

NORTHEAST STATE COMMUNITY COLLEGE

Rural Health Care Pathways Expansion (RCHPE) Grant 2025

Health Professions Jump Start

Lead Entity: Northeast State Community College

Fiscal Agent: Northeast State Community College

IN PARTNERSHIP WITH:

1. Northeast State Community College
2. Unicoi County High School & Johnson County High School
3. Ballad Health; Holston Medical Group

Project Director: Shelby McKenzie

Northeast State Community College
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Funding Requested:
\$884,404

Signed by:



F3C34DD73720450...

President of Higher Education Institution (Fiscal Agent)
Dr. Jeff McCord
NeSCC President

Signed by:



3A4868D3420A463...

Project Director (Lead Entity)
Shelby McKenzie
Director of High School Programs



THEC
Rural Health Care Pathways Expansion Grant
Health Professions Jump Start

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Abstract

Project Title: Health Professions Jump Start

Lead Entity & Fiscal Agent: Northeast State Community College

Partners: Johnson County High School
Unicoi County High School
Ballad Health
Holston Medical Group

Funding Requested: \$884,404

Project Summary:

Northeast State Community College (NeSCC) and its partners will implement the Health Professions Jump Start program, which includes three key elements: (1) dual enrollment coursework enabling high school students in Johnson and Unicoi Counties to complete 18 credit hours toward a Pre-Allied Health Associate of Science Degree; (2) summer health professions exploration camps at NeSCC's Regional Center for Health Professions; and (3) completion incentive stipends awarded to successful completers of the dual enrollment coursework to be applied to book and supply costs when they continue their education at Northeast State. Together, these strategies provide a defined pathway into healthcare professions, increase exposure to healthcare career opportunities among high school students in NeSCC's most rural counties (Unicoi and Johnson), and reduce barriers to postsecondary healthcare training for rural students.

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Section 1: Program Narrative

Northeast State Community College proposes to implement a Health Professions Jump Start program, which includes three key elements aligned to the strategies defined on pages 2 and 3 in the RHCPE application guidance (Table 1). Together, these strategies provide a defined pathway into healthcare professions, increase exposure to healthcare career opportunities among high school students in NeSCC's most rural counties (Unicoi and Johnson), and reduce barriers to postsecondary healthcare training for rural students.

Table 1. Health Professions Jump Start Strategies and Outcomes		
RHCPE Strategies (RFP Pages 2-3)	NeSCC's Proposed Health Professions Jump Start Strategies	Proposed Outcomes
(1.a.) Establish health care pathways for Tennesseans in rural areas which include dual enrollment opportunities for high school students.	Health Professions Jump Start Dual Enrollment Program: A pathway that would allow high school students to complete 18 credit hours toward the A.S. in Pre-Allied Health, a program in which students are typically enrolled pending acceptance into competitively selected Health Professions degree programs.	Total Enrollment: 40-80 Students 2 cohorts of up to 20 students each at Unicoi High School (20-40 students) 2 cohorts of up to 20 students each at Johnson County High School (20-40 students)
(2.) Develop and implement collaborative, meaningful, and structured work-based learning experiences to include increasing awareness of healthcare fields at the secondary level.	Summer Health Professions Exploration Camps: Full-day summer career exploration camps hosted at NeSCC's Regional Center for Health Professions for high school students from Unicoi and Johnson Counties.	Total Served: 160 Students 20 students per year (x 4 years) from Unicoi County High School 20 students per year (x 4 years) from Johnson County High School
(4.) Provide student stipends for education-related costs and completion grants for students enrolled in eligible healthcare programs.	Completion Incentive Stipends: A financial award of \$2500 to be used for books and supplies for students who successfully complete the Jump Start Dual Enrollment program and continue their education at NeSCC.	Total Served: Up to 80 Students While not all participants will successfully complete the Jump Start program due to natural attrition and not all completers will elect to continue their education at NeSCC, the proposed budget would allow for 100% completion and subsequent enrollment at NeSCC.

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Section 2: Demonstration of Need

Northeast State proposes to implement the Health Professions Jump Start program to enhance the healthcare workforce in Northeast Tennessee's most rural counties and improve access for students in these communities to in-demand healthcare careers.

The Health Professions Jump Start program will serve high school students in Johnson and Unicoi Counties in Northeast Tennessee. Socioeconomic characteristics of the Jump Start service area, and comparisons to the College's overall service area, the state, and the nation, are provided in Table 2.

Table 2. Socioeconomic Characteristics of Project Service Area							
County	ARC Status (FY25)	Adults w/no HS Diploma (2024)	Adults with HS diploma or less (2024)	Median Household Income (2022)	Unemployment (Sept 2024)	Poverty Rate	Labor Force Participation (Sept 2024)
Johnson	At-Risk	17.0%	56.4%	\$47,571	3.7%	21.6%	53.3%
Unicoi	At-Risk	13.8%	51.2%	\$49,855	4.3%	16.7%	48.1%
NeSCC Service Area	-	13.6%	51.5%	\$49,464	4.0%	19.0%	49.2%
U.S.	-	10.7%	36.9%	\$75,100	3.9%	12.4%	62.9%
Tennessee	-	10.5%	41.8%	\$64,000	3.0%	14.0%	59.6%
<i>Sources: Appalachian Regional Commission; Lightcast Analyst</i>							

These data demonstrate that Johnson and Unicoi Counties lag other counties in the region, the state, and the nation in educational attainment, poverty, median household income, and labor force participation. Increasing awareness of and access to clear postsecondary education pathways leading to in-demand careers with family-sustaining wages will provide more opportunities for high school students to choose a positive career trajectory and contribute to the economic well-being of these communities.

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Labor Market Analysis – Data from the TN Department of Labor and Workforce

Development, retrieved using Lightcast Analyst software, indicate the Healthcare and Social Assistance industry is projected to grow by 5% overall in the 5-county NeSCC service area over the next ten years. The industry currently employs more than 24,000 people across more than 1300 establishments, yielding a higher-than-average employment concentration. The sector constitutes almost 12% of the Gross Regional Product (GRP).

Almost 25% of the total regional healthcare workforce (almost 6,000 people) is projected to be eligible for retirement within the next ten years. This overall retirement risk, together with increasing demand for healthcare services aligned to an aging population and projected growth within specific healthcare occupational pathways presents a strong opportunity for individuals in rural communities to connect with in-demand careers that offer family-sustaining wages.

