of standards of the Mississippi Educator Code of Ethics. Communications with both students and parents shall be done in person, over the telephone, through standard mail, and/or through email. Social media shall never be used and is not an appropriate form of communication.

Access of social media websites for individual use during school hours is prohibited.

Violation of this policy may result in disciplinary action.

Nothing in this policy prohibits employees, faculty, staff or students from the use of educational websites.

ANNUAL REMINDER TO STAFF

The Superintendent and the school principals will annually remind staff members and orient new staff members concerning the importance of maintaining proper decorum in the on-line, digital world as well as in person. Employees must conduct themselves in ways that do not distract from or disrupt the educational process. The orientation and reminders will give special emphasis to:

1. Improper fraternization with students using Facebook and similar internet sites or social networks.
 2. Inappropriateness of posting items with sexual content.
 3. Inappropriateness of posting items exhibiting or advocating the use of drugs and alcohol.
 4. Examples of inappropriate behavior from other districts, as behavior to avoid.
 5. Monitoring and penalties for improper use of district computers and technology.
 6. The possibility of penalties, including dismissal from employment, for failure to exercise good judgment in online conduct.
-

Policy GABBA: Social Media Websites

Status: DRAFT

Original Adopted Date: 09/09/2024 | **Last Reviewed Date:** 09/09/2024

SOCIAL MEDIA WEBSITES

All employees, faculty, and staff shall observe the following while participating in any social media websites or applications:

1. Access of social media websites for individual use during school hours is prohibited.
2. Employees, faculty, and staff shall not friend students on any social media platforms.
3. Employees, faculty, and staff shall not give social media passwords to students.

4. Employees, faculty, and staff are solely responsible for the security of their social media accounts.
5. Employees, faculty, and staff are solely responsible for the content that is posted on their social media accounts at all times.
6. Employees, faculty, and staff shall NEVER use their personal social media accounts in any way purporting to be or speaking for the Jackson County School District.

Fraternization via the internet between employees, faculty or staff and students is prohibited and in violation of standards of the Mississippi Educator Code of Ethics. Communications with both students and parents shall be done in person, over the telephone, through standard mail, and/or through email. Social media shall never be used and is not an appropriate form of communication.

Violation of this policy may result in disciplinary action.

Nothing in this policy prohibits employees, faculty, staff or students from the use of educational websites, since educational sites are used solely for educational purposes.

Policy GADF: Donated Leave

Status: DRAFT

Original Adopted Date: 01/30/2006 | **Last Revised Date:** 03/18/2024 | **Last Reviewed Date:** 03/18/2024

Donating Leave

Effective July 1, 2012, any employee of the Jackson County School District may donate a portion of his/her unused accumulated personal leave or sick leave to another employee of the school district who is suffering from a catastrophic injury or documented illness, as defined in Mississippi Code 37-7-307, or a member of his/her immediate family suffering from a catastrophic injury or illness.

For the purpose of this section, "immediate family" means spouse, parent, stepparent, sibling, child, or stepchild, grandparent, stepbrother or stepsister. Employee's child means biological child, adopted child or foster child, legal ward of the child of whom the employee is standing in loco parentis or who is incapable of self-care because of a mental or physical disability (legal documentation required).

To donate leave to another employee, the following procedures shall be followed:

1. The donor employee shall notify the superintendent (or designee) and designate the employee who is to receive the leave and the amount of unused leave to be donated.
2. The maximum amount of personal leave that may be donated cannot exceed that which would leave the donor employee with fewer than seven (7) days of personal leave. The maximum amount of sick leave that may be donated cannot exceed 50% of the unused accumulated sick leave. Pursuant to MS Statute 25-3-95(8)(j), no employee can donate leave after tendering notice of separation for any reason, including retirement, or after termination. Once donated leave has been processed, the donor employee may not request its return.
3. An employee must have exhausted all of his/her accumulated personal and sick leave before being eligible to receive any donated leave. Donated leave shall not be used in lieu of disability retirement.
4. Eligibility for donated leave shall be based upon review and approval by the donor employee's supervisor.
5. If the amount of leave that is donated is not used by the employee, the whole days of donated leave shall be returned to the donor employee on a pro rata basis.

Receiving Donated Leave

To receive donated leave from another employee, the following procedures shall be followed:

1. The recipient employee must have been employed for a total of at least twelve (12) months on the date on which the leave is donated.
2. The recipient employee must have been employed for at least 1,250 hours of service with JCSD during the previous twelve-month period from the date on which the leave is donated.
3. The recipient employee must have exhausted all of his/her earned personal leave and major medical leave.
4. The recipient employee must provide the superintendent's committee with a physician's statement that states the beginning date of the injury or illness, a description of the injury or illness and a prognosis for recovery and the anticipated date the employee will be able to return to work. If it passes approval of the committee, then the request for donated leave will be presented to the Superintendent for final approval.

Donated leave request forms may be found on the Human Resources page of the Jackson County School District website (jcsd.ms).

Policy GAE: Staff Complaints and Grievance

Status: DRAFT

Original Adopted Date: 06/04/2007 | **Last Revised Date:** 03/18/2024 | **Last Reviewed Date:** 03/18/2024

Staff Grievance Procedure

Grievances of staff shall be processed according to the following procedures:

1. The grievant must inform orally his/her immediate supervisor of the grievance within five (5) days from the date of the alleged grievance. The grievant and immediate supervisor will attempt to resolve the grievance informally.
2. If the grievance is not resolved and the grievant elects to pursue the issue, he/she within five (5) days after meeting with the immediate supervisor, must file a written statement with the Assistant Superintendent. This statement shall contain the time, place, and nature of the alleged violation of the grievant's rights and shall be signed and dated by the grievant.
3. Within five (5) days, the Assistant Superintendent shall provide his/her decision in writing with supporting evidence and reasons.
4. If the grievant chooses to appeal the decision of the Assistant Superintendent, he/she shall submit, within five (5) days, a written request of appeal to the Superintendent. Within five (5) days, the Superintendent shall provide his/her decision in writing with supporting evidence and reasons.
5. If the grievant chooses to appeal the decision of the Superintendent, he/she shall submit, within five (5) days of the Superintendent's decision, a written request to the Superintendent's office to present his/her grievance before the Board of Education at the next regular meeting or at a special meeting set by the Superintendent.
6. The Board shall render its decision within seven (7) days of the grievant's hearing. The Superintendent shall provide copies of the decision to any parties involved.

A grievance may be withdrawn at any time without prejudice or record.

The following definitions shall apply to this grievance procedure:

1. A "grievance" is a complaint by an individual based upon an alleged violation of a person's rights under state or federal law or board policy.
2. A "grievant" is a person or persons making the complaint.
3. The term "days" shall mean working school days and shall exclude weekends or vacation days.

In the adoption and implementation of this grievance procedure, it shall be understood that the Board of Education is not a court of law and that rules of jurisprudence shall not apply.

Policy GAEP: Grievance Procedures -- Licensed Personnel Appraisal

Status: DRAFT

Original Adopted Date: 08/05/1996 | **Last Revised Date:** 03/18/2024 | **Last Reviewed Date:** 03/18/2024

Personnel Appraisal Grievance Procedure

Personnel who do not agree with the administrator's evaluation of their job performance may file a grievance utilizing the following procedure:

1. The grievant must inform orally his/her immediate supervisor of the grievance. The grievant and immediate supervisor will attempt to resolve any problems informally.
2. If the issue is not resolved and the grievant elects to pursue the issue, he/she must file a written statement with the Assistant Superintendent for certified staff of JCSD within five (5) days after the meeting with the immediate supervisor. The statement should specify the nature of the grievance and be signed and dated by the grievant. If the grievant is an administrator and the evaluator is the Assistant Superintendent, the grievance shall be filed with the Superintendent. If the grievant is the Assistant Superintendent or a Central Office Administrator and the evaluator is the Superintendent, then the grievance shall be filed with the Chairman of the Board of Education who will determine how to resolve the issue.
3. Within five (5) days, the Assistant Superintendent/Superintendent/Chairman of the Board of Education (or his/her designee) shall provide in writing his/her decision with supporting evidence and reasons.
4. If the grievant chooses to appeal the decision of the evaluator's supervisor, he/she shall submit a written request to the Superintendent within five (5) days of the decision to the Board of Education at the next regular meeting or at a special meeting set by the Chairman of the Board of Education.
5. The Board of Education shall render its decision within seven (7) days of the grievant's hearing. The Superintendent shall provide copies of the decision to all parties involved.

