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112 Old Standard Hollow Road
Newcomb, TN 37819

RYNE CUMMINS
1248 Indian Mountain Road
Jellico, TN 37762

LISA FIELDS
1049 Deerfield Way
LaFollette, TN 37766

RANDY HEATHERLY
145 Dogwood Lane
Jacksboro, TN 37757

BRANDON JOHNSON
110 Knoll Drive
LaFollette, TN 37766

CAMPBELL COUNTY

Board of Education

172 Valley Street
Jacksboro, Tennessee 37757
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Charlotte McCoy
Interim Director of Schools

RONNIE LASLEY
1102 Bruce Gap Road
Caryville, TN 37714

BRENT LESTER
180 South Village Lane
LaFollette, TN 37766

JEFFREY MILLER, Chairman
209 Glade Springs Road
LaFollette, TN 37766

SHARON RIDENOUR
386 Middlesboro Road
LaFollette, TN 37766

JAMIE WHEELER, Co-Chair
124 School Road
Jacksboro, TN 37757

The Campbell County Board of Education will meet in a Special Called meeting on Tuesday, July 28, 2026, at 5:30 p.m., in the upper courtroom of the Jacksboro courthouse. The purpose of the meeting is as follows:

1. Consider approving Contract with Grace Health to provide occupational therapy, speech therapy, and physical therapy to students. (Attachment)
2. Consider approving Contract with Follett Software for Aspen. (Attachment)
3. Consider approving Memorandum of Understanding for School-Based Behavior Health Services with Dayspring Health, Inc. behavioral health services at Jellico High School. (Attachment)
4. Consider approving Memorandum of Understanding for Campbell County Children's Center to provide a school-based mental health support program designed to promote emotional wellness, resilience, and healthy coping skills. (Attachment)
5. Consider approving Contract with Kline Behavioral Health for ABA therapy. (Attachment)
6. Consider approving School Resource Officer Program Memorandum of Understanding (MOU). (Attachment)
7. Consider approving Memorandum of Understanding (MOU) between Campbell County Tennessee and the Campbell County Sheriff's Office and the Campbell County Board of Education. (Attachment)

Respectfully,



Gail T. Parks

AGENDA
July 28, 2026
Special Called Meeting
5:30 p.m. upper courtroom

- I. Meeting called to order.
- II. Roll Call.
- III. Approval of Agenda.
 1. Consider approving Contract with Grace Health to provide occupational therapy, speech therapy, and physical therapy to students. (Attachment)
 2. Consider approving Contract with Follett Software for Aspen. (Attachment)
 3. Consider approving Memorandum of Understanding for School-Based Behavior Health Services with Dayspring Health, Inc. behavioral health services at Jellico High School. (Attachment)
 4. Consider approving Memorandum of Understanding for Campbell County Children's Center to provide a school-based mental health support program designed to promote emotional wellness, resilience, and healthy coping skills. (Attachment)
 5. Consider approving Contract with Kline Behavioral Health for ABA therapy. (Attachment)
 6. Consider approving School Resource Officer Program Memorandum of Understanding (MOU). (Attachment)
 7. Consider approving Memorandum of Understanding (MOU) between Campbell County Tennessee and the Campbell County Sheriff's Office and the Campbell County Board of Education. (Attachment)



Jeffrey Miller, Chairman of the Board

CONTRACT FOR PHYSICAL, OCCUPATIONAL AND SPEECH THERAPY

This Contract, by and between the **Campbell County Board of Education**, hereinafter termed the "Board of Education", and **Grace Rehabilitation Center, Inc.**, hereinafter termed the "Contractor", is for the express purpose of providing the below listed therapy services.

WITNESSETH, in consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this contract, according to provisions set out herein.

- I. The Contractor agrees to provide and demonstrate its ability to provide the following services, as requested by the Board of Education.
 - A. Service students in all schools operated by the Board of Education.
 - B. TennCare will be the primary payer for the services provided. Contractor is a participating provider for all TennCare patients in East Tennessee.
 - C. Provide home therapy services for homebound students upon approval of and Designation by the Special Education Director.
 - D. Write goals and objections for IEP.
 - E. Meet State and Federal requirements for all paper work.
 - F. Meet State guidelines for certification.
 - G. Conduct evaluations and provide services on an as-needed basis.
 - H. Provide written evaluation and progress reports within acceptable times.
 - I. Supervisory visits will be provided at no cost to the Board of Education and are the responsibility of the Contractor.
- II. The Contractor agrees to the following general conditions:
 - A. Contractor will perform therapy services under the supervision of the Special Education Supervisor and meet with him/her either monthly or on an "as needed" basis.
 - B. Contractor will be responsible for his/her transportation to schools within the county at no cost to the school system.
- III. The parties further agree that the following shall be essential terms and conditions of this contract:
 - A. The term of this contract shall be for the 2026-2027 school year.
 - B. The services contemplated to be performed by the Contractor pursuant to this Contract shall not commence until such time that a purchase order(s) has been issued to the Contractor, as signed by the Campbell County Director of Finance, authorizing such services to be performed. The Contractor shall not perform services in excess of the amount authorized in the purchase order(s) signed by the Campbell County Director of Finance.
 - C. This contract may be terminated by either party by giving a 30 day written notice.
 - D. If the Contractor fails to fulfill in a timely and proper manner his/her obligations under this contract, or if the Contractor violates any of the terms of this contract, the Board of Education shall have the right to immediately

terminate this contract and withhold payments in excess of fair compensation for work completed.

- E. Service Provider shall not discriminate against any applicant for employment because of race, color, religion, or natural origin, and:
 - a.) Shall take affirmative actions to insure that applicants are employed and employees are treated during employment without regard to their race, color, natural origin, and
 - b.) Shall in all solicitations or advertisements for employees state that all qualified applicants will receive consideration for employment without regard to race, color, religion, or natural origin.
 - c.) BOARD of EDUCATION and SERVICE PROVIDER ensures that the rights and privileges available to the children attending schools of BOARD OF EDUCATION shall be available to the children served by the SERVICE PROVIDER, including due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.
- F. The Contractor agrees to carry adequate public liability and other appropriate forms of insurance and to pay all taxes incident hereunto. The school system shall have no liability except as specifically provided in this agreement.
- G. The Contractor warrants that he/she is licensed as required by law to perform the duties prescribed herein. All personnel of Contractor will hold proper credentials and copies of all licenses will be supplied to Board of Education.
- H. The parties agree that this contract is for independent services and does not create a regular employment relationship between the Board of Education and the Contractor.
- I. The Contractor will be the exclusive provider of physical and occupational therapy for the school system. Speech therapy will be provided at schools designated by the Board of Education and agreed upon by the Contractor.
- J. The IEP's will be developed or amended in coordination with the Director of Special Education according to state and federal rules and regulations.
- K. Service Provider shall:
 - a.) Require all applicants for employment and all current employees to supply a fingerprint sample and submit to a criminal history records check to be conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation prior to permitting the person to have contact with children or enter school grounds;
 - b.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present until the criminal history records check has been conducted; and
 - c.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present if the criminal record indicates that the employer or employee has been convicted of an offense that is classified as a sexual offense or the employee was convicted as a violent sexual offender as defined in Tenn. Code Ann.40-39-202

IV. Contract Length:

- A. July 1, 2026 to June 30, 2027.
- B. Fifty Two (52) weeks to include standard school year and summer program.

V. Expense

- A. IDEA regulations require that all mandated services be provided at no cost to the family. A cost to the family may include an increase in premium, cancellation of the policy, or a decrease in any type of coverage.
- C. Since state and federal regulations also prohibit any company from not billing a co-insurance or deductible, the school system shall be responsible for paying Grace Rehabilitation this amount.
- D. Standard treatment for Physical, Occupational, and Speech Therapy:
 - 1. The School System will be billed for TennCare non-approved and private insurance (school pay) students at the rate listed below:
 - a. cost per evaluation = **\$30.00**
 - b. cost per specific half-hour sessions for direct service to students requiring physical, occupational, and speech therapy = **\$30.00**
 - c. cost per consultation = **\$30.00/Hr**
 - d. cost per IEP-team meetings = **\$0.00/Hr** for the first 30 minutes, then **\$15.00** per unit (15 minutes) thereafter.
 - e. travel = **\$0.00**
 - 2. All pre-certified TennCare clients which are denied by the intermediary is the responsibility of Grace Rehabilitation.
 - 3. All clients denied initial pre-certification by any insurance are the responsibility of the school system.
 - 4. The school system shall have the responsibility of informing Grace Rehabilitation of any meetings that need to be attended.
 - 5. Pre-school screenings will be free of charge to the school system but Must be pre-approved by the Special Education Director.
 - 6. Goals and recommendations of service frequency will be provided in Writing in the IEP meetings at no cost to the school system.

VI. Operations

- A. Contractor will be responsible for obtaining physicians' orders, parent approval, and school approval by signature prior to:
 - 1. First semester (2027 calendar year)
 - 2. Second semester (2025 calendar year)
 - 3. Summer Program (if needed)
- B. Clinical Paperwork
 - 1. Monthly progress notes sent to Special Ed Director or when requested
 - 2. Monthly logs of service individualized per child or when requested

3. Re-evaluation on a monthly basis for each client

C. Clerical Paperwork/Billing

1. Attached logs for services to bill
 - a. Treatment sessions
 - b. Remittance advices from insurance company
 - c. IEP meetings and documentation
2. Miscellaneous
 - a. Invoice for school system will be sent at the first of each month for prior month's services. Payment will be due within 30 days upon receipt of invoice.

VII. Discharge Policy

- A. Recommendation to the doctor for discharge
- B. Communication with the schools concerning discharge
- C. Service continued until IEP development, including discharge

In Witness whereof, the parties have by their duly authorized representatives set their signatures.

Name of Contractor: Grace Rehabilitation Center, Inc.

By:  3/05/26
Authorized Signature Date

Name of School System: Campbell County

By: _____
Director of Schools Date

By: _____
Special Education Director Date

By: _____
Board of Education Chair Date

By: _____
Finance Director Date

By: _____
Attorney Date

CONTRACT FOR SPEECH THERAPY at Jacksboro Elementary

This Contract, by and between the **Campbell County Board of Education**, hereinafter termed the "Board of Education", and **Grace Rehabilitation Center, Inc.**, hereinafter termed the "Contractor", is for the express purpose of providing the below listed therapy services.

WITNESSETH, in consideration of the mutual promises contained herein, the parties have agreed and do hereby enter this contract, according to the provisions set out herein.

- I. The Contractor agrees to provide and demonstrate its ability to provide the following services, as requested by the Board of Education.
 - A. Service students for Speech Language Therapy at Jacksboro Elementary School operated by the Campbell Co Board of Education.
 - B. Provide home therapy services for homebound students upon approval of and designation by the Special Education Director.
 - C. Write goals and objections for TNPulse.
 - D. Meet State and Federal requirements for all paperwork.
 - E. Meet State guidelines for certification.
 - F. Conduct evaluations and provide services on an as-needed basis.
 - G. Provide written evaluation and progress reports within acceptable times.
- II. The Contractor agrees to the following general conditions:
 - A. Contractor will perform Speech Language Therapy services at Jacksboro Elementary in Campbell County Schools under the supervision of the Special Education Supervisor and meet with him/her either monthly or on an "a needed" basis.
- III. The parties further agree that the following shall be essential terms and conditions of this contract:
 - A. The term of this contract shall be for the 2026-2027 school year.
 - B. This contract may be terminated by either party by giving a 30-day written notice.
 - C. If the Contractor fails to fulfill in a timely and proper manner his/her obligations under this contract, or if the Contractor violates any of the terms of this contract, the Board of Education shall have the right to **immediately** terminate this contract and withhold payments in excess of fair compensation for work completed.
 - D. The CONTRACTOR shall not discriminate against any applicant for employment because of race, color, religion, or natural origin, and:
 - a.) Shall take affirmative actions to ensure that applicants are employed and employees are treated during employment without regard to their race, color, natural origin, and
 - b.) Shall in all solicitations or advertisements for employees state that all

qualified applicants will receive consideration for employment without regard to race, color, religion, or natural origin.

c.) BOARD of EDUCATION and CONTRACTOR ensures that the rights and privileges available to the children attending Campbell County Schools shall be available to the children served by the CONTRACTOR, including due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.