Most of the regional healthcare employment is concentrated in Sullivan and Washington Counties, with less than 1% of total regional healthcare employment located in Johnson and Unicoi Counties. While some smaller healthcare employers, such as individual dental and medical practices, are located in Johnson and Unicoi Counties, hospitals and specialty practices are primarily located in Bristol, Kingsport, and Johnson City (Sullivan and Washington Counties). Johnson County has a two-bed Community Hospital. Unicoi County had a ten-bed Community Hospital until flooding associated with Hurricane Helene destroyed the facility in September 2024.

This regional employment concentration cuts across most industry sectors, not just healthcare. According to the TN Department of Labor and Workforce Development, approximately 1,993 people live and work in Unicoi County, while more than double commute out of the county for work (4,223). In Johnson County, 2,549 people live and work in the County,

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while only slightly less (1,920) commute out. In both cases, Sullivan and Washington Counties are the most common commuting destinations by a wide margin.

Northeast State's proposed Health Professions Jump Start program offers an on-ramp for multiple healthcare education pathways, including those leading to the in-demand occupations listed in Table 3. All of these target occupations offer wages that far exceed the regional living wage for a household with two working adults and one child (\$17.39), according to the Massachusetts Institute of Technology (MIT) Living Wage Calculator, a geographically specific cost-of-living measure based on food, childcare, health insurance, housing, transportation, and other basic needs.

Table 3. Target Occupations – Northeast State Service Area Growth and Wage Data				
Targeted Occupations	2024 Jobs	2034 Projected Jobs	% Change (2024-34)	COL Adjusted Avg. Hourly Earnings
Cardiovascular Technologists and Technicians (29-2031)	122	115	-6%	\$32.26
Conducts test on pulmonary or cardiovascular system of patients for diagnostic, therapeutic, or research purposes.				
Dental Assistants (31-9091)*	439	474	8%	\$21.25
Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting during treatment, and providing patients with instructions.				
Clinical Laboratory Technologists (29-2018)*	599	671	12%	\$29.09
Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease.				
Paramedic (29-2043)*	214	238	11%	\$22.67
Administer basic or advanced emergency medical care and assess injuries and illnesses.				
Radiologic Technologists and Technicians (29-2034)*	305	328	8%	\$32.60
Take x-rays and CAT scans or administer nonradioactive materials into patient's bloodstream for diagnostic or research purposes.				
Registered Nurses (29-1141)*	4,099	4,007	-2%	\$38.15
Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records.				

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Surgical Technologists (29-2055)*				
Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel.	99	98	-1%	\$29.10
TOTAL	5,877	5,931		\$29.30
<i>Source: Lightcast Analyst Software (retrieving data from the TN Department of Labor and Workforce Development)</i> <i>Note: Insufficient Data is available for some target occupations in Johnson & Unicoi Counties. Therefore, data for the entire NeSCC Service Area is provided.</i> <i>*Occupation is identified as in-demand due to the projected number of job openings and/or the projected job growth rate over the next ten years, as documented in the TN 2024 Academic Supply and Occupational Demand Report, Jobs4TN, and/or the BLS Occupational Outlook Handbook.</i>				

Six of the seven occupations listed in Table 3 have been identified as in-demand in Northeast Tennessee through one or more of the preferred sources listed in the RHCPE application guidance. Tennessee's 2024 Academic Supply for Occupational Demand Report identifies Dental Assistants and Surgical Technologists as in-demand statewide. Within Northeast Tennessee, the report identifies Registered Nurses, Dental Assistants, and Surgical Technologists as in-demand due to the number of projected annual job openings over the next ten years.

The U.S. Bureau of Labor Statistics (BLS) Occupational Outlook Handbook designates Radiologic Technologists and Technicians, Surgical Technologists, Dental Assistants, Registered Nurses, and Paramedics as Bright Outlook occupations nationwide. This designation is based on whether the occupation is projected to grow at a faster than average rate (>6%), is projected to have a large number of job openings, and/or is considered to be a new or emerging occupation.

Using the BLS definition, Dental Assistants, Clinical Laboratory Technologists, Paramedics, and Radiologic Technologists and Technicians have a Bright Outlook within Northeast Tennessee, as their projected 10-year growth rates in the region exceed 6% (bold text in Table 3).

Northeast State's two employer partners in this application, Ballad Health and Holston Medical Group, are among the largest healthcare employers in the region, employing more than 15,000 people in Northeast Tennessee and surrounding areas. Their choice to sign on as a partner

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in this application confirms their acknowledgement of the need for an increased pipeline of trained healthcare workers in the region.

CIP to SOC Crosswalk – As noted in Table 1, Health Professions Jump Start dual enrollment students will have the opportunity to complete 18 credit hours toward an Associate Degree in Pre-Allied Health. Students are typically placed in this program of study to complete pre-requisite coursework pending acceptance into one of NeSCC's competitive admission Health Professions degree programs. A CIP to SOC Crosswalk is provided in Table 4 to confirm the alignment of targeted healthcare occupations to Health Professions programs of study at Northeast State.

Table 4. CIP to SOC Crosswalk for Targeted Occupations & Programs					
	Competitive Admission Programs of Study	CIP Code	CIP Title	SOC Code	SOC Title
Pre-Allied Health Associate of Science	Cardiovascular Technology – (Invasive & Non-Invasive Options)	51.0901	Cardiovascular Technology/Technologist	29-2031	Cardiovascular Technologists and Technicians
	Dental Assisting	51.0601	Dental Assisting/Assistant	31-9091	Dental Assistants
	Medical Laboratory Technology	51.1004	Clinical/Medical Laboratory Assistant.	29-2012	Medical and Clinical Laboratory Technicians
	Nursing (LPN to RN and Traditional)	51.3801	Registered Nursing/Registered Nurse	29-1140 29-1141 29-1000	Registered Nurses
	Paramedic (A.A.S.)	51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	29-2043	Paramedics
	Radiologic Technology	51.0911	Radiologic Technology/Science - Radiographer	29-2034	Radiologic Technologists and Technicians
	Surgical Technology	51.0909	Surgical Technology/Technologist	29-2055	Surgical Technologists

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Healthcare Programs & Unmet Needs – Northeast State is the only institution in the region offering education and training leading to four of the targeted occupations: Cardiovascular Technologists and Technicians, Medical and Clinical Laboratory Technicians, Paramedics, and Surgical Technologists (see Table 5).

For Registered Nursing and Radiologic Technology, Northeast State is the only institution in the region offering a postsecondary option that can be completed in two years or less (Associate Degree). All other options for Registered Nursing and Radiologic Technology lead to a Bachelor's Degree or higher, placing these pathways out of financial reach for many students from rural communities.