A grievance may be withdrawn at any time without prejudice or record.

Policy GFAAAA: Job Description: Assistant Superintendent of Curriculum & Instruction

Status: DRAFT

Original Adopted Date: 10/17/2022 | **Last Reviewed Date:** 10/20/2022

QUALIFICATIONS:

- A Master's Degree
- AA License in Educational Administration
- Two years teaching experience and five years' experience as an administrator
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable
- Ability to lift and/or carry up to 25 pounds as needed

REPORTS TO:

Superintendent of Schools

SCOPE OF RESPONSIBILITY:

The Assistant Superintendent will function as an overseer of his or her assigned attendance center(s), will serve as an instructional leader of the district, and will be responsible for serving as the primary evaluator of all attendance center administrators. He or she will work collaboratively with the Director of Curriculum and Central Office Administration and his/her team to ensure that academic goals are met, and best practices are implemented throughout all elementary schools. Overall, he or she will ensure the district/school educational and athletic objectives are aligned to state frameworks and to instructional practices that yield the highest standards of student achievement, instructional excellence, and community support in all areas.

PERSONNEL REPORTING TO THIS POSITION:

Directly/Indirectly:

- Building Principals
- Other School Leaders
- Attendance Center Staff
- Teachers
- School-Level Staff

AREAS OF RESPONSIBILITY:

- Instructional program
- Supervision and evaluation
- Budgeting and purchasing
- Administration of activity funds
- Public Relations
- Student Welfare
- Students

JOB GOAL:

- To assist the Superintendent in carrying out the duties and responsibilities of the Superintendent's office to the ultimate benefit of the district's entire educational program.
- To implement and administer all educational activities and all related and supporting activities of the Attendance Center
- To increase student achievement consistent with the challenging State academic standards;
- To improve the quality and effectiveness of teachers, principals, and other school leaders;
- To increase the number of teachers, principals, and other school leaders who are effective in improving

- student academic achievement in schools; and
- To provide low-income and minority students greater access to effective teachers, principals, and other school leaders.

DUTIES AND RESPONSIBILITIES:

(Attendance Center Duties/Responsibilities)

1. Serves as acting Superintendent in the absence of him or her, only when designated by the Superintendent.
2. Serves as chairperson of the Superintendent's staff for planning, formulating, and recommending policies and procedures for the school district.
3. Aids the Superintendent, Business Manager, and the Board of Education in financial planning and budgeting.
4. Advises and assists in obtaining state and federal funds.
5. Approves all fund-raising activities and limits these activities to those that have recognized educational value.
6. Oversees the securing of quotes for items to be purchased as per the state and district purchasing regulations.
7. Consults with the Superintendent during inclement weather as to the possibility of closing school.
8. Provides the opportunity for and approves the organization and plans of all students' studies and activities.
9. Approves the recommendation of all attendance center instructional personnel and interviews when necessary.
10. Visits and observes all school operations within the assigned attendance center(s) and reports to the Superintendent.
11. Approves the attendance center overtime.
12. Establishes and maintains a close working relationship with the community through the P.T.A., P.T.O., and other appropriate methods.
13. Cooperates with other schools in the area by visiting and receiving visitors.
14. Supervises all personnel reporting to this position, both directly and indirectly, in accordance with district policy and legal guidelines and conducts annual evaluations.

(Instructional Duties/Responsibilities)

1. Responsible for improving the quality and effectiveness of elementary teachers, principals and other school leaders by providing high-quality mentoring and coaching and principal leader training.
2. Coordinates the assignment of teacher units within the attendance for academic and financial reasons.
3. Coordinates the accreditation process within the attendance center with the Director of Curriculum and Central Office Administration.
4. Assists pupils, parents, and teachers with academic, emotional, and disciplinary problems.
5. Provides district oversight of recruitment and retention initiatives.
6. Prepares the agenda and provides guidance for regularly scheduled building level administrative staff meetings and serves as the chair for such meetings.
7. Ensures that all principals and other school leaders have the instructional leadership skills to develop teacher pedagogical competencies and to help students meet all of the challenging state academic standards.
8. Represents the school district at meetings when specifically designated by the Superintendent.
9. Disseminates information concerning appropriate new educational materials.
10. Prepares reports, in conjunction with the Director of Curriculum and Central Office Administration, for the Superintendent and/or Board on a regular basis on the overall quality of data-driven instruction within the assigned attendance center(s).
11. Evaluates all principal leaders and ensures that all principals complete personnel evaluations on all staff under their supervision.
12. Remains familiar with all new accreditation requirements of the Mississippi Department of Education.
13. Advises the Superintendent on all matters related to instruction and the professional development of all personnel.
14. Makes policy recommendations as needed to improve all instruction.
15. Participates in the development of the district's strategic plan.
16. Establishes and maintains effective communications between the district and all elementary schools throughout Jackson County School district.
17. Coordinates elementary instruction and makes sure that the Mississippi Curriculum Frameworks are being implemented in the schools in the district.
18. Oversees principals and teachers in accessing information relating to the skills assessed through the state testing program and in finding appropriate instructional resources to enhance instruction in those skill areas.
19. Oversees the coordination of professional development for school principals and teachers, ensuring that all

state requirements regarding professional development are met.

20. Works with school level administrators, teachers, and professional development coordinators to design and implement an effective, comprehensive program of professional development that facilitates improvement and growth among the professional staff.
21. Assists in the development of budgets including staffing needs, instructional materials and resources, and provision for the activities of the district.
22. Displays a significant leadership role in fostering professional growth and the building of staff morale throughout the district.
23. Assumes all other duties and responsibilities assigned by the Superintendent.

TERMS OF EMPLOYMENT:

To be employed 232 days per year. Salary and work year to be established by Board policy GGA. ~~A portion of this salary will be federally-funded.~~

EVALUATION:

Performance in this position will be evaluated by the Superintendent annually in accordance with the provisions of the Board's policies on evaluation.

Policy GFAAAB: Job Description: Assistant Superintendent of Support

Status: DRAFT

Original Adopted Date: 10/17/2022 | **Last Reviewed Date:** 10/20/2022

QUALIFICATIONS:

- A Master's Degree
- AA License in Educational Administration
- Two years teaching experience and five years' experience as an administrator
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable
- Ability to lift and/or carry up to 25 pounds as needed

REPORTS TO:

Superintendent of Schools

SCOPE OF RESPONSIBILITY:

The Assistant Superintendent of Support will function as an overseer of his or her assigned attendance center(s), and will be responsible for the leadership and management of the district's support operations, including the evaluation of all administrators that fall under support. The Assistant Superintendent of Support will oversee the non-instructional functions of the district under support services, including but not limited to: athletics, information technology, construction, maintenance, custodians, facilities, school security, transportation and child nutrition and all related activities. He or she will work collaboratively with these departments and his/her team to ensure that best practices are implemented throughout the district.

PERSONNEL REPORTING TO THIS POSITION:

Directly/Indirectly:

- Attendance Center Staff
- Technology Director
- School Resource Officers
- Child Nutrition Director
- Athletic Directors
- Operations Director

AREAS OF RESPONSIBILITY:

- Operations
- School Safety
- Child Nutrition
- Technology
- Athletics
- Supervision and evaluation
- Budgeting and purchasing
- Administration of activity funds
- Public Relations
- Student Welfare
- Maintenance & Construction
- Custodians
- Transportation

JOB GOALS:

- To assist the Superintendent in carrying out the duties and responsibilities of the Superintendent's office to the

ultimate benefit of the district's entire educational program.

- To implement and administer all operational/non-instructional activities and related supporting activities of the attendance centers.
- To streamline the day to day operations of athletics, information technology, construction, maintenance, custodians, facilities, school security, transportation and child nutrition.
- To ensure schools and other district facilities meet or exceed the safety guidelines as outlined by the Mississippi Department of Education.
- To provide forward-thinking vision, leadership and management of technology and data to support the mission and goals of the district.
- To organize and coordinate the district's child nutrition program, assuring cost effectiveness and compliance regarding nutrition, sanitation, safety, and purchasing.
- To provide leadership to maintain and improve all athletic programs for the benefit of all student athletes.