- F. The CONTRACTOR agrees to carry adequate public liability and other appropriate forms of insurance and to pay all taxes incident hereunto. The school system shall have no liability except as specifically provided in this agreement.
- G. The CONTRACTOR warrants that he/she is licensed as required by law to perform the duties prescribed herein. Contractor will hold proper credentials and copies of all licenses will be supplied to Board of Education.
- H. The parties agree that this contract is for independent services and does not create a regular employment relationship between the Board of Education and the Contractor.
- I. The TNPulse will be developed or amended in coordination with the Director of Special Education according to state and federal rules and regulations.
- J. Service Provider shall:
 - a.) Require all applicants for employment and all current employees to supply a fingerprint sample and submit to a criminal history records check to be conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation prior to permitting the person to have contact with children or enter school grounds;
 - b.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present until the criminal history records check has been conducted; and
 - c.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present if the criminal record indicates that the employer or employee has been convicted of an offense that is classified as a sexual offense or the employee was convicted as a violent sexual offender as defined in Tenn. Code Ann.439-202.

IV. Contract Length:

A. August 1, 2026 to May 31, 2027.

V. Expense

- A. IDEA regulations require that all mandated services be provided at no cost to the family. A cost to the family may include an increase in premium, cancellation of the policy, or a decrease in any type of coverage.
 - 1. The School System will be billed monthly in the amount of \$7,000.00 for ten (10) months, for the standard school year including summer school.

2. The school system shall have the responsibility of informing the Supplier of any meetings that need to be attended.
3. Child Find Screenings will be free of charge to the school system but must be pre-approved by the Special Education Director.
4. Goals and recommendations of service frequency will be entered into the TNPulse program at no cost to the school.
5. Direct services will be provided according to mutually agreed upon schedule and documented on the Student Accountability Sheet. These sheets will be sent to the Central Office at the end of each month.
6. Direct services will be provided only to students with appropriately documented IEPs separately or in classroom consultation with the student's teacher as written into IEP.

VI. Operations

- A. Supplier will be responsible for obtaining physicians' orders, parent approval, and school approval by signature prior to:

1. First semester (2026 regular year)
2. Second semester (2027 regular year)
3. Summer Program (if needed)

B. Clinical Paperwork

1. Monthly progress notes sent to Supervisor of Special Education or when requested
2. Monthly logs of service individualized per child or when requested
3. Re-evaluation on a monthly basis for each client

C. Clerical Paperwork/Billing

1. Attached logs for services to bill
 - a. Treatment sessions
 - b. Remittance advices from insurance company
 - c. IEP meetings and documentation
2. Miscellaneous
 - a. Invoice for school system will be sent at the first of each month for prior month's services. Payment will be due within 30 days upon receipt of invoice.

VII. Discharge Policy

- A. Recommendation to the doctor for discharge
- B. Communication with the schools concerning discharge litigation this amount.

In witness whereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Name of Contractor: Grace Rehabilitation Center, Inc.

By: 
Authorized Signature

6/12/26
Date

Name of School System: Campbell County

By: _____
Director of Schools

Date

By: _____
Board of Education Chair

Date

By: _____
Special Education Director

Date

By: _____
Finance Director

Date

By: _____
Attorney

Date

CONTRACT FOR SPEECH THERAPY at Jellico Elementary

This Contract, by and between the **Campbell County Board of Education**, hereinafter termed the "Board of Education", and **Grace Rehabilitation Center, Inc.**, hereinafter termed the "Contractor", is for the express purpose of providing the below listed therapy services.

WITNESSETH, in consideration of the mutual promises herein contained, the parties have agreed and do hereby enter into this contract, according to provisions set out herein.

- I. The Contractor agrees to provide and demonstrate its ability to provide the following services, as requested by the Board of Education.
 - A. Service students at Jellico Elementary operated by the Board of Education.
 - B. TennCare will be the primary payer for the services provided. Contractor is a participating provider for all TennCare patients in East Tennessee.
 - C. Provide home therapy services for homebound students upon approval of and Designation by the Special Education Director.
 - D. Write goals and objections for IEP.
 - E. Meet State and Federal requirements for all paper work.
 - F. Meet State guidelines for certification.
 - G. Conduct evaluations and provide services on an as-needed basis.
 - H. Provide written evaluation and progress reports within acceptable times.
 - I. Supervisory visits will be provided at no cost to the Board of Education and are the responsibility of the Contractor.
- II. The Contractor agrees to the following general conditions:
 - A. Contractor will perform Speech Language Therapy services at Jellico Elementary School under the supervision of the Special Education Supervisor and meet with him/her either monthly or on an "as needed" basis.
 - B. Contractor will be responsible for his/her transportation to schools within the county at no cost to the school system.
- III. The parties further agree that the following shall be essential terms and conditions of this contract:
 - A. The term of this contract shall be for the 2026-2027 school year.
 - B. The services contemplated to be performed by the Contractor pursuant to this Contract shall not commence until such time that a purchase order(s) has been issued to the Contractor, as signed by the Campbell County Director of Finance, authorizing such services to be performed. The Contractor shall not perform services in excess of the amount authorized in the purchase order(s) signed by the Campbell County Director of Finance.
 - C. This contract may be terminated by either party by giving a 30 day written notice.

- D. If the Contractor fails to fulfill in a timely and proper manner his/her obligations under this contract, or if the Contractor violates any of the terms of this contract, the Board of Education shall have the right to immediately terminate this contract and withhold payments in excess of fair compensation for work completed.
- E. Service Provider shall not discriminate against any applicant for employment because of race, color, religion, or natural origin, and:
 - a.) Shall take affirmative actions to insure that applicants are employed and employees are treated during employment without regard to their race, color, natural origin, and
 - b.) Shall in all solicitations or advertisements for employees state that all qualified applicants will receive consideration for employment without regard to race, color, religion, or natural origin.
 - c.) BOARD of EDUCATION and SERVICE PROVIDER ensures that the rights and privileges available to the children attending Jellico Elementary School shall be available to the children served by the SERVICE PROVIDER, including due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.
- F. The Contractor agrees to carry adequate public liability and other appropriate forms of insurance and to pay all taxes incident hereunto. The school system shall have no liability except as specifically provided in this agreement.
- G. The Contractor warrants that he/she is licensed as required by law to perform the duties prescribed herein. All personnel of Contractor will hold proper credentials and copies of all licenses will be supplied to Board of Education.
- H. The parties agree that this contract is for independent services and does not create a regular employment relationship between the Board of Education and the Contractor.
- I. The Contractor will be the exclusive provider of speech language therapy for the Jellico Elementary School.
- J. The IEP's will be developed or amended in coordination with the Director of Special Education according to state and federal rules and regulations.
- K. Service Provider shall:
 - a.) Require all applicants for employment and all current employees to supply a fingerprint sample and submit to a criminal history records check to be conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation prior to permitting the person to have contact with children or enter school grounds;
 - b.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present until the criminal history records check has been conducted; and
 - c.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present if the criminal record indicates that the employer or employee has been convicted of an offense that is classified as a sexual offense or the employee was convicted as a violent sexual offender as defined in Tenn. Code Ann.40-39-202

IV. Contract Length:

- A. August 1, 2026 to May 31, 2027.

V. Expense

- A. IDEA regulations require that all mandated services be provided at no cost to the family. A cost to the family may include an increase in premium, cancellation of the policy, or a decrease in any type of coverage.
- C. Since state and federal regulations also prohibit any company from not billing a co-insurance or deductible, the school system shall be responsible for paying Grace Rehabilitation this amount.
- D. Speech Therapy for Jellico Elementary School
1. The School System will be billed separately for TennCare non-approved and private insurance (school pay) students at the rate of \$30.00 per visit and \$1,400.00 per month for 10 (ten) months for administrative duties assigned to the Speech Language Pathologist.
 2. All pre-certified TennCare clients which are denied by the intermediary is the responsibility of Grace Rehabilitation.
 3. All clients denied initial pre-certification by any insurance are the responsibility of the school system.
 4. The school system shall have the responsibility of informing Grace Rehabilitation of any meetings that need to be attended.
 5. Pre-school screenings will be free of charge to the school system but Must be pre-approved by the Special Education Director.
 6. Goals and recommendations of service frequency will be provided in Writing in the IEP meetings at no cost to the school system.

VI. Operations

- A. Contractor will be responsible for obtaining physicians' orders, parent approval, and school approval by signature prior to:
1. First semester (2026 calendar year)
 2. Second semester (2027 calendar year)
 3. Summer Program (if needed)
- B. Contractor will be responsible for the following Clinical Paperwork:
1. Monthly progress notes sent to Special Ed Director or when requested
 2. Monthly logs of service individualized per child or when requested
 3. Re-evaluation on a monthly basis for each client
- C. Contractor will be responsible the following Clerical Paperwork and Billing:
1. Attached logs for services to bill

- a. Treatment sessions
 - b. Remittance advices from insurance company
 - c. IEP meetings and documentation
2. Miscellaneous
- a. Invoice for school system will be sent at the first of each month for prior month's services. Payment will be due within 30 days upon receipt of invoice.

VII. Contractor will be responsible for the following Discharge Policy

- A. Recommendation to the doctor for discharge
- B. Communication with the schools concerning discharge
- C. Service continued until IEP development, including discharge

In Witness whereof, the parties have by their duly authorized representatives set their signatures.

Name of Contractor: Grace Rehabilitation Center, Inc.

By: 
Authorized Signature

6/12/20
Date

Name of School System: Campbell County

By: _____
Director of Schools

Date

By: _____
Board of Education Chair

Date

By: _____
Special Education Director

Date

By: _____
Finance Director

Date

By: _____
Attorney

Date

CONTRACT FOR SPEECH THERAPY Caryville Elementary

This Contract, by and between the **Campbell County Board of Education**, hereinafter termed the "Board of Education", and **Grace Rehabilitation Center, Inc.**, hereinafter termed the "Contractor", is for the express purpose of providing the below listed therapy services.

WITNESSETH, in consideration of the mutual promises herein contained, the parties have agreed and do hereby enter this contract, according to provisions set out herein.