Finally, Northeast State is the only public institution offering postsecondary training in Dental Assisting. The only other institution in the region offering a Dental Assisting program of study is a private for-profit school.

As demonstrated in Table 5, institutions through Northeast Tennessee are not producing enough individuals with postsecondary healthcare credentials on an annual basis to keep up with typical annual job openings in many of these targeted occupations. Particularly large gaps are apparent in the areas of Dental Assisting and Medical Laboratory Technology. For the programs that appear to be producing more than enough graduates to meet demand (Registered Nursing and Radiologic Technology), many of those graduates are from outside the region and plan to return to their home communities after completing their four-year degree. In these cases, it cannot be assumed that these completers are filling local needs.

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Table 5. Education & Training Programs Aligned to Targeted Occupations in Northeast Tennessee						
Program of Study	Institution	Associate Degree Completions (2023)	Bachelor's Degree Completions (2023)	Other Completions (2023)	Total Completions (2023)	Annual Job Openings
Cardiovascular Technology	NeSCC	12	-	-	12	13
Dental Assisting	NeSCC	6	-	10	16	67
	Ross Medical	-	-	21	21	
Medical Lab Technology	NeSCC	12	-	-	12	50
Registered Nursing	ETSU	-	588	82	670	380
	King University	-	67	-	67	
	Milligan University	-	14	-	14	
	NeSCC	47	-	-	47	
Paramedic	NeSCC	6	-	72	78	84
Radiologic Technology	ETSU	-	42	-	42	29
	NeSCC (NEW)*	-	-	-	-	
Surgical Technology	NeSCC	12	-	-	12	31
Source: Lightcast Analyst Software						
*No completions because the program is NEW						

Section 3: Program Plan

Northeast State proposes to leverage RHCPE funding to implement the Health Professions Jump Start program to provide a defined pathway into healthcare professions, increase exposure to healthcare career opportunities among high school students in NeSCC's most rural counties, and reduce barriers to postsecondary healthcare training for rural students.

Health Professions Jump Start participants will have the opportunity to complete 18 credit hours toward Northeast State's Pre-Allied Health Associate Degree program while in high school. Students are typically enrolled in the Pre-Allied Health program of study pending acceptance into NeSCC's various competitively selected Health Professions degree programs, listed below.

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- Cardiovascular Technology – (Invasive Option & Non-Invasive Option)
- Dental Assisting
- Medical Laboratory Technology
- Nursing (Traditional & LPN to RN)
- Paramedic
- Radiologic Technology
- Surgical Technology

These rigorous Health Professions programs use a competitive admissions process to ensure the highest possible likelihood of success among enrollees and to align with accreditation requirements that limit faculty/student ratios in both classroom and laboratory settings. As shown in the CIP to SOC crosswalk (Table 4), these programs directly align with the in-demand healthcare occupations listed in Table 3.

The Health Professions Jump Start program will consist of three primary components: (1) dual enrollment coursework; (2) summer exploration camps; and (3) completion incentive stipends.

Dual Enrollment Coursework – Participants in the Health Professions Jump Start program will have the opportunity to complete 18 credit hours of coursework toward the Pre-Allied Health Associate Degree during their junior and senior years of high school. Instruction will be delivered onsite at the host high school and online, avoiding the need for students to travel to the Northeast State campus. Students who are Tennessee residents (likely all potential participants) are eligible to receive the state’s dual enrollment grant, which covers tuition costs for a student’s first five dual enrollment courses.

Standard eligibility criteria for dual enrollment programs will apply. High school juniors and seniors are eligible to participate. Students must have at least one of the following to enroll: (1) a 3.6 cumulative, unweighted high school GPA; (2) college-level ACT scores (18-English, 19-Reading, 19-Math); (3) college-level Accuplacer test scores (can be administered at Northeast

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State); or (4) a high school recommendation for students with a 2.8-3.59 high school GPA.

Students must maintain a 2.0 college GPA to continue receiving the state's dual enrollment grant.

Successful completion of Health Professions Jump Start dual enrollment coursework, including courses such as Medical Terminology and Introduction to Health Professions, provides a head start on an Associate Degree and reduces barriers to a postsecondary credential by shortening the total time to degree and moves students toward competitively-selected healthcare degree programs more quickly. The program may also reduce the total cost of postsecondary training by leveraging state-funded tuition support for dual enrollment students and minimizing the number of credits that must be taken (and paid for) after high school.

Summer Exploration Camps – NeSCC will hold annual full-day health professions exploration camps at its Regional Center for Health Professions in Kingsport (RCHP). One camp will be held for Unicoi County students and another for Johnson County students each year. Transportation and lunch will be provided to reduce barriers to participation. Participants will experience a series of demonstrations and hands-on activities related to targeted health career pathways. Employer partners will be involved in the camps and be available to answer questions about healthcare job opportunities. Camp registration will not be limited to students enrolled in Health Professions Jump Start dual enrollment coursework, but dual enrollment participants will receive preference if space becomes limited.

Completion Incentive Stipends – Unicoi and Johnson County students who successfully complete Health Professions Jump Start dual enrollment coursework and choose to continue their education at Northeast State will begin their postsecondary education with at least 18 credit hours toward a degree. They will also receive a \$2500 credit to be used toward books and supplies, further reducing financial barriers to healthcare postsecondary education and

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encouraging persistence toward a degree. The Health Professions Jump Start Coordinator will work with the College's Office of Financial Aid to apply the awards to eligible student accounts.

Together, the three components of the Health Professions Jump Start program will increase the number of qualified healthcare professionals in Northeast Tennessee by providing a defined pathway into postsecondary healthcare training, increasing exposure to healthcare career opportunities, and reducing barriers to postsecondary healthcare training for rural students. These factors will encourage persistence toward healthcare degree completion and contribute to an increased pipeline of credentialed job candidates in the region.

Timeline – A detailed quarterly project timeline is attached.