DUTIES AND RESPONSIBILITIES:

1. Monitors, coordinates, supervises and provides leadership to those departments under support services including facilities, maintenance and construction, custodial, transportation, child nutrition, information technology, student safety and welfare, athletics and all related activities.
2. Approves athletic fund-raising activities and limits these activities to those that have recognized value.
3. Provides the opportunity for and approves the organization and plans of all students' athletic related activities.
4. Coordinates with the athletic directors in purchasing equipment, scheduling athletic contests, maintaining crowd control, and collecting game receipts to ensure consistency between attendance centers.
5. Ensures supervision at all athletic functions has been coordinated.
6. Works closely with athletic directors and building administration to develop and enforce an athletic/academic code of conduct which is consistent with the goals of the district.
7. Responsible for overseeing all technology (software, infrastructure, security, networks, telephones and intercoms, etc.) to ensure schools have comprehensive support for teaching and learning activities for staff and students.
8. Remains familiar with all new requirements of the Mississippi Department of Education Office of Safe and Orderly Schools.
9. Develops, coordinates and maintains procedures that will ensure a safe, clean educational environment.
10. Coordinates the development of both short-term and long-term capital improvement plans.
11. Oversees the securing of quotes for items to be purchased as per the state and district purchasing regulations.
12. Serves as acting Superintendent in the absence of him or her, only when designated by the Superintendent.
13. Serves as chairperson of the Superintendent's staff for planning, formulating, and recommending policies and procedures for the school district as related to support services.
14. Aids the Superintendent, Business Manager, and the Board of Education in financial planning and budgeting.
15. Advises and assists in obtaining state and federal funds.
16. Consults with the Superintendent during inclement weather as to the possibility of closing school.
17. Approves the recommendation of all support services personnel and interviews when necessary.
18. Visits and observes all day to day operations within support services and reports to the Superintendent.
19. Approves overtime.
20. Establishes and maintains a close working relationship with the community.
21. Cooperates with other schools in the area by visiting and receiving visitors.
22. Supervises all personnel reporting to this position, both directly and indirectly, in accordance with district policy and legal guidelines and conducts annual evaluations.
23. Ensures consistency between attendance centers on the day to day operations and work flows related to each support services department.
24. Responsible for improving the quality and effectiveness of personnel by providing high-quality mentoring and coaching.
25. Provides district oversight of recruitment and retention initiatives.
26. Prepares the agenda and provides guidance for regularly scheduled support services administrative staff meetings and serves as the chair for such meetings.
27. Represents the school district at meetings when specifically designated by the Superintendent.
28. Disseminates information to support services directors.
29. Prepares reports for the Superintendent and/or Board on a regular basis using data-based benchmarks on the overall operation of support services.
30. Evaluates support directors and ensures that all support directors' complete personnel evaluations on all staff under their supervision.
31. Advises the Superintendent on all matters related to support services and the professional development of staff.
32. Makes policy recommendations as needed to improve support services.

33. Participates in the development of the district's strategic plan.
34. Establishes and maintains effective communications between the district and all support services departments throughout Jackson County School district.
35. Works with support service director level staff to design and implement an effective, comprehensive program of professional development that facilitates improvement and growth among the staff.
36. Assists in the development of budgets including staffing needs, materials and resources, and provisions for the activities of the district.
37. Displays a significant leadership role in fostering professional growth and the building of staff morale throughout the district.
38. Assumes all other duties and responsibilities assigned by the Superintendent.

TERMS OF EMPLOYMENT:

To be employed 232 days per year. Salary and work year to be established by Board policy GGA.

EVALUATION:

Performance in this position will be evaluated by the Superintendent annually in accordance with the provisions of the Board's policies on evaluation.

Policy GFAEJ: Job Description: Student and Technology Support Manager

Status: DRAFT

Original Adopted Date: 07/19/2021 | **Last Revised Date:** 12/15/2025 | **Last Reviewed Date:** 12/15/2025

ESSENTIAL FUNCTIONS:

- To coordinate and oversee all technical functions related to student information for the school district
- To maintain E-Rate documentation and compliances with E-Rate regulations
- To provide support to special student populations to include homeless and foster care students in collaboration with school personnel
- To maintain assets and purchasing for the technology department

QUALIFICATION REQUIREMENTS:

- Minimum of 3 years of experience
- High School Diploma; specialized training in Central Access Student Information Programming
- Experience with SAM Spectra, Title I, Crate, and other Student Information Systems.
- Knowledge of E-Rate
- Knowledge of K-12 purchasing guidelines and laws

REPORTS TO:

Director of Information Technology and Director of Federal Programs/Student Services

PERFORMANCE RESPONSIBILITIES:

- Assist the technology directors with E-Rate
- Maintain E-Rate documentation and compliances with E-Rate regulations
- Keep Technology Directors informed of upcoming E-Rate deadlines and trainings
- Attend E-Rate training when needed
- Perform E-Rate audits to ensure compliance and report finds to technology director
- Purchasing for technology department
- Maintain technology department assets
- Assists in distribution of technology purchased for the schools
- Serves as the Homeless Liaison
- Assures that homeless students are fully integrated into the school setting and offered appropriate educational support as authorized under the McKinney-Vento Act for Homeless Education.
- Coordinates and collaborates with the state coordinator, school personnel and community organizations responsible for the provision of education and related services to homeless students.
- Acts as a liaison between schools, shelters, and the community on behalf of homeless students.
- Ensure that homeless students receive educational services for which they are eligible, and referrals to health-care services, dental services, mental health services and other appropriate services.
- Ensure that public notice of the educational rights of homeless students is distributed where such students receive services
- Ensures that the parent of a homeless student, or any unaccompanied homeless student, is fully informed of all transportation services, including transportation to the school of origin and is assisted in accessing appropriate transportation.
- Maintains federal documentation of homeless students and disseminates this information to appropriate departments
- Inform parents, guardians, and caregivers of homeless children and youth of opportunities and services available in the community.
- Collect data and information on such students that will help the Federal Program/Student Services Director prepare federal grant applications and secure services for such students.
- Other duties may be assigned as needed.
- Serves as the Foster Care Point of Contact (POC) and acts as a liaison between the state and the district.
- Serves as the Secondary MSIS contact for Student Services
- Serves as an administrator of the Student Information System (SIS)
- Act as district liaison for Student Information System (SIS)
- Coordinate and schedule training for district personnel on (SIS)
- Schedules and completes Affidavits of Residency for all attendance centers; maintain district spreadsheet of Affidavit recipients

- Any other duties as assign by Student Services and/or IT Directors
- Ability to lift and/or carry up to 25 pounds as needed

TERMS OF EMPLOYMENT:

A portion of this salary will be federally-funded. Employment will be for 12 months/232-days

SALARY SCALE: Based on school board policy GGBS

EVALUATION:

Performance in this position will be evaluated annually by a Director of Information Technology and the Director of Federal Programs/Student Services in accordance with provision of the Board's policies on evaluation.

Policy GFAEQ: Job Description: Assistant Director of Educational Technology

Status: DRAFT

Original Adopted Date: 07/15/2024 | **Last Reviewed Date:** 07/15/2024

ESSENTIAL FUNCTIONS:

- Work with the Director of Information Technology to direct the development, implementation, and ongoing professional development of Educational Technology in the district.
- Keep the Director of Information Technology informed of all aspects of the EdTech office as well as customer issues.
- Supports school and district administrative personnel in their use of technology.
- Design and perform training for school principals and assistant principals on educational technology needs to support their schools and teachers.
- Oversee all aspects of the Educational Technology office of the IT department.
- Work with Educational Technology Specialists (EdTech) and the Curriculum department to align support software.
- Work with the Director of Information Technology to coordinate with district office departments to support software needed by each one.
- Work with the Director of Information Technology and Information Systems Specialist to coordinate training for all district personnel on software, including but not limited to transportation software, Marathon, School Status, Google Suite, etc.
- Assist the IT department in software implementation.
- Act as liaison between principals/directors and the IT department on software issues.
- Work with the EdTech department to support administrative functions of EdTech software.
- Maintain District Website and Media Outlets.
- Oversee the School Technology Leader in the development, design, and updates to school's website and social networks.
- Collaborate and assist staff involved in software implementation projects involving admin or educational software.
- Supervise the operation and use of any site-based educational technology to ensure curriculum and instructional alignment and effective use of technology resources at the school site.
- Participate in ongoing professional development through attendance at state and national conferences as well as through a personal learning network.
- Oversee administration satisfaction for technology at the school level.
- Communicate with the administration in-person, through email or chat, and over the phone about concerns and complaints.
- Collaborate with IT team to determine a solution for reported complaints and follow up with administration to ensure resolution.
- Monitor administration satisfaction levels.
- Collaborate with needed personnel to create and submit technology and/or security related grant proposals.
- Assist Director of Information Technology in IT department administrative duties as needed.
- Perform such other duties assigned by appropriate authority.
- Ability to lift and/or carry up to 25 pounds as needed.