- I. The Contractor agrees to provide and demonstrate its ability to provide the following services, as requested by the Board of Education.
 - A. Service students at Caryville Elementary are operated by the Board of Education.
 - B. TennCare will be the primary payer for the services provided. Contractor is a participating provider for all TennCare patients in East Tennessee.
 - C. Provide home therapy services for homebound students upon approval of and Designation by the Special Education Director.
 - D. Write goals and objections for IEP.
 - E. Meet State and Federal requirements for all paperwork.
 - F. Meet State guidelines for certification.
 - G. Conduct evaluations and provide services on an as-needed basis.
 - H. Provide written evaluation and progress reports within acceptable times.
 - I. Supervisory visits will be provided at no cost to the Board of Education and are the responsibility of the Contractor.
- II. The Contractor agrees to the following general conditions:
 - A. Contractor will perform Speech Language Therapy services at Caryville Elementary School under the supervision of the Special Education Supervisor and meet with him/her either monthly or on an "as needed" basis.
 - B. Contractor will be responsible for his/her transportation to schools within the county at no cost to the school system.
- III. The parties further agree that the following shall be essential terms and conditions of this contract:
 - A. The term of this contract shall be for the 2026-2027 school year.
 - B. The services contemplated to be performed by the Contractor pursuant to this Contract shall not commence until such time that a purchase order(s) has been issued to the Contractor, as signed by the Campbell County Director of Finance, authorizing such services to be performed. The Contractor shall not perform services more than the amount authorized in the purchase order(s) signed by the Campbell County Director of Finance.
 - C. This contract may be terminated by either party by giving a 30-day written notice.

- D. If the Contractor fails to fulfill in a timely and proper manner his/her obligations under this contract, or if the Contractor violates any of the terms of this contract, the Board of Education shall have the right to immediately terminate this contract and withhold payments more than fair compensation for work completed.
- E. Service Provider shall not discriminate against any applicant for employment because of race, color, religion, or natural origin, and:
 - a.) shall take affirmative actions to ensure that applicants are employed and employees are treated during employment without regard to their race, color, natural origin, and
 - b.) Shall all solicitations or advertisements for employees state that all qualified applicants will receive consideration for employment without regard to race, color, religion, or natural origin.
 - c.) BOARD of EDUCATION and SERVICE PROVIDER ensures that the rights and privileges available to the children attending Caryville Elementary School shall be available to the children served by the SERVICE PROVIDER, including due process procedures, protection in evaluation procedures, least restrictive environment, and confidentiality of information.
- F. The Contractor agrees to carry adequate public liability and other appropriate forms of insurance and to pay all taxes incident hereunto. The school system shall have no liability except as specifically provided in this agreement.
- G. The Contractor warrants that he/she is licensed as required by law to perform the duties prescribed herein. All personnel of Contractor will hold proper credentials and copies of all licenses will be supplied to Board of Education.
- H. The parties agree that this contract is for independent services and does not create a regular employment relationship between the Board of Education and the Contractor.
- I. The Contractor will be the exclusive provider of speech language therapy for the Caryville Elementary School.
- J. The IEP's will be developed or amended in coordination with the Director of Special Education according to state and federal rules and regulations.
- K. Service Provider shall:
 - a.) Require all applicants for employment and all current employees to supply a fingerprint sample and submit to a criminal history records check to be conducted by the Tennessee Bureau of Investigation and the Federal Bureau of Investigation prior to permitting the person to have contact with children or enter school grounds;
 - b.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present until the criminal history records check has been conducted; and
 - c.) Not allow an employee to come in direct contact with school children or to enter the grounds of a school when children are present if the criminal record indicates that the employer or employee has been convicted of an offense that is classified as a sexual offense or the employee was convicted as a violent sexual offender as defined in Tenn. Code Ann.40-

39-202

IV. Contract Length:

- A. August 10, 2026,
- B. to May 31, 2027.

V. Expense

- A. IDEA regulations require that all mandated services be provided at no cost to the family. The cost for the family may include an increase in premium, cancellation of the policy, or a decrease in any type of coverage.
- C. Since state and federal regulations also prohibit any company from not billing a co-insurance or deductible, the school system shall be responsible for paying Grace Rehabilitation this amount.
- D. Speech Therapy for Caryville Elementary School
 - 1. The School System will be billed separately for TennCare non-approved and private insurance (school pay) students at the rate of \$7,000.00 monthly for ten months, not to exceed \$70,000.00 annually for a full-time Speech Language Pathologist
 - 2. All pre-certified TennCare clients which are denied by the intermediary is the responsibility of Grace Rehabilitation.
 - 3. All clients denied initial pre-certification by any insurance are the responsibility of the school system.
 - 4. The school system shall have the responsibility of informing Grace Rehabilitation of any meetings that need to be attended.
 - 5. Pre-school screenings will be free of charge to the school system but Must be pre-approved by the Special Education Director.
 - 6. Goals and recommendations of service frequency will be provided in Writing in the IEP meetings at no cost to the school system.

VI. Operations

- A. Contractor will be responsible for obtaining physicians' orders, parent approval, and school approval by signature prior to:
 - 1. First semester (2026 calendar year)
 - 2. Second semester (2027 calendar year)
 - 3. Summer Program (if needed)
- B. Clinical Paperwork
 - 1. Monthly progress notes sent to Special Ed Director or when requested
 - 2. Monthly logs of service individualized per child or when requested
 - 3. Re-evaluation on a monthly basis for each client
- C. Clerical Paperwork/Billing

1. Attached logs for services to bill
 - a. Treatment sessions
 - b. Remittance advice from insurance company
 - c. IEP meetings and documentation
2. Miscellaneous
 - a. Invoice for school system will be sent at the first of each month for prior month's services. Payment will be due within 30 days upon receipt of invoice.

VII. Discharge Policy

- A. Recommendation to the doctor for discharge
- B. Communication with the schools concerning discharge
- C. Service continued until IEP development, including discharge

In Witness whereof, the parties have by their duly authorized representatives set their signatures.

Name of Contractor: **Grace Rehabilitation Center, Inc.**

By: 
Authorized Signature

3/05/26
Date

Name of School System: **Campbell County**

By: _____
Director of Schools

Date

By: _____
Board of Education Chair

Date

By: _____
Special Education Director

Date

By: _____
Finance Director

Date

By: _____
Attorney

Date



Follett Software Agreement for CAMPBELL CO SCH DIST

This agreement outlines the terms and conditions for the implementation and licensing of the Follett Software Solution for CAMPBELL CO SCH DIST

Prepared for:

- Charlotte McCoy
- CAMPBELL CO SCH DIST
- PO BOX 843, JACKSBORO, TN 37757 US

Prepared by:

- David Gray
- 07/20/2026



07/20/2026

Charlotte McCoy
Director of Schools
CAMPBELL CO SCH DIST
PO BOX 843,
JACKSBORO, TN 37757

Dear Charlotte McCoy,

Thank you for choosing Follett Software, LLC as your trusted partner. We're excited to support your district with the implementation of the Follett Software Solution and are committed to ensuring a smooth and successful experience from day one.

To help us begin your implementation as scheduled and avoid delays, please complete the following steps at your earliest convenience:

- Have an authorized representative review and sign the enclosed agreement.
- Complete all required fields as prompted throughout the document.
- Upload your Purchase Order (if available).
- Return **all pages** of the signed agreement to your Follett sales consultant.

We are honored to work alongside your team and look forward to delivering a solution that meets your district's goals. At **Follett**, we view every implementation as a shared journey — your success is our success.

If you have any questions or need support at any point, please don't hesitate to reach out. We're here to help.

Warm regards,

David Gray
Aspen Outside Sales Consultant
Follett Software
dgray@follettsoftware.com
(339) 356-1837
www.follettsoftware.com

Agreement

Your use and licensing of Follett Software, LLC's ('Follett') product(s) is subject to the specific terms and conditions applicable to that product (the 'Product Terms'). In the event of a conflict between the applicable Product Terms and any other terms or contract documents, the applicable Product Terms will control.

If you are purchasing Follett's Aspen Student Information System, your use and licensing of the Aspen Student Information System and any related services is subject to the Product Terms located at <https://follettk12.news/aspen-tc>.

The prices and terms in this Agreement are confidential. They will be held open and valid until 05/13/2026

Customer Number: 4130831
Customer Name: CAMPBELL CO SCH DIST
Quote No: Q-91044

Date: 07/20/2026

BILL TO

CAMPBELL CO SCH DIST
Sara Douglas
PO BOX 843,
JACKSBORO, TN 37757

SHIP TO

CAMPBELL CO SCH DIST
Sara Douglas
PO BOX 843,
JACKSBORO, TN 37757

Subscriptions

Product	Description	Qty	Term (Months)	Total Price
Aspen Online Webinar Subscription Per Connection		1	12	\$1,500.00
Aspen Follett Hosting Fee		4792	12	\$9,584.00
Aspen Student Information - SAAS		4792	12	\$23,480.80
Aspen Online Registration Software		4792	12	\$0.00
Aspen Health Software		4792	12	\$0.00
			Subscription Total	USD \$34,564.80

Subscription Total (Recurring Fee)	\$34,564.80
Services Total (One-Time Fee)	\$0.00
Hardware Total	\$0.00
Shipping and Handling	\$0.00
Grand Total	USD \$34,564.80

Subscription Start Date: The subscription start date on this quote is an **estimate** only. While we aim to provide access to your subscription within 30 days of the quote signature date, the actual subscription start date will be confirmed when implementation begins and access is granted. Your invoice for services and subscriptions will be generated at that time.

All prices are in USD

Payment Terms: Net 30

Applicable taxes will be calculated upon invoicing unless a valid tax exemption certificate is provided

Please Provide Your PO number:

Purchase Order Must include the following information

Follett Software, LLC
1340 Ridgeview Drive
McHenry, IL 60050 USA
Email : FSSorders@follettsoftware.com

***BY ACCEPTING THIS AGREEMENT, EITHER BY: (1) EXECUTING A QUOTE THAT REFERENCES THIS AGREEMENT; (2) BY RETURNING A PURCHASE ORDER (PO) FOR THE PRODUCT(S) AND/OR SERVICES DESCRIBED HEREIN; (3) EXECUTING A COPY OF THIS AGREEMENT DIRECTLY; OR (4) ACCESSING FOLLETT PRODUCT(S) AND/OR SERVICES DESCRIBED HEREIN, THE INDIVIDUAL ACCEPTING THIS AGREEMENT IS ACCEPTING ON BEHALF OF A COMPANY OR OTHER LEGAL ENTITY AND REPRESENTS THAT THEY HAVE THE AUTHORITY TO BIND SUCH ENTITY AND ITS AFFILIATES TO THE TERMS AND CONDITIONS CONTAINED IN THIS AGREEMENT.**

By signing below, you represent that you have read the terms of this Agreement, including those on the following pages, understand and agree to such terms, and are duly authorized to sign on behalf of the School District.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed by their authorized representatives as set forth below.

Follett Software, LLC	CAMPBELL CO SCH DIST
Signature: <i>William Slackman</i>	Signature:
Print Name: William Slackman	Print Name :
Title: SVP OF SALES	Title :
Email Address:	Email Address: charlotte.mccoy@ccpstn.net
Address: 1340 Ridgeview Dr McHenry, Illinois 60050	Address: PO BOX 843 JACKSBORO, TN 37757
Date: 07/20/2026	Date:

An authorized representative of your District needs to **sign above**. Please, make sure you return **ALL PAGES** of the signed document to your sales consultant.

Statement of Work

Schedule A

This Statement of Work (SOW) is incorporated into and made an integral part of the Follett Student Information Suite Agreement ("Agreement") between Customer ("you") and Follett. Any capitalized terms not defined in this (SOW) have the meanings given them in the Agreement.

Services

This SOW specifies the services (referred to herein interchangeably as "Services" or the "project") to be provided under the Agreement beginning on or as soon as practical after acceptance of the Agreement. Follett will complete the Services according to the schedule below, unless otherwise agreed upon by the parties. Changes to this document will be processed in accordance with the procedures described in Project Change Control Procedure.