Objectives & Metrics

Table 6. Health Professions Jump Start Strategies and Outcomes	
Health Professions Jump Start Strategies	Proposed Outcomes
Health Professions Jump Start Dual Enrollment Program: A pathway that would allow high school students to complete 18 credit hours toward the A.S. in Pre-Allied Health, a program in which students are typically enrolled pending acceptance into competitively selected Health Professions degree programs.	Total Enrollment: 40-80 Students 2 cohorts of up to 20 students each at Unicoi High School (20-40 students) 2 cohorts of up to 20 students each at Johnson County High School (20-40 students)
Summer Health Professions Exploration Camps: Full-day summer career exploration camps hosted at NeSCC's Regional Center for Health Professions for high school students from Unicoi and Johnson Counties.	Total Served: 160 Students 20 students per year (x 4 years) from Unicoi County High School 20 students per year (x 4 years) from Johnson County High School
Completion Incentive Stipends: A financial award of \$2500 to be used for books and supplies for students who successfully complete the Jump Start Dual Enrollment program and continue their education at NeSCC.	Total Served: Up to 80 Students While not all participants will successfully complete the Jump Start program due to natural attrition and not all completers will elect to continue their education at NeSCC, the proposed budget would allow for 100% completion and subsequent enrollment at NeSCC.

Governance & Accountability Plan – A grant-funded Health Professions Jump Start

Coordinator will be responsible for day-to-day project implementation, with oversight and

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performance monitoring provided via monthly project team meetings. The team meetings will include the Coordinator, the Director of High School programs, and other staff members as needed to address specific agenda items.

As shown in the attached timeline, key project milestones include hiring the Health Professions Jump Start Coordinator (Y1Q1), hosting summer exploration camps (Y1Q4 and annually), enrolling initial cohort of Jump Start dual enrollment students (Y2Q1), enrolling second dual enrollment cohort (Y3Q1), and completion of first dual enrollment cohort and award of completion incentive stipends (Y3Q4).

Community Benefit – As noted in previous sections, the proposed Health Professions Jump Start program would serve high school students in Johnson and Unicoi Counties, the two most rural counties in Northeast State’s service area. Beyond the direct benefits to participating students, such as expanded awareness of healthcare career opportunities and improved access to postsecondary healthcare training, broader benefits to the targeted communities include the socio-economic benefits of retaining young talent who are able to obtain family-sustaining employment within a reasonable commuting distance.

Section 4: Strength of Partnership

The attached Memorandum of Understanding documents the commitment of all project partners to the Health Professions Jump Start program. All partners provided input on project development and confirmed the regional labor market needs an expanded pipeline of workers entering health professions, including those listed in Table 3.

Postsecondary Education Partner – **Northeast State Community College (NeSCC)** will serve as the lead entity and fiscal agent for the Health Professions Jump Start program, and will be responsible for overall project implementation, performance monitoring, budget management,

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grant reporting, and coordination of partnerships. The grant-funded Coordinator will provide leadership for day-to-day project administration, with oversight from Shelby McKenzie, NeSCC's Director of High School programs. The Coordinator will also hold primary responsibility for planning and executing grant-supported career exploration activities and coordinating with the NeSCC Financial Aid Office to award completion incentive stipends.

K12 Partners – **Johnson County High School** and **Unicoi County High School** will partner with Northeast State to implement the Health Professions Jump Start program to provide a clear pathway for their students to access training for in-demand healthcare careers. Both schools are frequent collaborators with NeSCC on initiatives from career exploration to dual enrollment programs that enable students to earn college credits prior to high school graduation. Unicoi County High School principal, Dr. Chris Bogart, and Johnson County High School Principal, Dr. Stephen Long, will serve as the primary contacts for the project. They will work with the grant-funded Coordinator to schedule dual enrollment courses, recruit and enroll students in the Jump Start program, and encourage student participation in grant-related career exploration activities.

Employers – **Ballad Health** is an integrated community health improvement organization serving the Appalachian Highlands (Northeast Tennessee, Southwest Virginia, and Northwest North Carolina). Ballad operates twenty hospitals, post-acute care and behavioral health services, and a large multi-specialty physician group practice. The company, as represented by Dr. Matthew Loos, Chief Academic Officer, will support the successful implementation of the Health Professions Jump Start program by partnering with the College in grant-related career exploration activities.

Holston Medical Group (HMG) is a family and specialty medicine provider with more than seventy locations across Northeast Tennessee. The company, as represented by Samantha

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Sizemore, Chief Operations Officer, will support the successful implementation of the Health Professions Jump Start program by partnering with the College in grant-related career exploration activities.

Section 5: Budget Plan – A complete budget table and line item detail is attached.

Section 6: Sustainability

Northeast State Community College and its partners are committed to sustaining the Health Professions Jump Start based on project results. This commitment is demonstrated in the attached Memorandum of Understanding. NeSCC anticipates that continued growth in its dual enrollment programs, including but not limited to the Health Professions Jump Start, will warrant institutional investment in the continuation of the Coordinator position beyond the grant period. In the months approaching the end of the performance period, the College will allocate funds within the standard institutional budget process based on an analysis of program results and projected needs in the dual enrollment program.

During the project period, NeSCC will work with industry partners to identify continuation funding for completion incentive stipends and summer exploration camps, including bus transportation, counselor stipends, and supplies, potentially through sponsorships. Expenses for maintenance and/or replacement of instructional supplies, as well as any ongoing outreach and promotion activities, will be integrated within the College's annual budget process as needed.

Attachment A – RHCPE –Health Professions Jump Start - Detailed Project Timeline

[illegible]

Attachment B: Memorandum of Understanding

AGREEMENT
BETWEEN
NORTHEAST STATE COMMUNITY COLLEGE
AND
EMPLOYER PARTICIPANTS
AND
EDUCATIONAL PARTICIPANTS

This Agreement entered into this 17th day of January, 2025 by and between Northeast State Community College (hereinafter referred to as the “College”) and Ballad Health and Holston Medical Group, (hereinafter collectively referred to as the “Employer Participants”) and Johnson County High School and Unicoi County High School, (hereinafter collectively referred to as the “Educational Participants”), is for the purpose of implementing the Rural Health Care Pathways Expansion Grant (RHCPE) Proposal, as further defined below.

PURPOSE

The purpose of this Agreement is to clearly identify the roles and responsibilities of each party as they relate to the Tennessee Higher Education Commission’s (THEC) Rural Health Care Pathways Expansion Grant (RHCPE) proposal to implement the RHCPE program in the College’s rural service areas. In particular, the Agreement is intended to establish expectations between the designated employer participants and the education participants to provide youth the opportunity to gain valuable vocational skills to address the labor shortage and skill deficits in the rural health care sector.