EDUCATION AND EXPERIENCE:

- Bachelor's Degree, Master's preferred, Instructional/Educational Technology Degree preferred
- Hold at least a valid class "A" MS Educator License or be able to obtain one within a year of hire date.
- Basic knowledge of operational technology is essential (networking, computer repair, etc.)
- Five Years Teaching Experience
- Extensive knowledge, experience, and successful implementation of educational technology in a school setting

SPECIAL QUALIFICATIONS:

Advanced Technology and Instructional skills are required to perform the essential functions of this

position.

LANGUAGE AND REASONING SKILLS:

Ability to understand written or oral instructions: read, analyze and interpret complex documents, instruction manuals, policies and procedures is essential. Excellent communication skills are required. Strong interpersonal skills are essential to maintain effective working relationships with others. The ability to work effectively and efficiently, under stressful conditions, to ensure deadlines are met is essential.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. This position requires you to sit and stand for moderate periods of time and the ability to see and hear.

WORKING ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. This position typically works in a well-lit, climate-controlled, and adequately ventilated office environment and requires observance of safe work practices, fire regulations, and avoidance of falls, trips, and similar office work hazards. The stress level for this position is moderate and the noise level for this position is low to moderate normally.

TERMS OF EMPLOYMENT:

This is a 232 days per year position.

SALARY SCALE:

Salary to be established by school board policy GGBA Level H1.

EVALUATION:

Evaluation of this position will be performed by the Director of Information Technology.

Policy GFAGB: Job Description: ACT Instructional Coach

Status: DRAFT

Original Adopted Date: 03/16/2020 | Last Reviewed Date: 09/30/2021

Job Goals:

- Facilitate ACT preparation and skill enhancement to improve the overall ACT score of students.
- Demonstrate the ability to elevate overall ACT scores to the national average.
- Demonstrate the ability to increase the number of students who achieve a composite ACT score of 27 or above by their senior year in high school in accordance with the goals and timetable determined by the Superintendent of Education.

Essential Functions:

- Teach an ACT course at the assigned school.
- Utilize district ACT preparation curriculum in daily instruction.
- Use formative and summative ACT data to group students and focus remediation and enrichment efforts in daily instruction.
- Organize and facilitate ACT boot camps.
- Work together with other instructional coaches to design and implement summer ACT tutoring sessions.
- Provide a safe, orderly learning atmosphere.
- Provide learning experiences that are pedagogically sound and engaging for students.
- Develop written lesson plans containing specific performance objectives based on district ACT preparation curriculum.
- Supervise students inside and outside the classroom as required by school board policy.
- Participate in professional and staff development activities.
- Attend faculty meetings.
- Keep accurate records and provide students with feedback on completed assignments.
- Upgrade the teaching certificate as required by state certification standards and local district policy.
- Be punctual and conscientious in school attendance and participate in school-related functions as assigned by the Administration and Director of Curriculum and Instruction or the principal.
- Clear any absence, as far in advance as possible, with the principal or his/her designee.
- Assist in upholding and enforcing school rules and regulations, administrative procedures, and school board policies.
- Maintain good public relations with parents and students.
- Make provision for being available to students and parents for education-related purposes outside the instructional day when required or requested to do so under reasonable terms.
- Be aware of the rules, regulations, policies, and procedures governing special education programs within the school district.
- Participate cooperatively in the supervision and evaluation process for the purpose of improving instruction and student achievement.
- Maintain adherence to the MS Educator Code of Ethics and Standards of Conduct.
- Perform all other duties and responsibilities assigned by the Administration and Director of Curriculum and Instruction or the principal.
- Ability to lift and/or carry up to 25 pounds as needed.

The absence of specific statements of duties does not exclude those tasks from the position if the work is similar, related, or a logical assignment of the position.

Reporting Structure:

This position reports to the Administration and Director of Curriculum and Instruction.

Qualification Requirements:

The requirements listed below are representative of the knowledge, skills and ability required to successfully

perform the essential functions of this position.

Education and/or Experience:

- Hold at least a valid Class “A” Certificate issued by the Mississippi Department of Education or at least a bachelor’s degree
- Five years teaching experience or equivalent ACT instructional experience
- Achieve a composite score of 30 or above on the ACT.
- Such alternatives to the above qualifications as determined by the Superintendent of Education.

Special Qualifications:

Advanced computer skills are required to perform the essential functions of this position. Knowledge of instruction and coaching in all types of learning environments; ability to prepare clear and concise reports of activities for the school district is required. A valid Mississippi driver’s license is required.

Language and Reasoning Skills:

The ability to understand written or oral instructions: read, analyze and interpret complex documents, instruction manuals, policies and procedures is essential. Excellent communication skills are required. Strong interpersonal skills are essential to maintain effective working relationships with others. The ability to work effectively and efficiently, under stressful conditions, to ensure deadlines are met is essential.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

This position is required to sit and stand for moderate periods of time and the ability to see and hear.

Working Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

This position typically works in a well-lit, climate-controlled, and adequately ventilated office environment and requires observance of safe work practices, fire regulations, and avoidance of falls, trips, and similar office work hazards. The stress level for this position is moderate and the noise level for this position is low to moderate normally.

Terms of Employment:

To be employed ~~twelve months~~ 217 days per year. Salary and work year are to be established by Board policy GGBC.

Evaluation:

Performance in this position will be evaluated by the Director of Curriculum and Instruction in accordance with the provisions of the Board’s policies on evaluations.

ESSER-funded positions are temporary positions that will only be available through December 2024.

Policy GFBE: Job Description: Transportation Supervisor

Status: DRAFT

Original Adopted Date: 05/01/2006 | **Last Revised Date:** 05/12/2025 | **Last Reviewed Date:** 05/12/2025

Job Description: Transportation Supervisor

QUALIFICATIONS:

The Transportation Supervisor shall be a licensed employee of the Jackson County School District with experience in/knowledge of transportation operations.

REPORTS TO:

Assistant Superintendent of Support

JOB GOAL:

Coordinate and supervise all aspects of the transportation operation at the Attendance Center.

DUTIES AND RESPONSIBILITIES:

1. Supervisors shall supervise the loading and unloading procedures of all buses at each attendance center, respectively.
2. Supervisors shall be responsible for monitoring all school bus transportation of students.
3. Supervisors shall complete all reports (school bus maintenance monthly report, principal's monthly and annual bus reports, master transportation route map, etc.)
4. Supervisors should recommend for hire all bus drivers and mechanics to the Assistant Superintendent of Support.
5. Ability to lift/carry 30–40 pounds.
6. Ability to push/pull 50–70 pounds for wheelchair and/or equipment.

TERMS OF EMPLOYMENT:

Transportation supervisors will work a 207-day calendar. Each Supervisor's supplement will be the amount of the salary of the bus driver at the top level of a single regular route as listed in Policy GGBG.

Supervisors shall not be assigned to drive a regularly scheduled route.

EVALUATION:

Job performance will be evaluated periodically by the Assistant Superintendent of Support in accordance with school board policies on personnel appraisal.

Policy GFBHA: Job Description: HVAC Technician

Status: DRAFT

Original Adopted Date: 08/12/2019 | **Last Revised Date:** 01/11/2021 | **Last Reviewed Date:** 01/11/2021

POSITION SUMMARY:

The HVAC Technician is responsible for installing, maintaining, and repairing the heating and cooling systems for all Jackson County School District buildings.