Any ambiguity or inconsistency between or among the terms of this SOW and the Agreement shall be resolved by giving precedence in the following order:

- Statement of Work (SOW)
- Agreement

Definitions

"Acceptance on Delivery (AOD)" refers to written approval that certain delivery tasks have been completed allowing reasonable use of the system by the District. A copy of the AOD form can be found in Appendix B.

Project Scope

This SOW includes the following services for the Student Information System Suite delivery.

- Project Management
- Requirements Meeting(s)
- Configuration
- Customization
- Data Conversion and Validation
- State Reports
- Training
- Go Live Support

This SOW does NOT include any services for the following:

- Installation of any hardware or software at the District or schools unless explicitly stated within this SOW.
- Configuration of networking infrastructure.
- Development of any application or interfaces to other applications other than those specifically defined within this SOW.

Implementation Services

Project Management

Follett will provide project management services in accordance with industry standard techniques. The Project Manager is your district's central point of contact during the implementation of Aspen, to guide and oversee the entire implementation.

Follett Project Manager Responsibilities:

- Facilitate all project planning activities
- Create a detailed Project Plan
- Manage the Project Plan to ensure that deadlines are met, and mitigate whenever plan objectives are at risk
- Manage the Change Control procedures
- Maintain project documentation and provide periodic status reports
- Work with your district's primary point of contact to resolve any issues that develop during the project
- Ensure communication between the Implementation Team and your district

Customer Responsibilities:

- Assign a single Customer point of contact to work directly with the Follett Project Manager.
- Responsible for ensuring that all discovery, discussion, validation, workshop and training sessions are attended by appropriate District personnel, as scheduled.
- Meet commitments as agreed upon in the Project Plan. If deadlines are not met, the overall Project Plan may need to be modified to compensate for changes. Should Customer not meet a commitment set forth in the agreed Project Plan, Follett cannot guarantee that the original timelines can be kept. Any changes to the Plan agreed upon must be evidenced in writing signed by the parties.
- Provide written verification of the Aspen Solution delivery immediately following the Go live Date. In the event the District fails to approve or reject the Software in writing within fifteen (15) days following delivery of the Product (as evidenced by an Acknowledgement of Delivery ("AOD") form), the Software shall be deemed accepted. The AOD form can be found in Appendix B.

System Setup Services

System Setup

- District will be responsible for ensuring the entire District infrastructure is operational and fully stabilized to support the service as outlined in the Recommended Hardware Configuration Matrix and Technical Requirements and Supported Systems document provided by your presale's technical consultant.
- District will be responsible for all routers and Wide Area Network links.
- District is responsible for setup of the hardware and server software with the exception of Tomcat and the Aspen application which will be installed by Follett.
- No onsite services are provided as part of system setup.

Data Conversion and Validation

Follett understands that accurate and reliable data is critical to the success of the customer. Our Data Services team delivers a host of services related to data conversion, enhancement, and data manipulation. All data converted must pass a rigorous quality control process and testing ("validation") to ensure quality.

FOLLETT RESPONSIBILITIES:

- Follett will profile the data at the time of conversion to identify data issues and associated implications with loading the data into Aspen.
- Follett will assign a Data Specialist to the project team to support your data conversion.

CUSTOMER RESPONSIBILITIES:

- Customer will provide a complete database backup/export by the agreed upon date of delivery in the project timeline. Failure to meet this agreed upon date could result in a delay to the project timeline.
- Customer is responsible for the overall quality of their legacy data. Identification of any known data quality issues that would impact the conversion results will be reported back to the District. It will then be the responsibility of the District to correct the data.
- District will be responsible for validating that the data in their legacy system is in the expected fields in Aspen upon conversion. This validation must take place during the agreed upon timeline to ensure no delay to the implementation and go live.
- All data conversion and validation will be performed in the Follett environment and moved out to the District's infrastructure at go live.

Project Change Control Procedures

Anything not addressed in this SOW is out-of-scope and not included in these services. All changes to the SOW, any attachments hereto, or the Project Plan are subject to mutual written agreement. The Project Change Request ("PCR") form can be found in Appendix A.

Change Initiation: If either party proposes a change, then the party proposing the change shall deliver to the Project Manager for the other party a written request. This request will describe the purpose of the change and anticipated effect the change will have on the project as well as any impact on scope, schedule, pricing and/or terms of the agreement. Follett will develop and deliver to the District a written proposed PCR based on such proposal.

Change Validation: Upon receipt of the PCR, the parties will work together in good faith to reach an agreement. Upon agreement, the parties shall sign the PCR.

Approvals and Acceptance: The Project Manager of a party is authorized to discuss and agree to the PCR on behalf of such party except that the final approval must be signed by District's Project Sponsor and authorized signatory of Follett.

No PCR shall amend the original Agreement unless and until the PCR is signed by the authorized representatives of both parties.

Student Information Suite Implementation Services

The following services are included with the implementation of the Aspen Student Information System module:

- Project Management
- Configuration (Standard or Custom)
- Customizable Training Package
 - System Administrator Training Sessions
 - End-User (District) Training Sessions
 - Additional Training Session Options
- Conversion of Legacy System Data (Standard or Custom)

Standard SIS Data Elements to be Converted	
student fees and fines	student schedule
student schedule rotation (if applicable)	student transportation
assessments (up to 5 summary level assessments)	student contacts
student attendance (daily and by period)	student enrollment
courses (district catalog and school courses)	student demographics
Transcripts (including Credits and GPS information)	Staff demographics
conduct	addresses
reference codes	calendars
student events & programs	schools (schools, classrooms, lockers)
course requests	district school year context

Additional Student Information Suite Solution Modules

Special Education Module Implementation Services

The following services are included with the implementation of the Aspen Special Education module:

- Project Management
- Configuration Service
- Training Services:
 - System Administration Training (6 hours, 10 attendee max.)
 - End-User Training (3 hours, 25 attendee max.)
- Data Conversion of the following:

Standard Special Education Data Elements to be Converted	
IEP Data	IEP Goal
IEP Amendment	IEP Goal Objective
IEP Amendment Detail	IEP Goal Progress
IEP Meeting	IEP Service
IEP Meeting Attendance	student disability
IEP Placement Program	student
IEP Placement	student contact
IEP Team Member	504 Education Plan
Address	

Health Implementation Services

The following services are included with the implementation of the Aspen Health module:

- **Project Management**
- **Configuration Services**
- **Training Services:**
 - **System Administration Training** (6 hours, 10 attendees max.)
 - **End-User Training** (2 hours, 15 attendees max.)
- **Data Conversion of the following data:**

Health Data Elements
Health Conditions
Immunizations definitions & rules
Immunizations series
Immunizations doses
Screenings
Visits (Health Log)
Medications
Dynamic Health Templates

Instructional Management System (IMS) Implementation Services

The following services are included with the implementation of the Aspen Instructional Management System (IMS):

- **Project Management**

- **Aspen Consulting Services – 2 days**
- **The following data will be imported: students, staff, district catalog, school catalog, master schedule and student schedule**
 - **Files need to be provided by the District in CSV format, comma separated with each field in quotes.**
 - **Imports will be configured to update nightly; if Follett hosted, District would need an FTP server accessible by the Aspen IMS system to download the specific files for importing. Locally hosted may put the files in a folder accessible to IMS.**
- **Curriculum Map Import Service**
 - **Up to 10 variations of map structures with a maximum of 10 elements/narratives per unit of study (no limit to the number of units).**
 - **Limit of 100 maps total for importing**
 - **Follett is responsible for providing templates to the customer (in MS Word) for each map type**
 - **The district is responsible for using the Follett-provided templates to create the maps and return for importing by Follett.**
- **Training**
 - **System Admin Training**
 - **End User Training – 2 Days. Training will be delivered in a train-the-trainer model for up to 15 people**

Social-Emotional Support Module (SES) Implementation Services

Aspen provides a referral and case management workflow for the tracking and administration of social-emotional support services such as behavioral, family, and academic support programs (psychological support, tutoring, financial counseling, etc.). Students identified as inneed can quickly be referred for services, and case managers utilize familiar screens to track the student's progress through intake, servicing, and successful exits.

The following services are included with the implementation of the Aspen Social-Emotional Support Module (SES):

- **Project Management**
- **Installation**
- **Aspen Consulting Services – 2 days**
- **Configuration**
 - **Creation of navigational elements and screens within select views (district, school, staff, family, student).**
 - **Reference table selections to reflect the district services, relationships, phases, and meeting purposes.**
 - **Template configuration of field sequence and labeling.**
- **Training**

Aspen Online Registration (OLRR) Implementation Services

Aspen Online Registration (OLRR) is a fully integrated online registration component that supports electronic capture of student and guardian data for the creation or update of student records, either for new student registration or returning student re-registration.

District Requirements:

- Contact records must be merged prior to proceeding.
- Each parent must have their own user account.
- The district must utilize Aspen's family portal.

The following services are included with the implementation of the OLRR module:

- **Project Management**
- **Installation**
 - Installation of the New Student Registration forms and workflow
 - Installation of the Returning Student Re-registration forms and workflow
 - Creation of navigational elements and screens within select views (district, school, family)
 - Installation of the internal email notification utility.
 - Translations: Spanish and Portuguese included. Additional translations are available for an additional cost.
- **Configuration Services**
 - Determination of desired data fields
 - Configuration of desired data fields
 - Standard Implementation or Customized Implementation (Billed by the hour) options are available. Scope confirmation is required for your Sales Representative to assess which option is best for your District.
- **Training**

A Student Information System Suite Implementation Typically Comprises These Steps



Training Services

Customer is obligated to schedule and complete any Training Services within thirty (30) days of beginning implementation. If Customer does not comply with this requirement, Customer may elect to access Follett's online, self-paced training at no additional charge. Customers are not permitted to videotape or record in any way Follett Training Services. All Training Services purchased by Customer must be utilized within twelve (12) months from the date of purchase (the "Service Period"). Any portion of the Professional Services not used within the Service Period will expire and shall be forfeited without refund, credit, or rollover, unless otherwise agreed in writing by both parties

DESTINY TRAINING CANCELLATION POLICY: To avoid being invoiced for a scheduled Destiny training, Customer must notify Follett in writing of the cancellation within the following timeframes: hgggg

In-person training: Cancel more than fifteen (15) business days before the scheduled date.

Webinar training: Cancel more than three (3) business days before the scheduled date.

If Customer fails to provide timely written notice, they agree to pay the full cost of the scheduled training.

Training Services Cancellation Policy

Cancellation and/or reschedule requests must be received by email aspentraining@follettsoftware.com or by calling Follett's toll free number (888)-244-1366. The District is responsible for ensuring that Follett receives its written or verbal request. Follett will reply with a written acknowledgement, via email, of the changes.

- The District will not be charged if the cancellation request is received more than fifteen business days prior to the training date.
- The District will be invoiced at 50% of the cost if the cancellation request is received six to fourteen business days prior to the training date.
- The District will be invoiced at 100% of the cost if the cancellation request is made five or less business days prior to the training date, or failure to appear for the training.
- Follett reserves the right to reschedule training sessions two weeks prior to the scheduled delivery date(s).
- Substitutions of attendee(s) may be made at any time.

Post Implementation Support Services

Technical Support

Technical Support is included with your Follett Student Information Services Suite Agreement, and features the following services:

- Software updates during the year
- Toll-free telephone technical support for designated Customer contacts
- 24/7 customer Web Portal (Follett Community), with searchable online knowledge base
- Unlimited email support

Note: Follett will only provide support for the current and one prior release of software. Follett will only provide support to the extent that the applicable Management product is utilized as licensed. Any use beyond the intended use of the product, as outlined in the Statement of Work, may result in cancellation of Support.