I. ROLES

1. COLLEGE ROLE:

The College agrees to the following responsibilities:

- Serve as the fiscal agent of the grant
- Designate a staff member to lead project implementation and serve as the primary contact for Educational and Employer Participants
- Administer the project in accordance with the approved scope of work and budget
- Purchase grant-funded equipment/supplies in accordance with institutional purchasing policies and procedures
- Conduct outreach for grant-funded programs
- Monitor performance for continuous improvement
- Prepare and submit all required progress and financial reports for the grant
- Coordinate dual enrollment with identified Educational Participants
- Deliver health career exploration and educational opportunities in partnership with Employer and Educational Participants

2. EMPLOYER PARTICIPANTS:

The Employer Participants are responsible for supporting the mission of the RHCPE. Employer participants agree to the following responsibilities:

- Alerting the College of job openings
- Supporting the College's efforts to cultivate interest in health careers among the target population
- Participate in health career exploration camps (maximum of 2 events per year)

The Employer Participants agree that there is a need for the proposed programs in their rural communities because of a lack of qualified candidates in health careers in their local geographic area. The benefits include an increased skilled pipeline to their organization and an overall benefit to the rural communities they serve by providing increased access to quality health care.

3. EDUCATION PARTICIPANTS:

Education Participants agree to the following responsibilities:

- Recruiting students to enroll in Health Career Pathways
- Managing dual enrollment with the College
- Encouraging student participation in proposed health career exploration opportunities, including those from underrepresented backgrounds (economically disadvantaged, students with disabilities, students in foster care; and students with parents that are in the armed forces or on active duty, etc.)

The Education Participants agree that there is a need for these programs in their rural communities because of a lack of overall awareness and access for secondary students regarding health careers in their local geographic area. The benefits include a potentially increased employment rate and income for the rural communities they serve and providing increased access to quality health care.

II. MISCELLANEOUS:

1. Modification of roles/responsibilities and the sustainability of the program are collectively decided by the parties.
2. An Employer Participant or Educational Participant may terminate its relationship with the program at the end of an academic term with a 30-day

written notice to the College.

3. Employer Participants and Educational Participants may be added through written Amendment to this Agreement.
4. Term. The term of this Agreement shall be consistent with the performance period of the grant award, and will be communicated to partners upon execution of an award agreement.
5. Counterparts. This Agreement may be executed in any number of counterparts, each of which together shall be deemed to be original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such a facsimile or ".pdf" signature page was an original thereof.

<p>COLLEGE: NORTHEAST STATE COMMUNITY COLLEGE</p> <p>Signed by:  F3C31DD73720459...</p> <p>Signature</p> <p>Jeff McCord President</p> <p>Name and Title</p> <p>1/17/2025</p> <p>Date</p>	<p>EMPLOYER PARTICIPANT: BALLAD HEALTH</p> <p>Signed by:  B1ED66362ACB475...</p> <p>Signature</p> <p>Matthew Loos Chief Academic Officer</p> <p>Name and Title</p> <p>1/17/2025</p> <p>Date</p>
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Attachment C - Budget Table & Line Item Detail

GRANT BUDGET				
Rural Health Care Pathways Expansion Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following Applicable Period: BEGIN: August 2025 END: August 2029				
POLICY 03 Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	\$357,446.00	0.00	\$357,446.00
4, 15	Professional Fee, Grant & Award ²	0.00	0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$102,102.00	0.00	\$102,102.00
11, 12	Travel, Conferences & Meetings	0.00	0.00	0.00
13	Interest ²	0.00	0.00	0.00
14	Insurance	0.00	0.00	0.00
16	Specific Assistance To Individuals	0.00	0.00	0.00
17	Depreciation ²	0.00	0.00	0.00
18	Other Non-Personnel ²	\$220,456.00	0.00	\$220,456.00
20	Capital Purchase ²	\$150,000.00	0.00	\$150,000.00
22	Indirect Cost	\$54,400.00	0.00	\$54,400.00
24	In-Kind Expense	0.00	0.00	0.00
25	GRAND TOTAL	\$884,404.00	0.00	\$884,404.00

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Sub recipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

² Applicable detail follows this page if line-item is funded.

APPENDIX C: Grant Budget Line-Item Details

Northeast State Community College Health Professions Jump Start

Northeast State Community College respectfully requests **\$884,404** in Rural Health Care Pathways Expansion grant funding to support the implementation of the Health Professions Jump Start program, serving Unicoi and Johnson County High School students.

Line 1: Salaries and Wages

Line 1: Salaries and Wages Budget Detail					
Position	Year 1	Year	Year 3	Year 4	Total
Health Professions Jump Start Coordinator (FT; \$50,940/year prorated 75% in year 1 for project start up)	\$38,205	\$52,468	\$54,042	\$55,664	\$200,379
Adjunct Instructors to Teach in Johnson & Unicoi Counties (Up to 2 per county per semester = 4 adjuncts per semester @ \$850/credit hour x 3 credit hours per course = \$2550/course x 4 = \$10,200/semester x 2 semesters per year in years 2-4)	\$0	\$20,400	\$20,400	\$20,400	\$61,200
Counselor Stipends (5 Faculty/Adults; \$150/day x 2 full days camps = \$1500/year)	\$1,500	\$1,500	\$1,500	\$1,500	\$6,000
Student Workers (Camp Counselors; 4 @ \$15/hour x 8 hours/camp x 2 camps = \$960/year)	\$960	\$960	\$960	\$960	\$3,840
Subtotal	\$40,665	\$75,328	\$76,902	\$78,524	\$271,419

Northeast State Community College's Health Professions Jump Start will require a full-time Coordinator. Salaries and fringes for the position are prorated at 75% in the first year to allow for the hiring process. This position will be responsible for overall project management, including coordination with partners, grant administration, budget management, and reporting. A draft job description for the position is attached for reference.

Northeast State Community College will advertise the Coordinator position as soon as reasonably possible upon notice of award. The Coordinator will collaborate with the College's Human Resource Department, Evening Services Department, and Academic Deans to ensure that

grant-funded adjunct instructors are recruited and hired in a timely manner, consistent with the institution's existing adjunct recruitment and hiring processes leading up to each semester. The Coordinator will also be responsible for securing counselors and assistants to staff the exploration camps, primarily through internal recruitment of NeSCC faculty, staff, and students.

NeSCC's Office of Human Resources reviewed the job duties and qualifications for the Health Professions Jump Start Coordinator and scored the position in accordance with State of Tennessee personnel guidelines to determine the appropriate job classification and corresponding salary rate. The budgeted salary is consistent with existing NeSCC positions with similar responsibilities and qualifications and is appropriate for the region. Cost estimates include an allowance for 3% annual salary increases, in the event the state legislature mandates such increases.