MINIMUM QUALIFICATIONS:

- High School Diploma or its equivalent
- Certification or associate's degree from an accredited HVAC program at a technical school
- EPA Universal Certification to handle refrigerants is preferred.
- Three (3) years previous experience as an HVAC technician
- Valid driver's license
- Strong interpersonal skills as well as written and oral communication skills are essential.

REPORTS TO:

Facilities Manager

AREAS OF RESPONSIBILITY:

- Analyze, plan, and perform preventive maintenance of HVAC systems throughout the district.
- Plan shutdowns for maintenance and repair pumps, including chill water, heating water and condensation pumps.
- Troubleshoot, repair and make modifications to all HVAC systems, including but not limited to air cooled, water cooled, hot water systems, chilled water systems, steam heating systems, and building automation control systems.
- Adhere to all city, state, and federal regulatory statutes.
- Maintain maintenance records as required by City, State, and EPA regulations.
- Order and maintain parts needed to repair and maintain HVAC equipment.
- Manage relationships with all major vendor accounts.
- Properly maintain and safeguard district assets.
- Run copper piping and PVC.
- Understands and has mastered the refrigeration cycles to include: identifying components in advanced refrigeration circuits, understanding how each component works, diagnosing and correcting problems in the refrigeration circuit, using manifold gauge set, pressure/temperature chart and temperature measuring devices for routine maintenance and to troubleshoot.
- Perform refrigeration recovery, evacuation and charging while understanding the installation and sizing of refrigerant piping.
- Identifies components in the heating system, diagnosing problems in the heating system using a gas pressure test and other devices for routine maintenance, troubleshooting and repair.
- Troubleshoot advanced electrical currents.
- Use a psychometric chart to determine the results of mixing air having various properties.

Language and Reasoning Skills:

- Ability to understand written or oral instructions; read, analyze and interpret complex documents, instruction manuals, policies and procedures is essential.
- Excellent communication skills are required to effectively present information in a one-on-one and small group

setting. Strong interpersonal skills are essential to maintain effective working relationships with others.

- The ability to work effectively and efficiently, under stressful conditions, to ensure deadlines are met is essential.
- Must have demonstrated, through prior work experience, the ability to identify and resolve, in a courteous and professional manner, complex issues and problems while adhering to an appropriate policy and procedure.

PHYSICAL DEMANDS:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.
- This position is required to sit and stand for moderate periods of time and the ability to see and hear. Frequently, this position is required to walk, stoop, climb, lift up to 50 pounds, and crawl when performing work on the HVAC systems.

WORKING ENVIRONMENT:

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
- This position typically requires observance of safe work practices, fire regulations, and avoidance of falls, trips, and similar office work hazards. However, while performing work outside the environment is in some extreme temperature conditions.
- The stress level for this position is moderate and the noise level for this position is low to moderate normally, but during school events the noise level is high.

TERMS OF EMPLOYMENT:

This position is a non-exempt position that will be paid in twelve (12) monthly payments with the hourly rate being based on working 1,856 hours annually (232 days). The salary scale is GGBP

Policy Code: To Be Assigned by MSBA once approved

Job Description: Lead Teacher

Qualifications:

To Qualify for the position of Lead Teacher, he/she shall possess the following:

1. Hold a Valid Mississippi Teachers License
2. Minimum of three years of successful teaching experience
3. Demonstrated knowledge of MTSS, curriculum design, and Section 504 processes.
4. Strong communication, organizational, and leadership skills.
5. Ability to lift 25 pounds

Job Goal:

The Lead Teacher supports instructional excellence across the school by providing leadership in curriculum implementation, coordinating the Multi-Tiered System of Supports (MTSS), and overseeing Section 504 processes.

Reports To: Principal and Director of Curriculum & Instruction

Duties and Responsibilities

1. MTSS Coordination

- Oversee the implementation of the schoolwide Multi-Tiered System of Supports (MTSS).
- Facilitate MTSS meetings and support teachers with the development, documentation, and monitoring of Tier I, Tier II, and Tier III interventions.
- Analyze student data to identify students in need of academic or behavioral intervention.
- Assist teachers in selecting research-based interventions and progress-monitoring tools.
- Ensure MTSS documentation is complete, accurate, and compliant with district and state guidelines.

2. Curriculum Support

- Assist teachers in planning, aligning, and implementing district-approved curriculum.
- Provide instructional coaching, modeling lessons, and supporting effective classroom strategies.
- Lead professional learning communities (PLCs) and support data-driven instructional decision-making.
- Collaborate with administrators, Director of Curriculum & Instruction, to review curriculum materials, pacing guides, and assessment data.

- Support new teachers and provide guidance on instructional best practices.

3. Section 504 Oversight

- Coordinate and oversee all Section 504 processes for the school.
- Schedule and facilitate 504 meetings, ensuring compliance with federal and state regulations.
- Maintain accurate and confidential records of 504 evaluations, plans, and parent communications.
- Train staff in their responsibilities under Section 504 and monitor implementation of accommodations.
- Serve as the primary point of contact for parents regarding 504 matters.

4. General Responsibilities

- Maintain strong communication with administrators, Director of Curriculum & Instruction, teachers, families, and district support staff.
- Assist with schoolwide data collection, assessment administration, and instructional planning.
- Support school improvement initiatives and help monitor progress toward academic goals.
- Participate in ongoing professional development to remain current on instructional practices and compliance requirements.
- Perform other duties as assigned by the principal or district administration.

Terms of Employment:

187 Workday Salary Schedule: Teacher Salary Schedule: District Policy GGBC

Evaluation:

Performance in this position will be evaluated annually by the principal in accordance with the provisions of the Board's policies on evaluation.

Funding:

This position is district-funded unless assigned to a school receiving Title 1 funding. In such instances, the Lead Teacher position will be partially funded with Federal Funds.

Monthly School Board Update 2025– 2026



Date of School Board Meeting: January 12, 2026							
District Name: Jackson Count School District							
School Name: St. Martin High School		School Identification: <input type="checkbox"/> CSI <input type="checkbox"/> MROX <input checked="" type="checkbox"/> TSI <input type="checkbox"/> ATSI <input type="checkbox"/> SAR					
Current Accountability Points: 797				Letter Grade: A		Graduation Rate: 95%	
School Goal				Beginning of the Year (BOY) Assessment Results BM1			
Name of Benchmark/Interim Assessment: MAAP				Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>			
Total Points	Reading	Math	Science/Biology	Total Points	Reading	Math	Science/Biology
% Proficient	58.7	83.9	73.5	% Proficient	67.2	75.91	69.6
% Growth of all	72.8	100	Participation Rate	% Growth of all	76.4	100	Participation Rate
% Growth of bottom 25%	44.9	98	95%	% Growth of bottom 25%	69.4	97.79	95%
Middle of the Year (MOY) Assessment Results BM2				End of the Year (EOY) Assessment Results Fall 25' MAAP			
Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>				Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>			
Total Points	Reading	Math	Science/Biology	Total Points	Reading	Math	Science/Biology
% Proficient	79.7	85.7	81.1%	% Proficient			
% Growth of all	90.1	110.9	Participation Rate	% Growth of all			Participation Rate
% Growth of bottom 25%	82.5	106.8	95%	% Growth of bottom 25%			

<i>(Data are lagged and reported for the preceding</i>	Oct	Nov	Dec	Jan	Feb	March	April	May	June
--	------------	------------	------------	------------	------------	--------------	--------------	------------	-------------

Monthly School Board Update 2025– 2026



<i>month ex. in October report data for September</i>	2025	2025	2025	2026	2026	2026	2026	2026	2026
Total School Enrollment				1217					
Student ADA				91.47%					
% of students with 2 or more absences for the month (chronic absences)				19.6%					
Teacher attendance rate				97.32%					
# of discipline referrals				34					
Allocation of Resources: School Improvement Funding 1003									
FY26 Total Allocation: \$									
FY25 Remaining Balance: (BOY)	FY25 Remaining Balance: (MOY)			FY25 Remaining Balance: (EOY)					
\$ N/A	\$ N/A			128					
FY25 Total Allocation: \$									
FY24 Remaining Balance: (BOY)	FY24 Remaining Balance: (MOY)			FY24 Remaining Balance: (EOY)					
\$ 99,198.00	\$ 69,704.57			\$					
FY24 Total Allocation: \$									
FY23 Remaining Balance: (BOY)	FY23 Remaining Balance: (MOY)			FY23 Remaining Balance: (EOY)					
\$ 4,008.43	\$ 0.0			\$					