Telephone support for issue resolution

Your designated Customer contacts will have access to Follett's staff of product and technical experts via a toll-free number (US Toll Free: 1-800-323-3397 option 2) from 6 a.m. to 6 p.m. Central Time, Monday through Friday. The expectation is that the designated contacts are the point of contact for all end users within the district. Follett will not provide technical support to Customer staff members that have not been designated by the Customer.

Customer Web Portal: Follett Community

Follett has a web-based support portal

(<https://www.follettcommunity.com/s/contactsupport>), which is available 24/7 to all customers with a current support Agreement. It includes:

- Keyword searchable knowledge-base containing articles written by product and system experts
- User guides and manuals
- Online discussion groups
 - Training tutorials and videos
 - Frequently Asked Questions (FAQs)
 - Webinars

Email support

Technical support is available to your district via email at any time. You can use this email (techsupport@follettsoftware.com) for issues that do not require immediate assistance. The Follett Student Information Suite solution effectively scalable operations via the Microsoft Azure cloud. For information about our Data Security compliance program, please visit our website: <https://follettsoftware.com/data-security/>.

Appendix A
Project Change Request (PCR) Form
---SAMPLE---

General Overview

This Project Change Request form is based upon the Agreement between Follett, a company with an address at 1340 Ridgeview Drive, McHenry, IL and *<insert District name>* Customer number *<insert Oracle Customer number>*, having its principal place of business at *<insert Customer address>* ("Customer") signed *<insert agreement signing date>*.

Change Identification

The change identification for this request is *<PCR Number>*, Month Day, year.

Change Description

<Insert details of change being requested>

Project Impact

This PCR will impact the project in the following manner:

- **Scope Impact**
- **Schedule Impact** *<Insert any impact on the schedule. Include the previously agreed scheduled dates as reference when appropriate and use tables appropriately for visual clarity.>*
- **Price Impact** *<Insert any price impact related to the PCR. Be specific and include previously agreed pricing as appropriate.>*
- **Terms and Conditions Impact** *<Insert any terms and conditions impact related to the PCR. Be specific and include previously agreed terms as appropriate>*

Target Approval Date

The Licensor must receive District's approval of this Project Change Request by *<insert date on which the PCR must be signed - this date should be 2 business weeks after delivery.>* Approval delays will require a rework of this Project Change Request.

PCR Approval

<<Insert district name>> and Follett, as evidenced by the following representatives' signatures, accept this Project Change Request along with the stated impact.

Signature

<insert District signatory name>

<insert District signatory title>

Date

Signature

<insert Follett signatory name>

<insert Follett signatory title>

Date

Appendix B**Aspen Acknowledgement of Delivery (AOD)****---SAMPLE---**

District XXXXXX

Amendment Date:

Customer Number:

Contract Service Date:

Quote Number: Q-XXXXXXX

Actual Service Date:

Contract Name: Amendment X **Delivery:**

I confirm that the following deliverables described in Amendment C have been successfully delivered:

Aspen Software/Module Licensing:☒ Aspen Student Information Suite **Conversion/Services:**☒ Conversion – Standard☒ Project Management **Training:**☒ Go Live Training☒ System Administrator Training

It is the responsibility of the school district to validate converted data within the project timeline. School district validation efforts are crucial to the accuracy of the conversion. Post-cutover conversion work due to incomplete validation could result in additional costs as determined by the nature of the work and may hinder the process of district staff.

I confirm that the validation of data covered from the district's home-grown system to Aspen has been adequately performed and confirms that District XXXXX is now live in Aspen. I understand any conversion work required prior to the "go live" is included in the agreed upon conversion costs. I also understand that any data conversion costs incurred after the "go live" will be the responsibility of District XXXXXX. Additional conversion work will be resolved in an appropriate timeframe agreed upon by Follett School Solutions and District XXXXXX.

Accepted By (Signature): _____ Date: _____ Printed Name: _____
_____ Title: _____



MOU: SCHOOL BHC - CCSD w/ DAYSPRING

MEMORANDUM OF UNDERSTANDING (MOU)

School-Based Behavioral Health Services

Dayspring Health, Inc. & Campbell County School District (CCSD)

Effective Date: August 2026-May 2027

This Memorandum of Understanding ("MOU") is entered into between **Dayspring Health** ("Dayspring") and **Campbell County Schools** ("CCSD") to establish a school-based behavioral health partnership.

PURPOSE

The purpose of this MOU is to provide students within the participating Campbell County schools with access to behavioral health services. Dayspring will provide a licensed behavioral health therapist onsite at **Jellico High School for one half-day per week**. CCSD may coordinate transportation for eligible students from participating schools to Jellico High School.

TERM

Services under this MOU will be provided from **August 2026 through May 2027**, subject to school calendars, provider availability, holidays, inclement weather, and other operational considerations.

RESPONSIBILITIES

Campbell County Schools Responsibilities

CCSD will:

- Identify students who may benefit from behavioral health services.
- Designate a school liaison to coordinate referrals and scheduling communications.
- Contact the student's parent or legal guardian, recommend services, and obtain permission to initiate a referral.
- Contact the designated Dayspring scheduler when the parent or guardian wishes to proceed.
- Provide appropriate private space at Jellico High School for services.
- Coordinate student transportation, supervision, and movement to and from appointments.
- Notify Dayspring of school closures, schedule changes, or student availability concerns.
- The space provided must ensure visual and auditory privacy suitable for confidential behavioral health services.
- CCSD assumes responsibility for student supervision and safety during transportation to and from appointments.
- CCSD will not restrict access to Dayspring services based on academic status, disciplinary status, or other non clinical criteria.
- CCSD will follow district safety procedures and promptly notify Dayspring of any safety concerns affecting students scheduled for services.



MOU: SCHOOL BHC - CCSD w/ DAYSPRING

Dayspring Health Responsibilities

Dayspring will:

- Provide a qualified behavioral health therapist onsite for the designated weekly half-day.
- Schedule referred students and communicated appointment details to the designated school liaison.
- Send and collect required registration information, consent forms, insurance information, and other documentation before services are provided.
- Provide behavioral health assessments, counseling, treatment planning, and appropriate follow-up services.
- Coordinate follow-up appointments and parent or guardian communication.
- Maintain clinical records and billing responsibilities in accordance with applicable laws and Dayspring policies.
- Dayspring retains full clinical authority over diagnosis, treatment planning, therapeutic interventions, documentation, and clinical decision making.
- Dayspring will provide services regardless of ability to pay and will apply its Sliding Fee Discount Program in accordance with federal requirements.
- Dayspring will ensure compliance with HIPAA, HRSA requirements, and all applicable federal and state regulations.
- Dayspring will participate in periodic coordination meetings with CCSD to review referrals, operational issues, and safety concerns.

CONSENT, PRIVACY, & COMPLIANCE

No student will receive services without the required parent or guardian consent, except as otherwise permitted by law. Both parties will protect confidential information and comply with applicable federal and state requirements, including HIPAA, FERPA, mandatory reporting obligations, and professional licensing standards. Clinical records maintained by Dayspring are protected under HIPAA and will not be shared with CCSD without documented parent/guardian consent, except as permitted by law in emergencies. Educational records maintained by CCSD are protected under FERPA and will not be shared with Dayspring without documented consent. Information sharing between the parties will occur only with documented consent or under legally permissible emergency exceptions.

SAFETY & CRISIS PROCEDURES

- Dayspring will follow its clinical crisis protocols, including risk assessment, safety planning, and emergency referral procedures.
- CCSD will follow district safety procedures, including lockdowns, evacuations, and emergency notifications.
- Both parties will communicate promptly during emergencies or situations affecting student safety or service delivery.



MOU: SCHOOL BHC - CCSD w/ DAYSPRING

RELATIONSHIP OF THE PARTIES

Each party remains responsible for its own employees, operations, policies, insurance, and actions. Nothing in this MOU creates an employment, agency, partnership, or joint venture relationship between the parties.

MODIFICATION OR TERMINATION

This MOU may be modified through written agreement signed by both parties. Either party may terminate the MOU with thirty days' written notice. The parties may suspend services immediately when necessary to protect student safety, confidentiality, or regulatory compliance.

APPROVAL

DAYSPRING HEALTH	
Name	
Title	
Signature	
Date	

CAMPBELL COUNTY SCHOOL DISTRICT	
Name	
Title	
Signature	
Date	

CAMPBELL COUNTY SCHOOL DISTRICT	
Name	
Board Chair	
Signature	
Date	



CAMPBELL COUNTY CHILDREN'S CENTER

A CHILD ADVOCACY CENTER

Memorandum of Understanding (MOU)

**Between
Campbell County Children's Center
and
Campbell County Board of Education**

Agreement Period: July 1, 2026 – June 30, 2027

Purpose

This Memorandum of Understanding (MOU) establishes a collaborative partnership between the Campbell County Children's Center and the Campbell County Board of Education to provide a school-based mental health support program designed to promote emotional wellness, resilience, and healthy coping skills among students.

Program Overview

The Campbell County Children's Center will implement the **Strong Minds, Strong Hearts** program at **Elk Valley Elementary School** during the 2026–2027 school year.

Program Schedule

- **Agreement Term:** July 1, 2026 – June 30, 2027
- **Program Site:** Elk Valley Elementary School
- **First Semester:**
 - Target Group: 5th Grade Students
 - Proposed Start Date: September 1, 2026, or September 8, 2026, as determined collaboratively by the school administration.
- **Second Semester:**
 - Target Group: 4th Grade Students

Program Description

The **Strong Minds, Strong Hearts** program consists of:

- Six (6) weekly sessions
- Thirty (30) minutes per session, including student check-in and closing activities
- Small-group format

Groups will focus on:

- Identifying and understanding emotions
- Building healthy relationships and trust
- Developing positive coping skills
- Strengthening emotional resilience
- Promoting problem-solving and self-regulation skills

Staffing

The program will be facilitated by a qualified mental health professional employed by the Campbell County Children's Center. Clinical oversight and supervision will be provided by a licensed therapist.

Responsibilities of the Campbell County Children's Center

The Children's Center agrees to:

- Provide qualified mental health professionals to facilitate all group sessions.
- Ensure clinical supervision by a licensed therapist.
- Coordinate scheduling with school administration.
- Maintain confidentiality in accordance with applicable federal and state laws.
- Communicate with school personnel regarding scheduling and program implementation.
- Provide program materials and curriculum.

Responsibilities of the Campbell County Board of Education

The Board of Education agrees to:

- Provide appropriate space within Elk Valley Elementary School for group sessions.
- Assist with student identification and referrals as appropriate.
- Coordinate scheduling to minimize disruption to instructional time.
- Support communication between school staff and the Children's Center.
- Obtain any necessary parental consent required by district policy.

Confidentiality

Both parties agree to protect the confidentiality of participating students in accordance with applicable federal and state laws, including FERPA and HIPAA, where applicable.

Term of Agreement

This agreement shall remain in effect from **July 1, 2026, through June 30, 2027**, unless terminated earlier by mutual written agreement or by either party with thirty (30) days written notice.

Modification

This MOU may be modified only through a written agreement signed by both parties.

Signatures

By signing below, the parties agree to the terms outlined in this Memorandum of Understanding.

Campbell County Board of Education

Director of Schools

Date: _____

Board Chair

Date: _____

Campbell County Children's Center

Trace Davis

Executive Director

Date: 7-1-26

**CONTRACTUAL AGREEMENT
BETWEEN
CAMPBELL COUNTY SCHOOL DISTRICT
AND
KLINE BEHAVIORAL HEALTH**

GENERAL

The parties of this contract share a mutual concern for providing behavioral management service to children of the Campbell County School District. Furthermore, both parties stipulate and agree that the services provided to these children shall be equal to those services provided to other children in the school system.