The attached timeline projects program enrollment to begin in year two. Therefore, the budget includes funding for adjunct instructors to teach in Johnson and Unicoi Counties starting in year two. Funds are also allocated for stipends and wages to staff the proposed summer exploration camps with counselors and student workers. Stipend and wage estimates for adjunct faculty, camp counselors, and student workers are consistent with institutional standards and similar NeSCC positions and programs.

Line 2: Benefits and Taxes

Line 2: Benefits and Taxes Budget Detail					
Position	Year 1	Year	Year 3	Year 4	Total
Health Professions Jump Start Coordinator (40% Fringe Rate)	\$15,282	\$20,987	\$21,617	\$22,265	\$80,152
Adjunct Instructors (7.65%)	\$0	\$1,561	\$1,561	\$1,561	\$4,682
Counselor Stipends (15%; FICA plus proportionate retirement)	\$225	\$225	\$225	\$225	\$900
Student Workers (7.65%)	\$73	\$73	\$73	\$73	\$294
Subtotal	\$15,580	\$22,846	\$23,476	\$24,124	\$86,027

NeSCC uses a standard rate of 40% to estimate fringe benefits for full-time positions. Actual rates may vary depending on benefit selections by individual employees. This rate allows for medical insurance, retirement, and FICA. For adjunct instructors and student workers, fringe benefits are limited to FICA (7.65%). Fringes for camp counselors that also serve as college faculty/staff include a proportionate share of retirement, plus FICA.

Line 5: Supplies

Line 5: Supplies Detail					
Description	Year 1	Year	Year 3	Year 4	Total
Books and supplies for Healthcare Jump Start participants (\$100/book)	\$0	\$4,000	\$12,000	\$8,000	\$24,000
Prestan® Manikin Professional TAKE2™ Manikins and AED Trainers Package (\$949.99 x qty 5)	\$4,750	\$0	\$0	\$0	\$4,750
Aluminum Scoop Stretcher (\$395.00 x 2 qty)	\$790	\$0	\$0	\$0	\$790
Kemp USA AB Spine Board, with Pins, Adult, Yellow (\$186.99 x qty 4)	\$748	\$0	\$0	\$0	\$748
K.E.D.® Extrication Device, with Head Straps and Carrying Case (\$197.99 x qty 4)	\$792	\$0	\$0	\$0	\$792
G3 Clinician EMS Backpack, Red (\$254.00 x qty 4)	\$1,016	\$0	\$0	\$0	\$1,016
S-SCORT® III Suction Unit with Vinyl Case, Red (\$979.99 x qty 4)	\$3,920	\$0	\$0	\$0	\$3,920
Sager® S-301 Form III Single Lower Limb Splint with Soft Case (\$869.99 x qty 4)	\$3,480	\$0	\$0	\$0	\$3,480
FERNO® Transcend™ Stair Chair (\$4584.09 x qty 2)	\$9,168	\$0	\$0	\$0	\$9,168
Stryker® MX Pro® R3 EMS Stretcher, Recertified (\$6549.99 x qty 2)	\$13,100	\$0	\$0	\$0	\$13,100
Rescue Randy Training Manikins (\$1239.99 x qty 2)	\$2,480	\$0	\$0	\$0	\$2,480
Curaplex® Traction Splints (\$270.99 x qty 4)	\$1,084	\$0	\$0	\$0	\$1,084
True Clot® Wound Packing Task Trainer Kit, Large Caliber Gun Shot Wound with Bone Insert (\$1149.99 x qty 2)	\$2,300	\$0	\$0	\$0	\$2,300
ALS Pediatric Trainer Manikin, with Carry Bag (\$1336.99 x qty 2)	\$2,674	\$0	\$0	\$0	\$2,674

Supplies for Hands-On Camp Activities (Up to 40 campers/year; 20/school; \$150/camper = \$6,000/year)	\$6,000	\$6,000	\$6,000	\$6,000	\$24,000
Camp T-shirt & Gear for campers (40 campers/year @ \$30/camper = \$1200/year)	\$1,200	\$1,200	\$1,200	\$1,200	\$4,800
Subtotal	\$53,502	\$11,200	\$19,200	\$15,200	\$99,102

The proposed budget for supplies includes books and supplies for students enrolled in Health Professions Jump Start dual enrollment courses, with expenditures beginning in Year 2 to align with the projected enrollment timeline. Estimates are calculated based on a typical cost of \$100 per book for up to 40 participants per cohort (20 per participating high school).

Grant funds are also requested to purchase a variety of instructional supplies, such as limb splints and training manikins, which will be used for instructional and demonstration purposes within the Jump Start program and/or for demonstrations and hands-on exploration activities during the summer camps. Funds are also budgeted to purchase consumable supplies for hands-on camp activities, as well as camp shirts and gear for camp participants. Cost estimates are based on current vendor-advertised prices. Educational discounts will be requested.

Line 10: Printing and Publications

Line 10: Printing and Publications Detail					
	Year 1	Year	Year 3	Year 4	Total
Outreach Printing & Publications	\$1,000	\$1,000	\$500	\$500	\$3,000
Subtotal	\$1,000	\$1,000	\$500	\$500	\$3,000

NeSCC requests grant funds to develop outreach materials to promote participation in the Health Professions Jump Start and summer exploration camps. Cost estimates are based on similar expenditures for other College programs of a similar scope.

Line 18: Other Non-Personnel

Line 18: Other Non-Personnel Detail					
	Year 1	Year	Year 3	Year 4	Total
Bus Transportation for Health Professions Camps @ RCHP (Unicoi County = 80 miles round trip; Johnson County = 120 mile round trip; Total = 200 miles round trip/summer @ 8.5 miles/gallon = 24 gallons of fuel @ \$3.25/gallon = \$78 in fuel/summer; plus \$100/day cost for bus driver x 2 days/year; total = \$278/year; allowing for up to \$400/year to account for possible increases in fuel costs)	\$400	\$400	\$400	\$400	\$1,600
Lunch for Full-Day Camps (\$8/person x 29 ppl/camp (20 campers; 5 faculty; 4 student workers) = \$232/camp x 2 camps = \$464/year)	\$464	\$464	\$464	\$464	\$1,856
Outreach & Recruitment (non-Printing & Publication)	\$5,000	\$5,000	\$3,500	\$3,500	\$17,000
Completion Incentive Stipends (\$2500 book & supply award for students who complete Jump Start and continue their education at NeSCC; Cohort 1 (20 students x 2) complete in yr 3; Cohort 2 (20 students x 2) complete in yr 4)	\$0	\$0	\$100,000	\$100,000	\$200,000
Subtotal	\$5,864	\$5,864	\$104,364	\$104,364	\$220,456

Funds are requested to transport students from Unicoi and Johnson Counties to participate in the Health Professions summer exploration camps hosted at NeSCC's Regional Center for Health Professions in Kingsport. Estimates include fuel and driver expenses for one round trip per year per county for a single full-day camp experience. Funds are also requested to provide food for campers and staff during the full-day camp experience.