Monthly School Board Update 2025– 2026



Date of School Board Meeting: 1/12/2026									
District Name: Jackson County									
School Name: East Central Middle					School Identification: <input type="checkbox"/> CSI <input type="checkbox"/> MRO <input checked="" type="checkbox"/> TSI <input type="checkbox"/> ATSI <input type="checkbox"/> SAR				
Current Accountability Points: 464									
					Letter Grade: A		Graduation Rate: N/A		
School Goal					Beginning of the Year (BOY) Assessment Results				
Name of Benchmark/Interim Assessment: Mastery Connect					Comprehensive Assessment: Reading <input checked="" type="checkbox"/> Math <input checked="" type="checkbox"/> Science <input checked="" type="checkbox"/>				
Total Points	Reading	Math	Science/ Biology	US History	Total Points	Reading	Math	Science/Biology	
% Proficient	58.7%	74.0%	67.4%	N/A	% Proficient	50.1%	68.1%	74.4%	
% Growth of all	73.6%	78.0%	Participation Rate		% Growth of all	55%	65.9%	Participation Rate	
% Growth of bottom 25%	62.4%	50.0%	100%		% Growth of bottom 25%	39.1%	47.3%	100%	
Middle of the Year (MOY) Assessment Results					End of the Year (EOY) Assessment Results				
Comprehensive Assessment: <input type="checkbox"/> Reading <input checked="" type="checkbox"/> Math <input checked="" type="checkbox"/> Science <input checked="" type="checkbox"/>					Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>				
Total Points	Reading	Math	Science/Biology		Total Points	Reading	Math	Science/Biology	
% Proficient					% Proficient				
% Growth of all			Participation Rate		% Growth of all			Participation Rate	
% Growth of bottom 25%					% Growth of bottom 25%				

Monthly School Board Update 2025– 2026



<i>(Data are lagged and reported for the preceding month ex. in October report data for September)</i>	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	March 2026	April 2026	May 2026	June 2026
Total School Enrollment				533					
Student ADA				95.56%					
% of students with 2 or more absences for the month (chronic absences)				36.9%					
Teacher attendance rate				97.8%					
# of discipline referrals				42					
Allocation of Resources: School Improvement Funding 1003									
FY26 Total Allocation: \$									
FY26 Remaining Balance: (BOY)	FY26 Remaining Balance: (MOY)		FY26 Remaining Balance: (EOY)						
\$0	\$		\$						
FY25 Total Allocation: \$									
FY25 Remaining Balance: (BOY)	FY25 Remaining Balance: (MOY)		FY25 Remaining Balance: (EOY)						
\$49,351.19	\$		\$						
FY24 Total Allocation: \$									
FY24 Remaining Balance: (BOY)	FY24 Remaining Balance: (MOY)		FY24 Remaining Balance: (EOY)						
\$4,766.78	\$		\$						

Monthly School Board Update 2025– 2026



Date of School Board Meeting: Jan. 13, 2026							
District Name: Jackson County School District							
School Name: St. Martin Middle School				School Identification: <input type="checkbox"/> CSI <input type="checkbox"/> MRO <input type="checkbox"/> TSI <input checked="" type="checkbox"/> ATSI <input type="checkbox"/> SAR			
Current Accountability Points: 425				Letter Grade: B		Graduation Rate: N/A	
School Goal				Beginning of the Year (BOY) Assessment Results			
Name of Benchmark/Interim Assessment:				Comprehensive Assessment: <input type="checkbox"/> Reading <input checked="" type="checkbox"/> Math <input checked="" type="checkbox"/> Science <input checked="" type="checkbox"/>			
Total Points	Reading	Math	Science/Biology	Total Points	Reading	Math	Science/Biology
% Proficient	62%	64%	80%	% Proficient	51%	54%	72%
% Growth of all	72%	74%	Participation Rate	% Growth of all	62%	62%	Participation Rate
% Growth of bottom 25%	65%	55%	100%	% Growth of bottom 25%	51%	49%	98.5%
Middle of the Year (MOY) Assessment Results				End of the Year (EOY) Assessment Results 131			
Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>				Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>			
Total Points	Reading	Math	Science/Biology	Total Points	Reading	Math	Science/Biology
% Proficient				% Proficient			
% Growth of all			Participation Rate	% Growth of all			Participation Rate
% Growth of bottom 25%				% Growth of bottom 25%			

Monthly School Board Update 2025– 2026



<i>(Data are lagged and reported for the preceding month ex. in October report data for September)</i>	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	March 2026	April 2026	May 2026	June 2026	
Total School Enrollment	928	919	915	913						
Student ADA	94%	96.4%	90.3%	91%						
% of students with 2 or more absences for the month <i>(chronic absences)</i>	28%	28%	37%	28%						
Teacher attendance rate	97%	95%	95%	95%						
# of discipline referrals	117	78	76	58						
Allocation of Resources: School Improvement Funding 1003										
FY26 Total Allocation: \$										
FY25 Remaining Balance: (BOY)			FY25 Remaining Balance: (MOY)			FY25 Remaining Balance: (EOY)				132
\$4,510.05			\$			\$				
FY25 Total Allocation: \$82,560										
FY24 Remaining Balance: (BOY)			FY24 Remaining Balance: (MOY)			FY24 Remaining Balance: (EOY)				
\$0			\$			\$				
FY24 Total Allocation: \$60,995										
FY23 Remaining Balance: (BOY)			FY23 Remaining Balance: (MOY)			FY23 Remaining Balance: (EOY)				
\$0			\$			\$				

Monthly School Board Update 2025– 2026



Date of School Board Meeting: January 12, 2026									
District Name: Jackson County School District									
School Name: St. Martin East									
School Identification: <input type="checkbox"/> CSI <input type="checkbox"/> MRO <input type="checkbox"/> TSI <input checked="" type="checkbox"/> ATSI <input type="checkbox"/> SAR									
Current Accountability Points:									
Letter Grade:					Graduation Rate:				
School Goal					Beginning of the Year (BOY) Assessment Results				
Name of Benchmark/Interim Assessment: STAR					Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>				
Total Points	Reading	Math	Science/ Biology	US History	Total Points	Reading	Math	Science/Biology	
% Proficient	75%	75%	N/A	N/A	% Proficient	64.6%	64.6%	N/A	
% Growth of all	85%	75%	Participation Rate		% Growth of all			Participation Rate	
% Growth of bottom 25%	85%	80%	100%		% Growth of bottom 25%			100%	
Middle of the Year (MOY) Assessment Results					End of the Year (EOY) Assessment Results				
Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>					Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/>				
Total Points	Reading	Math	Science/Biology		Total Points	Reading	Math	Science/Biology	
% Proficient	69%	71.3%			% Proficient				
% Growth of all			Participation Rate		% Growth of all			Participation Rate	
% Growth of bottom 25%					% Growth of bottom 25%				

Monthly School Board Update 2025– 2026



<i>(Data are lagged and reported for the preceding month ex. in October report data for September)</i>	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	March 2026	April 2026	May 2026	June 2026
Total School Enrollment	667	670	674	672					
Student ADA	95.21%	94.59%	93.65%	92.78%					
% of students with 2 or more absences for the month (chronic absences)	24.2%	17.6%	29.9%	19.8%					
Teacher attendance rate	97.2%	98.02%	97.17%	96.88%					
# of discipline referrals	66	43	62	18					
Allocation of Resources: School Improvement Funding 1003									
FY26 Total Allocation: \$									134
FY26 Remaining Balance: (BOY) \$ 56, 989.45	FY26 Remaining Balance: (MOY) \$				FY26 Remaining Balance: (EOY) \$				
FY25 Total Allocation: \$									
FY25 Remaining Balance: (BOY) \$ 69	FY25 Remaining Balance: (MOY) \$				FY25 Remaining Balance: (EOY) \$				
FY24 Total Allocation: \$									
FY24 Remaining Balance: (BOY) \$	FY24 Remaining Balance: (MOY) \$				FY24 Remaining Balance: (EOY) \$				