SERVICES AND FACILITIES TO BE PROVIDED BY THE CAMPBELL COUNTY SCHOOL DISTRICT

The Campbell County School District agrees to contract with Kline Behavioral Health. to provide Behavioral Management Services for children referred for consultation. This contract will begin on July 1, 2026 and end June 30, 2027. The Campbell County School District agrees to reimburse Kline Behavioral Health Dara Kline at the rate of \$90.00 per hour, for a maximum of 100 hours. Total contract amount will cost \$ 9,000.

Invoices along with all documentation shall be submitted to the Campbell County School District by the 1st day of each month, with a payment due 30 days thereafter.

SERVICES TO BE PROVIDED BY DARA KLINE, PHD

Dara Kline, Ph.D., agrees to contract with the Campbell County School District to provide behavioral analysis services to the Campbell County School District. Kline Behavioral Health Dara Kline, Ph.D. agrees to furnish the necessary materials and expertise in the area of behavioral management; agrees to furnish all reports and documentation required by the Campbell County School District; and agrees to participate, as needed and available, during the IEP and/or 504 process related to Campbell County Students pending adequate notice of meetings.

Kline Behavioral Health, Dara Kline, PhD and the Campbell County School District shall at all times comply with the regulations of Title VI, Civil Rights Act of 1964, which prohibits discrimination on the basis of sex, age, color, creed, national origin or mental handicap.

This Agreement constitutes the full understanding of the parties and shall be governed by the laws of the State of Tennessee. This Grant Agreement may be amended only by written

instrument signed by authorized officers of the Campbell County School District and Kline Behavioral Health, Dara Kline, PhD.

The type and time of specific consultation and/or services shall be determined by mutual consent of the Campbell County Staff and Kline Behavioral Health, Dr. Kline. The contract may be cancelled by either party for any reason by giving a 30 days' notice pending full payment for services rendered to date.

IN WITNESS WHEREOF, the parties have their duly authorized representatives set their signatures.

Signature: _____
Director of Schools

Date: _____

Signature: _____
Director of Finance

Date: _____

Signature: _____
Attorney

Date: _____

Signature: _____
Director of Special Education

Date: _____

Signature: _____
Chariman of the Board

Date: _____

Name: DARA KLINE, Ph.D.

Address: 1633 Niggs Creek Road
Oneida, Tennessee 37841

Attention: Dara Kline

Telephone: 423-215-3044



Sheriff E. Wayne Barton II
PO Box 82
Jacksboro, TN 37757
Phone (423) 562-7446
Fax (423) 566-5469

SCHOOL RESOURCE OFFICER PROGRAM MEMORANDUM OF UNDERSTANDING (MOU)

This Memorandum of Understanding (hereinafter "MOU"), effective July 1st, 2026 through June 30th, 2027 is made and entered into by and between:

- Campbell County Sheriff's Office (CCSO)
- Sheriff E. Wayne Barton II
- Campbell County School System (CCSS)
- Director Charlotte McCoy

Nothing in the MOU should be construed as limiting or impeding the basic spirit of cooperation, which exists between the participating entities, listed above.

1. PURPOSE OF MOU

The MOU formalizes the relationship between the participating entities in order to foster an efficient and cohesive program that will build a positive relationship between law enforcement officers and the youth of our community, with the goal of reducing crime committed by juveniles and young adults. This MOU delineates the mission, organizational structure, and procedures of the School Resource Officer Program (hereinafter the "SRO Program") as a joint cooperative effort between CCSO and CCSS. The success of this program relies upon the effective communication between the CCSO employees, the principal of each individual CCSS school, and other key staff members of each organization.

2. TERM

The term of this MOU shall begin on July 1st, 2026 and end on June 30th, 2027, unless terminated earlier as provided herein or the school year is extended. The parties may renew this MOU only by separate written agreement or addendum hereto, which must be executed by both parties.

3. MISSION, GOALS, AND OBJECTIVES

The mission of the SRO Program is the reduction and prevention of school-related violence and crime committed by juveniles and young adults. The SRO Program aims to



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create and maintain safe, secure and orderly learning environments for students, teachers and staff. This is accomplished by assigning Law Enforcement Officers employed by participating CCSO (hereinafter referred to as "SROs") to CCSS school facilities on a permanent basis.

Goals and objectives are designed to develop and enhance rapport between youth, police officers, school administrators and parents. Goals of the SRO Program include:

1. Reduce incidents of school violence;
2. Reduction of criminal offenses committed by juveniles and young adults;
3. Establish rapport between the SROs and the student population;
4. Establish rapport between the SROs, parents, faculty, staff, and administrators

Moreover, SROs will establish a trusting channel of communication with students, parents and teachers. SROs will serve as a positive role model to instill in students good moral standards, good judgment, discretion, and respect for other students, and a sincere concern for the school community. SROs will promote citizen awareness of the law to enable students to become better-informed and effective citizens, while empowering students with the knowledge of law enforcement efforts and obligations regarding enforcement as well as consequences for violations of the law. SROs can serve as a confidential source of counseling for students and parents concerning problems they face as well as providing information on community resources available to them.

4. ORGANZATIONAL STRUCTURE

A. Composition

The CCSO shall assign law enforcement officers to serve as SROs in the SRO Program. The SROs will be certified by the State of Tennessee and meet all requirements as set forth by the Tennessee Peace Officers Standards and Training Commission. The total contract amount will be \$653,927.00.

B. Supervision

The day-to-day operation and administrative control of the SRO Program will be the responsibility of the CCSO. Responsibility for the conduct of SROs, both personally and professionally, shall remain with CCSO. School Resource Officers are employed and



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retained by the CCSO and in no event shall any employee of the CCSO be considered an employee of CCSS.

5. PROCEDURES

A. Selection

Available SRO positions will be filled per the providing agency's directives and selection process. The providing agency will make the final selection of any SRO vacancies.

B. SRO Program Structure

The SRO Program shall utilize the SRO Triad concept as set forth by NASRO (National Association of School Resource Officers), which is attached hereto and incorporated herein by reference.

Under this framework, SROs are first and foremost law enforcement officers for the providing law enforcement agencies. SROs shall be responsible for carrying out all duties and responsibilities of a law enforcement officer and shall remain at all times under the control, through the chain of command, of the providing agency. All acts of commission or omission shall conform to the guidelines of the providing law enforcement agency's directives. School officials should ensure that non-criminal student disciplinary matters remain the responsibility of school staff and not the SRO. Enforcement of the code of student conduct is the responsibility of teachers and administrators. The SRO shall refrain from being involved in the enforcement of disciplinary rules that do not constitute violations of law, except to support staff in maintaining a safe school environment.

SROs are not formal counselors or educators, and will not act as such. However, SROs may be used as a resource to assist students, faculty, staff, and all persons involved with the school. SROs can be utilized to help instruct students and staff on a variety of subjects, ranging from alcohol and drug education to formalized academic classes. SROs may use these opportunities to build rapport between the students and the staff. The CCSO recognizes, however, that CCSS shall maintain full, final, and plenary authority over curriculum and instruction in the CCSS, including the instruction of individual students. The parties recognize and agree that classroom instruction is the responsibility of the classroom teacher, not the CCSO or its employees, and the CCSO and its employees shall not attempt to control, influence, or interfere with any aspect of the school curriculum or classroom instruction except in emergency situations.



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C. Duties and Responsibilities

The responsibilities of the SRO will include but not be limited to:

1. Enforce criminal law and protect the students, staff, and public at large against criminal activity. The SRO shall follow the chain of command as set forth in the policies and procedures manual of the participating law enforcement agency. School authorities and the parents or guardians of any child involved shall be notified as quickly as possible when the SRO takes any direct law enforcement action involving a student, on-campus or off-campus, during school hours.
2. Complete reports and investigate crimes committed on campus.
3. Coordinate, whenever practical, investigative procedures between law enforcement and school administrators. The SRO shall abide by all applicable legal requirements concerning interviews or searches should it become necessary to conduct formal law enforcement interviews or searches with students or staff on school property or at school functions under the jurisdiction of the CCSS. The SRO will not be involved in searches conducted by school personnel unless a criminal act is involved or unless school personnel require the assistance of the SRO because of exigent circumstances, such as the need for safety or to prevent flight. Formal investigations and arrests by law enforcement officials will be conducted in accordance with applicable legal requirements.
4. Take appropriate enforcement action on criminal matters as necessary. The SRO shall, whenever practical, advise the principal before requesting additional enforcement assistance on campus and inform the principal of any additional law enforcement responsibilities that may need to be undertaken.
5. Wear law enforcement agency issued uniform at all times or other apparel approved by the providing agency.
6. Be highly visible throughout the campus, but to be unpredictable in their movements. For Officer Safety, SROs shall not establish any set routine, which allows predictability in their movements and their locations.
7. Confer with the principal to develop plans and strategies to prevent and/or minimize dangerous situations on or near the campus or involving students at school-related activities.



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8. Comply with all laws, regulations, and school board policies applicable to employees of CCSS, including but not limited to laws, regulations and policies regarding access to confidential student records and/or the detention, investigation, and searching of students on school premises, provided that SROs shall under no circumstances be required or expected to act in a manner inconsistent with their duties as law enforcement officers. The use of confidential school records by the SRO shall be done only with the principal's approval. Any existing rights or benefits of personnel assigned under this agreement shall not be abridged, and remain in full effect.
9. The SRO shall notify the school principal or his/her designee if it is necessary for the SRO to be off campus during regular school hours for non-emergency situations.
10. Provide information concerning questions about law enforcement topics to students and staff.
11. Develop expertise in presenting various subjects, particularly in meeting federal and state mandates in drug abuse prevention education, and provide these presentations at the request of the school personnel in accordance with the established curriculum.
12. Prepare lesson plans necessary for approved classroom instruction.
13. Provide supervised classroom instruction on a variety of law related education and other topics deemed appropriate and approved by the SROs agency supervisor and a school administrator.
14. Advise students, staff, and faculty on a limited basis.
15. Attend school special events as needed (for example, PTA meetings). Off duty assignments are not included.
16. Attend law enforcement agency in-service training and specialized training as required or deemed necessary by the training staff. Reasonable attempts will be made to schedule such training to minimize his/her absence from school on an instructional day.



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17. Attend meetings of parent and faculty groups to solicit their support and understanding of the school resource program and to promote awareness of law enforcement functions.
18. Be familiar with all community agencies which offer assistance to youths and their families such as mental health clinics, drug treatment centers, etc., and may make referrals when appropriate.
19. The SRO may act and work with school officials for search and seizures as it pertains to New Jersey vs. TLO (469 US 325 1985) and satisfies the written requirements as it pertains to Tennessee Court decisions in R.D.F. vs. State, 245 S.W.3d 356 (2008); and State vs. R.D.F. 2009 W1 2136324 (2009).

Responsibilities of the SRO supervisor will include but will not be limited to:

1. Coordinate work assignments of the SROs between various campuses.
2. Ensure SRO compliance with providing agency's directives.
3. Coordinate scheduling and work hours of the SROs (vacation requests, sick leave, etc.).

CCSS shall provide the SRO of each campus the following materials, facilities, and access, which are deemed necessary to the performance of the SROs duties:

1. Private office space that can be secured and is acceptable to the participating law enforcement agency. The office shall contain a telephone, desk, chair, computer and a lockable cabinet.
2. Reasonable opportunity to address students, teachers, school administrators, and parents about the SRO program, goals and objectives. Administrators shall seek input from the SROs regarding criminal justice problems relating to students and site security issues.