Grant funds are also requested to support outreach and recruitment efforts, excluding printing and publication costs. These efforts may include traditional and social media advertisement and promotion and related efforts to broaden awareness of the grant-funded opportunities.

Grant funds are also allocated for Health Professions Jump Start completion incentives, which would offer book and supply stipends to students who successfully complete the Jump

Start dual enrollment coursework and choose to continue their education at NeSCC. These stipends are budgeted to align with the projected completion dates of the proposed Jump Start cohorts.

Line 20: Capital Purchases

Line 20: Capital Purchases Detail					
	Year 1	Year	Year 3	Year 4	Total
3D Ultrasound	\$150,000	\$0	\$0	\$0	\$150,000
Subtotal	\$150,000	\$0	\$0	\$0	\$150,000

NeSCC requests funds to purchase a 3D Ultrasound machine to ensure the College's ability to provide exposure to and hands-on exploration opportunities with state-of-the-art healthcare technology that is relevant in today's workforce. Cost estimates are based on preliminary quotes from potential vendors.

Line 22: Indirect Costs

Line 22: Indirect Costs Detail					
	Year 1	Year	Year 3	Year 4	Total
Indirect Costs (FNIDCR = 27.36% of total direct costs excluding capital expenditures, subawards, and flow-through funds; THEC limits to 8%)	\$9,329	\$9,299	\$17,955	\$17,817	\$54,400
Subtotal	\$9,329	\$9,299	\$17,955	\$17,817	\$54,400

Northeast State Community College has a federally negotiated indirect cost rate of 27.36% of total direct costs, excluding capital expenditures, subawards, and flow-through funds (Attachment E). In alignment with THEC application requirements, the proposed indirect cost rate is limited to 8% of total direct costs, excluding capital expenditures.

ATTACHMENT D: Position Description			
Position Title:	Health Professions Jump Start Coordinator	Position Category:	Non-Exempt
		Position Code:	Administrative Professional
Department/Div:	High School Programs/Multi-Campus Programs	Supervisor:	Director, High School Programs
Level/Salary Range:	307	Office Hours:	8:00 a.m. to 4:30 p.m., M-F with occasional evenings as necessary
Office Location:	F-207	Position Type:	Full-Time
Telecommuting: (internal info. only)	Position is appropriate for limited telecommuting. Refer to <i>Northeast State Policy 05:08:23</i> .		
SUMMARY			
Reporting to the Director of High School Programs, the Health Professions Jump Start Coordinator’s primary responsibilities are to recruit, mentor, and enhance the retention and success of high school students enrolled in Health Professions Jump Start pathway by providing ongoing advising and navigation services. They lead all activities specific to the XXXX Grant as well as act as an advisor and navigator to improve strategies in retention, transfer, and success.			
GENERAL EMPLOYEE RESPONSIBILITIES			
<ul style="list-style-type: none">• Comply with local, state, and federal guidelines and laws.• Comply with Northeast State Community College and Tennessee Board of Regents policies, procedures, and guidelines.• Comply with SACSCOC (Southern Association of Colleges and Schools Commission on Colleges) <i>Principles of Accreditation</i>, policies, and guidelines.• Foster and maintain College and TBR Mission, Vision, and Values.• Foster and comply with Northeast State Community College BE SAFE programs.• Maintain digital calendar specifically related to CTE programs and archive annually on June 30 and provide supervisor with access to calendar and an archived copy of calendar for annual performance review.• Seek efficiencies and continuous improvement in both position and personal growth.• Lead College and TBR initiatives as they relate to this office in areas of CTE education.• Demonstrate an ongoing commitment to quality, customer service, and Northeast State Community College: to include students, College employees, and the community served by Northeast State. Be an active and contributing part of the Northeast State Team.• Follow professional code of conduct and ethics; maintain professional dress in compliance with expectations of the position.• Demonstrate a commitment to inclusive excellence.• Perform other duties directly and uniquely related to career and technical education as assigned by supervisor/President.• Utilize effective people skills in working with internal and external customers.			
SPECIFIC ROLE AND RESPONSIBILITIES			
<ul style="list-style-type: none">• Assist with scheduling Health Professions Jump Start classes, including planning, marketing, registration, and evaluation visits with participating high schools, working with appropriate internal and external stakeholders; for example, principals, counselors, parents, and NeSCC deans.			

- Oversee all XXXX Grant-related activities and budget, including event and camp planning.
- Work with the College's staff to complete required grant reporting activities.
- Deliver ongoing advisement and support for Johnson and Unicoi County dual enrollment students to include assistance in developing individual class schedules, answering Jump Start program questions, and providing referrals to appropriate student and academic support services as needed.
- Assist with Accuplacer testing for dual enrollment students as a prerequisite for enrollment in general education classes required as part of the Health Professions Jump Start program of study.
- Collect supporting documentation needed for the Tennessee Dual Enrollment Grant.
- Track data on Health Professions Jump Start students and maintain records for XXXX Grant reporting purposes.
- Provide proactive navigation and individualized coaching for Health Professions Jump Start student population, including assisting students in developing skills to access resources to support academic and career success.
- Collaborate with the High School Program team and related campus offices to coordinate events that foster career exploration.
- Develop and implement strategies to retain Health Professions Jump Start students and ease their transition into the community college setting.
- Serve on appropriate committees and advisory councils to expand Health Professions access and awareness.
- Provide support in analyzing grant performance indicators and developing effective strategies for improving outcomes.

MINIMUM QUALIFICATIONS (EDUCATION, EXPERIENCE, OTHER QUANTITATIVE ITEMS)

- Bachelor's degree from an accredited institution
- One year of professional experience working with at-risk student populations, providing either student support services, case management, teaching, or tutoring.
- Demonstrated experience with record keeping and data collection.