Monthly School Board Update 2025– 2026



Date of School Board Meeting: 1/12/2026									
District Name: Jackson County									
School Name: St. Martin Upper Elementary SAR					School Identification: <input type="checkbox"/> CSI <input type="checkbox"/> MRO <input type="checkbox"/> TSI <input type="checkbox"/> X ATSI <input type="checkbox"/>				
Current Accountability Points: 423									
					Letter Grade: B		Graduation Rate: N/A		
School Goal					1st Benchmark Assessment Results				
Name of Benchmark Assessment: 24-25 MAAP					Comprehensive Assessment: Reading Math Science				
Total Points/Grade	Reading	Math	Science/ Biology	US History	Total Points/Grade	Reading	Math	Science/ Biology	US History
% Proficient	59.6	55.5	71		% Proficient	50.7	55.8	66	135
% Growth of all	64	66	Participation Rate 100		% Growth of all	58	54	Participation Rate ≥ 99	
% Growth of bottom 25%	50.5	43.9			% Growth of bottom 25%	44.3	33.6		
2nd Benchmark Assessment Results					3rd Benchmark Assessment Results				
Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/> History					Comprehensive Assessment: <input type="checkbox"/> Reading <input type="checkbox"/> Math <input type="checkbox"/> Science <input type="checkbox"/> History				
Total Points/Grade	Reading	Math	Science/ Biology	US History	Total Points/Grade	Reading	Math	Science/ Biology	US History
% Proficient	53.6	64.5	70.4		% Proficient				
% Growth of all	58.1	68.25	Participation Rate ≥ 99		% Growth of all			Participation Rate	

Monthly School Board Update 2025– 2026



% Growth of bottom 25%	38.25	38.35			% Growth of bottom 25%			

Reporting Month										
	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	March 2026	April 2026	May 2026	June 2026	
Total School Enrollment	646	644	646	644						
Student ADA	97.4%	96.9%	97.5%	90.79%						
% of students with 2 or more absences for the month (<i>chronic absences</i>)	12	9.7	14.7	22.5					136	
Teacher attendance rate	96.22% 9/1-9/30	95.19% 10/1-10/31	93.41% 11/3-11/21	96.54% 12/1-12/16						
# of discipline referrals	96	138	197	226						
Allocation of Resources: School Improvement Funding 1003										
FY26 Total Allocation: 0										
FY26 Remaining Balance: (Benchmark 1)			FY26 Remaining Balance: (Benchmark 2)			FY26 Remaining Balance: (Benchmark 3)				
\$ Not released			\$ Not released			\$ Not released				
FY25 Total Allocation: \$66,863.00										
FY25 Remaining Balance: (Benchmark 1)			FY25 Remaining Balance: (Benchmark 2)			FY25 Remaining Balance: (Benchmark 3)				
\$ 66,863.00			\$ 66,863.00			\$				

Monthly School Board Update 2025– 2026



FY24 Total Allocation: \$53,228.00		
FY24 Remaining Balance: (Benchmark 1)	FY24 Remaining Balance: (Benchmark 2)	FY24 Remaining Balance: (Benchmark 3)
\$ 24,713.24 \$19,093.45(10/31)	\$ 7,851.13	\$

Jackson County School District
Child Nutrition Department
Free and Reduced Percentages
December 2025

School Name	School Enrollment	Paid		Free		Reduced		Free + Reduced	
		Total	%	Total	%	Total	%	Total	%
ECL	546	247	45.24%	228	41.76%	71	13.00%	299	54.76%
ECU	576	247	42.88%	257	44.62%	72	12.50%	329	57.12%
ECM	533	249	46.72%	211	39.59%	73	13.70%	284	53.28%
ECH	722	378	52.35%	258	35.73%	86	11.91%	344	47.65%
ECAC	2377	1121	47.16%	954	40.13%	302	12.71%	1256	52.84%
SMH	1218	539	44.25%	534	43.84%	145	11.90%	679	55.75%
SMM	913	340	37.24%	452	49.51%	121	13.25%	573	62.76%
SMU	645	227	35.19%	337	52.25%	81	12.56%	418	64.81%
SMN	535	131	24.49%	328	61.31%	76	14.21%	404	75.51%
SME	673	262	38.93%	341	50.67%	70	10.40%	411	61.07%
SMAC	3984	1499	37.63%	1992	50.00%	493	12.37%	2485	62.37%
VL	670	278	41.49%	305	45.52%	87	12.99%	392	58.51%
VU	329	127	38.60%	151	45.90%	51	15.50%	202	61.40%
VM	554	243	43.86%	235	42.42%	76	13.72%	311	56.14%
VH	702	354	50.43%	256	36.47%	92	13.11%	348	49.57%
VCAC	2255	1002	44.43%	947	42.00%	306	13.57%	1253	55.57%
District Total	8616	3622	42.04%	3893	45.18%	1101	12.78%	4994	57.96%

**Jackson County School District
Child Nutrition Department
Average Daily Participation
December 2025**

School Name	Average Daily Attendance	Total Breakfast ADP	Total Breakfast ADP %	Breakfast Free ADP	Breakfast Free Percent	Breakfast Reduced ADP	Breakfast Reduced Percent	Breakfast Paid ADP	Breakfast Paid Percent	Total Lunch ADP	Total Lunch ADP%	Lunch Free ADP	Lunch Free Percent	Lunch Reduced ADP	Lunch Reduced Percent	Lunch Paid ADP	Lunch Paid Percent
	ADA																
ECL	520	183	35.2%	113	21.7%	27	5.2%	43	8.3%	318	61.2%	166	31.9%	46	8.8%	106	20.4%
ECU	547	185	33.8%	113	20.7%	24	4.4%	48	8.8%	395	72.2%	208	38.0%	59	10.8%	128	23.4%
ECM	508	127	25.0%	73	14.4%	18	3.5%	36	7.1%	321	63.2%	155	30.5%	51	10.0%	115	22.6%
ECH	681	259	38.0%	128	18.8%	38	5.6%	93	13.7%	311	45.7%	146	21.4%	43	6.3%	122	17.9%
ECAC	2256	754	33.4%	427	18.9%	107	4.7%	220	9.4%	1345	60.6%	675	30.5%	199	9.0%	471	21.1%
SMH	1153	188	16.3%	124	22.8%	31	2.7%	33	2.86%	493	42.8%	276	23.9%	73	6.3%	144	3.8%
SMM	863	152	17.6%	99	23.1%	25	2.9%	28	3.24%	602	69.8%	343	39.7%	94	10.9%	165	25.8%
SMU	615	197	32.0%	135	16.1%	28	4.6%	34	5.53%	440	71.5%	268	43.6%	62	10.1%	110	35.3%
SMN	504	248	49.2%	169	11.4%	39	7.7%	40	7.94%	372	73.8%	254	50.4%	55	10.9%	63	11.9%
SME	640	218	34.1%	149	17.6%	27	4.2%	42	6.56%	430	67.2%	260	40.6%	48	7.5%	122	18.3%
SMAC	3775	1003	26.6%	676	18.2%	150	4.4%	177	5.2%	2337	65.0%	1401	39.7%	332	9.1%	604	19.0%
VL	639	241	37.7%	146	22.8%	30	4.7%	65	10.2%	416	65.1%	225	35.2%	58	9.1%	133	20.8%
VU	312	124	39.7%	72	23.1%	22	7.1%	30	9.6%	229	77.5%	118	37.8%	38	12.2%	73	23.4%
VM	529	151	28.5%	85	16.1%	25	4.7%	41	7.8%	365	69.0%	177	33.5%	57	10.8%	131	24.8%
VH	668	117	17.5%	76	11.4%	19	2.8%	22	3.3%	264	39.5%	139	20.8%	37	5.5%	88	13.2%
VCAC	2148	633	29.5%	379	18.3%	96	4.8%	158	7.7%	1274	62.8%	659	31.8%	190	9.4%	425	20.5%
TOTAL	8179	2390	29.2%							4956	60.6%						