D. Enforcement



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Although SROs have been placed in a formal educational environment, they are not relieved of the official duties as a law enforcement officer. The SRO shall intervene when it is necessary to prevent any criminal act or maintain a safe school environment. Citations shall be issued and arrests made when appropriate and in accordance with Tennessee State law and department policy. The SRO or the providing agency will have the final decision on whether criminal charges shall be filed.

The providing agency will reserve the right to temporarily remove the SRO in the event that additional officers are needed during a critical incident or natural disaster.

6. TERMINATION

This Agreement may be terminated by either party, with or without cause, upon seven (7) day's written notice to the other party.

7. NOTICE

Any notice, consent or other communication in connection with the Agreement shall be in writing and may be delivered in person, by mail or by facsimile transmission (provided sender confirms notice by written copy). If hand-delivered, the notice shall be effective upon delivery. If by facsimile copy, the notice shall be effective when sent. If served by mail, the notice shall be effective three (3) business days after being deposited in the United States Postal Service by certified mail, return receipt requested, addressed appropriately to the intended recipient as follows:

Campbell County Sheriff's Office
Sheriff E. Wayne Barton II
PO Box 82
Jacksboro, TN 37757
Phone (423) 562-7446
Fax (423) 566-5469

Campbell County School System
Director of schools Charlotte McCoy
PO Box 445
Jacksboro, TN 37757
Office: (423) 562-8377
Fax: (423) 566-7562



Sheriff E. Wayne Barton II
PO Box 82
Jacksboro, TN 37757
Phone (423) 562-7446
Fax (423) 566-5469

This has been agreed to in cooperation with the Campbell County Sheriff's Office and the Campbell County School System Board of Education. As agreed to and in partnership with:

E. Wayne Barton II
Campbell County Sheriff

07-01-2026

Date

Charlotte McCoy
Campbell County Director of Schools

Date

MEMORANDUM OF UNDERSTANDING
BETWEEN
Campbell County Tennessee
AND
The Campbell County Sheriff's Office
AND
The Campbell County Board of Education

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the above-named parties. Each individually as "Party" or collectively as "Parties".

WHEREAS, well developed School Resource Officer ("SRO") programs provide the crucial link between schools and law enforcement agencies in their continued efforts to establish and maintain safe and secure learning environments. An SRO, as part of his/her day-to-day operations, will be responsible for responding to all criminal acts committed at the school.

WHEREAS, the term School Resource Officer ("SRO") has the same meaning as in Tennessee Code Annotated § 49-6-4202(6). "School resource officer" means a law enforcement officer, as defined under § 39-11-106, who is in compliance with all laws, rules, and regulations of the peace officers standards and training commission and who has been assigned to a school in accordance with a memorandum of understanding between the chief of the appropriate law enforcement agency and the LEA." The term "law enforcement officer" as defined under § 39-11-106 means an "officer, employee, or agent of government who has a duty imposed by law to (a) maintain public order; or (b) make arrests for offenses, whether that duty extends to all offenses or is limited to specific offenses; and (c) investigate the commission or suspected commission of offenses." An SRO acts as a liaison between the police agency, the school, and the community. This does not include a School Safety Officer or a School Security Officer.

WHEREAS, the term Local Education Agency ("LEA") has the same meaning as in Tennessee Code Annotated § 49-1-103(2). "Local education agency (LEA)", "school system", "public school system", "local school system", "school district", or "local school district" means any county school system, city school system, special school district, unified school system, metropolitan school system, or any other local public school system or school district created or authorized by the general assembly."

WHEREAS, a "public charter school" shall be established and operated as set forth in the Tennessee Public Charter Schools Act (Tennessee Code Annotated Title 49, Chapter 13).

WHEREAS, an "alternative school" and "alternative program" shall be established and operated as set forth in Tennessee Code Annotated Title 49, Chapter 6, Part 34.

NOW THEREFORE, in consideration of the mutual promises contained herein, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

- I. PURPOSE OF MOU. The purpose of this MOU is to set forth the obligations of the Parties with respect to the placement of School Resource Officers ("SROs") in schools and with respect to planning and funding related thereto for the purpose of providing a law enforcement presence at each school. For the purposes of selecting and assigning SROs, the term "Sheriff" shall include the duly elected Sheriff or an authorized Sheriff Deputy designated by the Sheriff to oversee the SRO program. The term "Chief of Police" shall include the appointed Chief of Police or an authorized Officer designated by the Chief of Police to oversee the SRO program.
- II. AUTHORITY. This MOU is to serve as the template MOU for the SRO grant funded program authorized by Public Chapter 1142 of the 114th Tennessee General Assembly and shall be executed between a local law enforcement entity and the LEA or public charter school or alternative school and presented to the Tennessee Department of Safety and Homeland Security as part of the application process for grant funding.

This MOU is also made and entered into pursuant to the authority contemplated by Tennessee Code Annotated Sections 49-6-4201 et seq., and specifically the authority granted to the Parties under Tennessee Code Annotated Section 12-9-101 et seq., which provides that one (1) or more public agencies may contract with any one (1) or more public agencies to perform any governmental service, activity, or undertaking which each public agency entering into is authorized by law to perform; provided that such MOU shall be authorized by the governing body of each Party. Contracts entered into pursuant to Tennessee Code Annotated § 12-9-108 need not conform to the requirements set forth in this chapter for joint undertakings.

III. GENERAL RESPONSIBILITIES OF LOCAL EDUCATION AGENCY (LEA) or PUBLIC CHARTER SCHOOL OR ALTERNATIVE SCHOOL.

- A. Shall provide materials and facilities at each school location as are necessary for the SRO's performance of his/her function as an SRO at the assigned schools including, but not limited to the following:
 - i. A secured climate-controlled and properly lighted office large enough, at a minimum, to adequately accommodate a desk, two (2) chairs, a gun safe, and a lockable file cabinet and be located as reasonably possible near the main office;
 - ii. A landline telephone to be located in the office;
 - iii. Access to a computer work station; and
 - iv. Secretarial assistance when needed by the SRO.

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AS A PUBLIC RECORD PURSUANT TO TENN. CODE ANN. § 10-7-504(p)**

- B. Shall allow the SRO assigned to schools untethered access to the school facilities as required for the SRO to perform his/her duties on school property.
- C. Shall be responsible for all aspects and costs of operation of its schools and nothing herein shall place any monetary obligation on the County or City unless specifically provided for herein.
- D. Shall assist the SRO in the provision of his/her duties and responsibilities if requested by the Sheriff's Office or the assigned SRO.

IV. GENERAL RESPONSIBILITIES OF SHERIFF'S OFFICE or POLICE DEPARTMENT. The Sheriff or Chief of Police, on behalf of the County or City, shall have the following responsibilities:

- A. The Sheriff or Chief of Police shall have the sole authority to conduct background checks, hire, select, discharge, discipline, outfit, provide equipment, and determine (within the parameters established by state law) the qualifications of SROs. The Sheriff or Chief of Police may involve school administrators in the selection process at his/her discretion.
- B. Assign supervisors to oversee the SRO program and to perform non-scheduled visits to schools in which an SRO has been assigned.
- C. Assign SROs to the schools within the jurisdiction of the Local Education Agency (LEA) or Public Charter School or Alternative School pursuant to a full-time schedule. The grant funding is for a full-time SRO to be dedicated to each particular school.
- D. The sole authority to determine the duty hours of the SRO and the qualifications thereof, subject to the provision of IV.E. below.
- E. To the degree required by applicable law, ensure that all SROs maintain qualifications and satisfactorily accomplish continuing training and continuing education required for the SROs to maintain state required qualifications as provided in Tennessee Code Annotated § 49-6-4217. The County or City will remain responsible for the costs associated with the obligations contained in this Section IV.E.

V. QUALIFICATIONS OF AN SRO.

- A. An SRO must be a POST-certified, sworn officer of a law enforcement agency within the jurisdiction that includes the school community being served.

- B. An SRO is recommended to have at least two (2) years' experience as a police officer or the equivalent in order to be able to draw upon the expertise and experience of traditional police work when performing their duties in a school setting.
- C. An SRO should not only be selected based on specific qualifications, but on a genuine desire to work with youth. Due to the nature of the SRO position, the majority of the time is spent interacting with youth. The ability of an SRO to connect with students and provide positive and enriching relationships is a very important trait that will have a positive effect on the school's overall climate.

VI. TRAINING FOR AN SRO AND SCHOOL PERSONNEL.

- A. An SRO should receive forty (40) hours of specialized training provided by the Department of Justice, the National Association of School Resource Officers, Tennessee Association of School Resource Officers, Tennessee Law Enforcement Training Academy (TLETA), or other appropriate and recognized entity within one (1) year of being hired or assigned to a school, whichever is earlier. Due to the nature of the role of an SRO, it being significantly different than that of a traditional patrol officer, the SRO position requires skills and knowledge that may not be addressed in traditional law enforcement training. Therefore, it is important for an SRO to receive specialized training that will prepare him/her to work in a school setting.
- B. After the initial forty (40) hours of specialized training, an SRO should attend sixteen (16) hours per year of training specific to his/her SRO duties in addition to the twenty-four (24) hours of POST-certified training that is annually required. Annual training ensures an SRO remains up-to-date with school related issues, trends, and best practices and provides the SRO with the knowledge and ongoing professional development necessary to perform the duties of an SRO.
- C. Planning and training for emergencies and school safety should be conducted collaboratively by SROs and school personnel. Both should take an active role in training school personnel regarding emergency management issues. The development and implementation of school safety plans should be a collaborative effort, and school personnel should include and engage other first responders in the community.

- VII. INFORMATION EXCHANGE. To best serve both the school and the law enforcement agency, it is important that lasting, long-term collaborations take place. The school and the law enforcement agency should participate in an open exchange of information and resources to

better serve the students and the community. It may be necessary to formalize information-sharing procedures in order to address student confidentiality concerns.

VIII. GENERAL DUTIES OF AN SRO.

- A. The SRO shall not act as school disciplinarians, nor make decisions regarding school discipline. The SRO shall not be involved in the enforcement of disciplinary infractions that do not constitute violations of the law. The SRO shall retain full law enforcement authority and will take law enforcement action as appropriate. As soon as practical, the SRO will notify the head of the school of any such action. The SRO will comply with applicable state and federal law as they apply to SROs regarding special education students.
- B. The basic duties of SROs include monitoring those who visit schools, providing assistance for disruptive students, and enforcing applicable laws.
- C. An SRO may assist in any class as a guest speaker if requested by the head of the school in which the SRO is assigned.
- D. To the extent that the SRO may do so under the authority of law, the SRO will take appropriate law enforcement action as the SRO deems is appropriate including, but not limited to action against intruders and unwanted guests who may appear at the school and related school functions. As practical, the SRO will advise the head of the school before requesting additional police assistance on campus.
- E. The SRO may establish new programs relating to security and safety of the students and faculty but only after permission is granted by the Sheriff or Chief of Police and the head of the school in which the SRO is assigned.
- F. The SRO will assist other law enforcement officers in matters regarding his/her school assignment whenever necessary.
- G. The SRO shall make examination of all exterior doors to ensure they are locked or secured.
- H. SROs may have other specific duties and responsibilities as defined by the Sheriff's Office or Police Department.

IX. ADDITIONAL DUTIES OF AN SRO FOR MIDDLE AND HIGH SCHOOLS.

- A. The SRO will become familiar with all community agencies that offer assistance to youth and their families including, but not limited to school-based behavioral health liaisons,

mental health clinics, mental health liaisons, and drug treatment centers. The SRO may recommend referrals to such agencies once the SRO notifies the head of the school.