PREFERRED QUALIFICATIONS (EDUCATION, EXPERIENCE, OTHER QUANTITATIVE ITEMS)

- Master's degree from a regionally accredited institution
- Two (2) years of professional experience working with at-risk student populations, providing either student support services, case management, teaching, or tutoring.
- Experience with student information systems and other campus resources such as: Banner, MyNortheast, and D2L.
- Conversational ability or fluency in a second language

KNOWLEDGE, SKILLS, & ABILITIES (QUALITATIVE ITEMS TO FULLY ASSESS IN INTERVIEW)

- Technology Skills: MS Office suite; videoconferencing software; digital records management systems; general operating systems, and data information systems
- Professional written communication skills.
- Effective interpersonal, communication, and organizational skills.
- Ability to work with multiple constituencies, while being flexible and prioritizing multiple projects.

ADDITIONAL NOTES

<ul style="list-style-type: none">This position is fully funded by the Perkins V Basic Grant and is contingent upon continued grant funding.			
Reviewed By:		Date:	
Approved By:	Click here to enter text.	Date:	Click here to enter a date.
Last Updated By:		Date:	

COLLEGES AND UNIVERSITIES RATE AGREEMENT

EIN: 62-1033870

ORGANIZATION:

Northeast State Community College

2425 Highway 75 P.O. Box 246

Blountville, TN 37617

Date: 02/13/2024

FILING REF.: The preceding
agreement was dated
03/11/2020

The rates approved in this agreement are for use on grants, contracts and other agreements with the Federal Government, subject to the conditions in Section III.

SECTION I: INDIRECT COST RATES

RATE TYPES:		FIXED	FINAL	PROV. (PROVISIONAL)	PRED. (PREDETERMINED)
<u>EFFECTIVE PERIOD</u>					
<u>TYPE</u>	<u>FROM</u>	<u>TO</u>	<u>RATE(%)</u>	<u>LOCATION</u>	<u>APPLICABLE TO</u>
PRED.	07/01/2020	06/30/2024	27.36	On-Campus	All Programs
PRED.	07/01/2020	06/30/2024	12.00	Off-Campus	All Programs
PRED.	07/01/2024	06/30/2028	27.36	On-Campus	All Programs
PRED.	07/01/2024	06/30/2028	12.00	Off-Campus	All Programs
PROV.	07/01/2028	Until Amended			Use same rates and conditions as those cited for fiscal year ending June 30, 2028.

*BASE

Total direct costs excluding capital expenditures (buildings, individual items of equipment; alterations and renovations), subawards and flow-through funds.

SECTION II: SPECIAL REMARKS

TREATMENT OF FRINGE BENEFITS:

The fringe benefits are specifically identified to each employee and are charged individually as direct costs. The directly claimed fringe benefits are listed below.

TREATMENT OF PAID ABSENCES:

Vacation, holiday, sick leave pay and other paid absences are included in salaries and wages and are claimed on grants, contracts and other agreements as part of the normal cost for salaries and wages. Separate claims are not made for the cost of these paid absences.

OFF-CAMPUS DEFINITION: The off-campus rate will apply for all activities: a) Performed in facilities not owned by the institution and where these facility costs are not included in the F&A pools; or b) Where rent is directly allocated/charged to the project(s). Grants or contracts will not be subject to more than one F&A cost rate. If more than 50% of a project is performed off-campus, the off-campus rate will apply to the entire project.

Fringe Benefits include: FICA, Retirement, Health and Life Insurance, Unemployment Insurance.

Per 2 CFR 200.414(g) – A rate extension has been granted.

Your next proposal based on actual cost for fiscal year ending 06/30/2027 is due in our office by 12/31/2027.

Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost which equals or exceeds the lesser of the capitalization level established by the non-Federal entity for financial statement purposes, or \$5,000.

SECTION III: GENERAL

A. LIMITATIONS:

The rates in this Agreement are subject to any statutory or administrative limitations and apply to a given grant, contract or other agreement only to the extent that funds are available. Acceptance of the rates is subject to the following conditions: (1) Only costs incurred by the organization were included in its indirect cost pool as finally accepted: such costs are legal obligations of the organization and are allowable under the governing cost principles; (2) The same costs that have been treated as indirect costs are not claimed as direct costs; (3) Similar types of costs have been accorded consistent accounting treatment; and (4) The information provided by the organization which was used to establish the rates is not later found to be materially incomplete or inaccurate by the Federal Government. In such situations the rate(s) would be subject to renegotiation at the discretion of the Federal Government.

B. ACCOUNTING CHANGES:

This Agreement is based on the accounting system purported by the organization to be in effect during the Agreement period. Changes to the method of accounting for costs which affect the amount of reimbursement resulting from the use of this Agreement require prior approval of the authorized representative of the cognizant agency. Such changes include, but are not limited to, changes in the charging of a particular type of cost from indirect to direct. Failure to obtain approval may result in cost disallowances.

C. FIXED RATES:

If a fixed rate is in this Agreement, it is based on an estimate of the costs for the period covered by the rate. When the actual costs for this period are determined, an adjustment will be made to a rate of a future year(s) to compensate for the difference between the costs used to establish the fixed rate and actual costs.

D. USE BY OTHER FEDERAL AGENCIES:

The rates in this Agreement were approved in accordance with the authority in Title 2 of the Code of Federal Regulations, Part 200 (2 CFR 200), and should be applied to grants, contracts and other agreements covered by 2 CFR 200, subject to any limitations in A above. The organization may provide copies of the Agreement to other Federal Agencies to give them early notification of the Agreement.

E. OTHER:

If any Federal contract, grant or other agreement is reimbursing indirect costs by a means other than the approved rate(s) in this Agreement, the organization should (1) credit such costs to the affected programs, and (2) apply the approved rate(s) to the appropriate base to identify the proper amount of indirect costs allocable to these programs.

BY THE INSTITUTION:

Northeast State Community College

(INSTITUTION)


(SIGNATURE)

Chad Bailey
(NAME)

Vice President for Finance & Administration
(TITLE)

04-17-2024
(DATE)

ON BEHALF OF THE GOVERNMENT:

DEPARTMENT OF HEALTH AND HUMAN SERVICES

(AGENCY) Digitally signed by Darryl W. Mayes -S
Darryl W. Mayes -S
Date: 2024.02.23 09:12:19 -05'00'

(SIGNATURE)

Darryl W. Mayes
(NAME)

Deputy Director, Cost Allocation Services
(TITLE)

02/13/2024
(DATE)

HHS REPRESENTATIVE: Ernest Kinneer
TELEPHONE: (301) 492-4855