Highest Breakfast Participation:			Highest Lunch Participation:		
Attendance Center:	ECAC	33.40%	Attendance Center:	SMAC	65.00%
Lower Elementary:	SMN	49.20%	Lower Elementary:	SMN	73.80%
Upper Elementary:	VUE	39.70%	Upper Elementary:	VUE	77.50%
Middle School:	VMS	28.50%	Middle School:	SMM	69.80%
High School:	ECH	38.00%	High School:	ECH	45.70%

January 2026 Past Due Leases


Lease Holder	State Lease Number	Amount	Days Past Due	Due Date
US Postal Service	7877	\$8,000.00	90	9/7/2025
Sonnier Custom Cabinets	8031	\$1,800.00	60	10/1/2025
Vancleave Worship Cener	16042	\$2,025.00	30	11/18/2025

Last Payment
5/13/2025
2/4/2025
11/29/2024


**JACKSON COUNTY SCHOOL DISTRICT
APPLICATION FOR PERMIT TO USE SCHOOL FACILITIES**

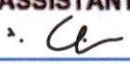
Date of Application: 12/12/2025		Date Usage Requested: 1/24/2026	
Name of Applicant: East Central Hornet Baseball Booster Club			
Address of Applicant:			
FACILITY REQUESTED	School: ECHS	Building: Cafeteria	
Time building to be opened: 9:00 am		Estimated time to be closed: 10:00 pm	
GIVE PURPOSE AND DETAILS OF ACTIVITY: First Pitch Gala – Silent Auction, Dinner as well as a special speaker and presentation of the middle school and high school baseball teams and coaching staffs.			
Person in charge at program: Angie Platt and Lauren Garrard		Will security be provided? No	
PERSON RESPONSIBLE FOR CLEANING/REPAIR CHARGES WHEN APPLICABLE			
Name: Angie Platt (228) 447-8517 and Lauren Garrard (228) 219-3906			
Address:			
APPLICANT AGREES TO:	Pick up keys from: Donnie Wallace	On: 1/24/2025	By: 9:00am
	Return keys to: Donnie Wallace	On: 1/24/2025	By: 10:00pm


The undersigned applicant hereby certifies that he/she, acting for and on behalf of himself/herself (or the organization), has read and understands the rules and regulations pertaining to the use of the school facilities and agrees to conform to the same.

ORGANIZATION: East Central Hornet Baseball Boosters		
SIGNATURE: 	DATE: 12/12/2025	TITLE: Fundraising Chairman

FACILITY USAGE FEE \$ 150.00 per day <u>NA</u> (money/check paid with application)	FACILITY CLEANING AND REPAIR FEE \$ 100.00 per day (money/check paid with application) TOTAL FEE \$ 250.00 per day () Fees \$ <u>NA</u> () Bond \$ <u>NA</u>
---	--

APPLICATION APPROVED DATE:	PRINCIPAL:  Jamie Tiblier (Dec 15, 2025 08:22:42 CST)
APPLICATION DENIED DATE:	

APPLICATION APPROVED DATE:	ASSISTANT SUPERINTENDENT:  Christopher Lebatard (Dec 15, 2025 08:24:16 CST)
APPLICATION DENIED DATE:	

APPLICATION APPROVED DATE:	SUPERINTENDENT: 
APPLICATION DENIED DATE:	

APPROVED (Jackson County School Board of Education)



Jackson County School District Board of Education,

January 7, 2026

On behalf of our Softball Program, I am writing to request that you provide the Jackson County Board of Supervisors, with the help of the Parks and Recreation Department led by Jimmy Tapp, permission to assist in maintenance work to our softball field.

143

The Parks and Recreation of Jackson County has assisted our Athletic Programs with other work in the past school years. The Softball program would like to remove the current backstop net and replace it with a new net. All poles are in place, our Vanleave Athletic Department would purchase new netting and with the assistance of the Parks and Recreation Department they will take down all current netting and replace it with new netting.

I ask that you would please carefully consider this request to help rejuvenate our softball field, especially since this would be free of charge to our school district.

Thank you for your consideration and all that you do,

Dean Lepoma

Athletic Director – Vanleave Attendance Center

**JACKSON COUNTY SCHOOL DISTRICT
Fundraiser Authorization Form**

This form must be completed and have administrative approval before entering into any agreement with a vendor, before any advertising and before any solicitation begins.

Fundraisers requested by clubs and activities that are part of the school's student activity program will be prioritized over fundraisers of external clubs and activities.

If a contract with an outside money vendor is required, please attach the unsigned contract to this request form.

School Name: ECHS

The requesting club or activity is a(n): outside organization

The resulting money will be collected by: school employees

Name of Activity/Sport/Outside Organization: Project Lead the Way

Full Name of Sponsor/Coach/Outside Officer: Dr. Jaimie Tiblier

Dates of fundraising activity: Beginning - 01/02/2026 Ending - 05/29/2026

Location of fundraising: In community only # of Fundraiser: 0 of 3 fundraisers

Describe the fundraiser: Project Lead the Way donation from Chevron Refinery
na

of students involved: 0 Anticipated revenue: \$ \$5,000.00

Anticipated use of revenue: Project Lead the Way Supplies
na

Were students informed in writing that the fundraiser is voluntary? No

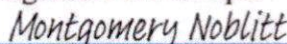
Signature of Sponsor/Coach/Outside Organization Officer

_____ Date

Approved by:


Jaimie Tiblier (Jan 2, 2026 14:57:22 CST)

01/02/2026

Signature of Principal

Montgomery Noblitt (Jan 5, 2026 08:10:36 CST)

_____ Date

01/05/2026

Signature of Asst. Superintendent

_____ Date

Signature of Superintendent

_____ Date

Signature of Board Chairman

_____ Date

ATTENDANCE REPORT FOR CERTIFIED CLASSROOM TEACHERS

	July	August	Sept	Oct	Nov	Dec	January	February	March	April	May
ECLE	99%	96%	98%	95%	95%	93%					
ECUE	100%	98%	97%	99%	97%	99%					
ECMS	99%	97%	95%	94%	98%	98%					
ECHS	98%	94%	90%	93%	92%	92%					
SMEE	99%	98%	98%	98%	97%	97%					
SMNE	99%	95%	96%	96%	93%	93%					
SMUE	99%	97%	96%	95%	93%	97%					
SMMH	98%	96%	97%	95%	95%	96%					
SMHS	97%	97%	96%	96%	95%	97%					
VLE	98%	97%	96%	97%	97%	98%					
VUE	99%	97%	96%	97%	96%	95%					
VMS	99%	97%	97%	96%	97%	97%					
VHS	99%	97%	98%	96%	96%	96%					
JCTC	98%	85%	97%	94%	96%	94%					

ATTENDANCE REPORT FOR STUDENTS

	July	August	September	October	November	December	January	February	March	April	May
ECLE	97.77%	94.85%	94.73%	94.41%	93.73%	92.76%					
ECUE	98.25%	94.77%	94.55%	94.44%	93.49%	90.50%					
ECMS	97.94%	92.48%	93.52%	93.40%	91.73%	88.81%					
ECHS	95.05%	92.94%	92.73%	92.08%	92.64%	85.65%					
SMEE	97.97%	95.01%	95.21%	95.28%	92.88%	91.31%					
SMNE	97.13%	94.13%	93.02%	93.55%	93.50%	91.04%					
SMUE	98.80%	94.29%	94.62%	94.04%	91.83%	90.53%					
SMMS	97.67%	93.45%	93.53%	93.14%	90.50%	90.62%					
SMHS	97.13%	93.04%	92.99%	92.35%	92.96%	83.34%					
VLE	97.42%	95.03%	93.04%	94.19%	92.82%	89.07%					
VUE	98.26%	95.48%	95.47%	93.79%	93.51%	92.30%					
VMS	97.66%	94.60%	94.08%	94.09%	93.33%	90.54%					
VHS	97.81%	93.47%	94.22%	92.05%	92.91%	85.99%					
Overall	97.55%	93.96%	93.83%	93.46%	92.65%	88.83%					

JCSD DRUG TESTING RESULTS

POSITIVE RESULTS

AUGUST	2%
SEPTEMBER	2%
OCTOBER	3%
NOVEMBER	2%
DECEMBER	NO TEST
JANUARY	
FEBRUARY	
MARCH	
APRIL	
MAY	