- B. If requested by the head of the school and upon approval of the Sheriff or Chief of Police, the SRO may attend parent/faculty meetings to promote support and understanding of the SRO program.
 - C. If an SRO determines it necessary, the SRO may, in accordance with applicable state and federal laws regarding the questioning of juveniles, conduct formal police interviews with students and faculty. The interviews shall also be conducted in conformance with the SRO's employing agency's policies and procedures, the LEA, Public Charter School, or Alternative School policies, and all applicable laws.
 - D. The SRO may act as an instructor for the Drug Abuse Resistance Education ("D.A.R.E.") and for other related short-term programs at the assigned school if requested by the head of the school and approved by the Sheriff or Chief of Police.
 - E. Upon approval of the Sheriff or Chief of Police, an SRO may be assigned to investigate incidents relating to thefts, alcohol or drug use, or any other crime occurring at the school in which the SRO is assigned.
- X. DISMISSAL AND REASSIGNMENT OF AN SRO. In the event the head of the school to which an SRO is assigned determines that the assigned SRO has failed to perform his/her duties and responsibilities, he/she may make a written request to the Superintendent or Director to request reassignment of the SRO including the reasons supporting the request. If the Superintendent or Director determines the request is valid, the Superintendent or Director shall promptly forward the written request to the Sheriff or Chief of Police for his/her consideration. The Sheriff or Chief of Police may, in his/her complete discretion, request a meeting with the head of the school to which an SRO is assigned and the SRO to determine whether reassignment is appropriate. The Sheriff or Chief of Police may request the Superintendent or Director to attend the meeting. If a meeting is held, the Sheriff or Chief of Police shall take the comments and written request into consideration in determining whether the SRO will be reassigned. Should the Sheriff or Chief of Police determine a meeting with the head of the school to which an SRO is assigned would not be advantageous, the Sheriff or Chief of Police shall determine whether the SRO shall be reassigned based on the information provided to him/her. The authority to reassign an SRO shall be in the complete discretion of the Sheriff or Chief of Police.
- XI. RECORDS. The SRO will maintain detailed and accurate records of all actions taken by the SRO and general operations relating to the SRO program and shall submit those records to the Sheriff's Office or Police Department.

- XII. TERM. The initial term of this MOU shall commence on the date this MOU is fully executed by the Parties and shall continue until June 30, 2027. The grant funding program requires an annual application for funding and an annual execution of an MOU.
- XIII. TERMINATION.
- A. Termination for Convenience. Any Party may terminate this MOU at any time by providing thirty (30) calendar days' written notice to the other Parties. Notice shall also be given to the Tennessee Department of Safety and Homeland Security. Such termination shall not affect in any manner any prior existing obligations between the Parties. Any unspent grant funding shall be returned to the Tennessee Department of Safety and Homeland Security.
- B. Termination for Lack of Funding. Should any Party fail to, after exercising good faith effort, obtain the grant funding for the provision of SROs, this MOU shall be terminated immediately upon receiving written notice from the Tennessee Department of Safety and Homeland Security that the requirements for grant funding were not met. Termination for lack of funding shall not be deemed termination for breach.
- XIV. RELATIONSHIP OF THE PARTIES. The SROs assigned to schools shall be considered employees of County, Sheriff's Office, City, or Police Department and shall be subject to the employing agency's control, supervision, and chain of command. The assigned SROs shall not be considered employees of the Local Education Agency (LEA), the Public Charter School, or the Alternative School. Assigned SROs will be subject to current procedures and policies in effect for his/her employing agency, including attendance at all mandated training and testing to maintain state law enforcement certification. This MOU is not intended to and will not constitute, create, give rise to, or otherwise recognize a joint venture, partnership, or formal business association or organization of any kind between the Parties, and the rights and obligations of the Parties shall be only those expressly set forth in this MOU.
- XV. COOPERATION. The Parties agree to cooperate fully in order to successfully execute the terms and conditions of this MOU, including obtaining all regulatory and governmental approvals required by this MOU recognizing that the intent of each party to other parties is to serve the individual interests of each party while respecting the conditions and obligations of this MOU.
- XVI. ADMINISTRATION. This MOU shall be administered by the head of the Local Education Agency (LEA), Public Charter School, or Alternative School for the Local Education Agency (LEA), the Public Charter School, or the Alternative School and the Sheriff or Chief of Police shall administer this MOU on behalf of the County or City.

XVII. **LIMITATION ON LIABILITY.** Each Party shall be responsible for its own actions and the actions of its employees, contractors, subcontractors, and agents conducted pursuant to this MOU. No Party shall be liable for claims against another party unless liability is imposed under the Tennessee Governmental Tort Liability Act.

XVIII. **GENERAL TERMS.**

A. **Choice of Law and Forum.** This MOU shall be exclusively governed by the laws of the State of Tennessee. In the event that any section and/or term of this MOU, or any exhibits hereto, becomes subject to litigation, the venue for such action will be exclusively maintained in a court of competent jurisdiction sitting in the County in which the Local Education Agency (LEA), Public Charter School, or Alternative School is located.

B. **Notices.** All notices, demands, and requests to be given hereunder by any Party shall be in writing and must be sent by certified or registered mail and shall be deemed properly given if tendered at the address below or at such other address as any Party shall designate by written notice to the other Parties.

County or City: Campbell County
Street Address 1: 590 Main Street
Street Address 2:
City Jacksboro State: TN ZIP Code 37757
ATTN Mayor Jack Lynch
(Name of person or title of County/City Official):

Sheriff or Name and Title: E. Wayne Barton II, Sheriff
Chief of Police: Street Address 1: 610 Main Street
Street Address 2:
City Jacksboro State: TN ZIP Code 37757

Name of LEA or Public Charter School or Alternative School: Name of LEA or Public Charter School: Campbell County School System
Street Address 1 172 Valley Street
Street Address 2:
City Jacksboro State: TN ZIP Code 37757
ATTN: Charlotte McCoy, Director
Name or title of LEA, Public Charter School Official, or Alternative School Official

C. **Entire Understanding and Modifications in Writing.** This MOU and any exhibits included herewith at the time of execution of this MOU contain the entire MOU between the parties, and no statement, promises, or inducements made by any party or agency of any party that is not contained in this MOU shall be valid or binding and this MOU may not be

**THIS IS A CONFIDENTIAL DOCUMENT AND IS NOT SUBJECT TO RELEASE OR DISTRIBUTION
AS A PUBLIC RECORD PURSUANT TO TENN. CODE ANN. § 10-7-504(p)**

enlarged, modified, or altered except in writing and signed by the parties and attached hereto.

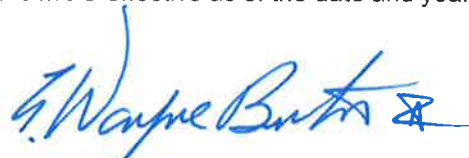
- D. Dispute Resolution. The Parties may agree to participate in non-binding mediation in an attempt to resolve any disputes. Notwithstanding the foregoing statement, any claims, disputes, or other matters in question between the Parties to this MOU, arising out of or relating to this MOU or breach thereof, shall be subject to and decided by a court of law.
- E. Assignment. The rights and obligations of this MOU are not assignable.
- F. Waiver. No waiver of any provision of this MOU shall be valid unless in writing and signed by the parties against who charged.
- G. Headings. The headings in the MOU are for convenience and reference and are not intended to define or limit the scope of any provision of this MOU.
- H. Employment Practices. No party shall subscribe to any personnel policy which permits or allows for the promotion, demotion, employment, dismissal, or laying off of any individual due to race, creed, color, national origin, age, sex, or which is in violation of applicable laws concerning the employment of individuals with disabilities. The Parties shall not knowingly hire any unauthorized employees or fail to comply with record keeping requirements set forth in the Federal Immigration Reform and Control Act of 1986, Chapter 878 of the 2006 Tennessee Public Acts, and all other applicable laws.
- I. Independent Contractor. The relationship of the Parties shall be that of an independent contractor. No principal-agent or employer-employee relationship is created by this MOU. No party shall hold itself out in a manner contrary to the terms of this paragraph. No party shall become liable for any presentation, act, or omission of any other party contrary to the terms of this paragraph.
- J. Severability. If any one or more of the covenants, agreements, or provisions of this MOU shall be held contrary to any expressed provisions of law or contrary to any policy of expressed law, although not expressly prohibited, or contrary to any express provision of public policy, or shall for any reason whatsoever be held invalid, then such covenants, agreements, or provisions shall be null and void and shall be deemed separate from the remaining covenants, agreements, or provisions of this MOU.
- K. Specific Performance. The Parties recognize that the rights afforded to each under this MOU are unique and, accordingly, County or City shall, in addition to such other remedies as may be available to them in equity, have the right to enforce their respective

rights hereunder by an action for injunctive relief and/or specific performance to the extent permitted by law.

- L. Compliance with Laws. The Parties shall comply with all laws of the United States of America, the State of Tennessee, and local laws and shall secure all necessary permits and licenses and keep the same in force during the term of this MOU.
- M. Property. Each party shall be responsible for acquiring, holding, and disposing of real and personal property used in the provisions of the services and obligations provided herein.
- N. Press Releases. In connection with the provision of SROs or the obligations or duties contained in this MOU, the Parties hereby agree that no party shall issue a press release or other similar external communications regarding this MOU, or otherwise related to the obligations or duties provided herein without written permission from all Parties. The Parties shall mutually agree on the language of any press release, provided that no Party shall unreasonably withhold its approval of the language. The Local Education Agency (LEA), Public Charter School, or Alternative School shall not publicly comment on the actions of a particular SRO without first consulting with the Sheriff or Chief of Police or designee.
- O. List of Schools. The schools covered by this MOU are those listed on Attachment A.
- P. Effective Date. This MOU shall be binding and effective on the date it has been signed by the authorized representative of the Local Education Agency (LEA), Public Charter School, or Alternative School and the Sheriff or Chief of Police.

IN WITNESS WHEREOF, the Parties have executed this MOU effective as of the date and year written below.

Signature of LEA, Public Charter School,
or Alternative School


Signature of Sheriff or Chief of Police

DATE:

DATE:

07-01-2026

Attachment A follows this page

ATTACHMENT A
SCHOOLS COVERED BY THIS MOU

Campbell County Comprehensive High School	#3 150 Cougar Ln. Jacksboro TN 37757
Caryville Elementary School	#5 120 Cardinal Cir. Caryville TN 37714
East Lafollette Learning Academy	#160 860 East Chestnut St. Lafollette TN 37766
Elk Valley Elementary School	#40 6691 Hwy 297 Pioneer TN 37847
Jacksboro Elementary School	#60 164 Jacksboro Elem. School Rd. Jacksboro TN 37757
Jacksboro Middle School	#65 150 Eagle Cir. Jacksboro TN 37757
Jellico Elementary School	#70 551 Sunset Trail Jellico TN 37762
Jellico High School	#75 141 High School Ln. Jellico TN 37762
Lafollette Elementary School	#77 195 Myers Ln. Lafollette TN 37766
Lafollette Middle School	#80 1309 East Central Ave. Lafollette TN 37766
Valley View Elementary School	#135 1187 Old Middlesboro Hwy. Lafollette TN 37766
White Oak Elementary School	#140 5634 White Oak Rd. Duff TN 37729
Wynn Habersham Elementary School	#150 174 Habersham Rd. Duff Tn 37729