

Bartlett City Board of Education Business Meeting

**AUDITORIUM
5705 STAGE ROAD
BARTLETT, TN 38134**

**May 23, 2024
7:00 PM**

- I. INVOCATION
- II. PLEDGE OF ALLEGIANCE
- III. CALL TO ORDER & ROLL CALL
 - A. Official Business of the Day
- IV. SPECIAL PRESENTATIONS
- V. PUBLIC COMMENT
- VI. APPROVAL OF AGENDA
- VII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS
 - A. April 25, 2024 Business Meeting Minutes
- VIII. REPORTS
 - A. Chairman's Report
 - B. Superintendent's Report
 - C. General Counsel's Report
 - D. Tennessee Legislative Network (TLN) Representative Report
 - E. Financial Report
- IX. UNFINISHED BOARD BUSINESS
 - A. SECOND READING REVISED Policy 5028: Vacations and Holidays
- X. BOARD ACTION ITEMS
 - A. New Board Business
 - 1. FY2023 Consolidated Application for IDEA/ESEA Funding for 2024-2025
 - 2. 2024-2025 BCS Differentiated Pay Plan
 - 3. 2024-2025 BCS Teacher Pay Scales
 - 4. Behavior Services of the Mid-South Contract
 - 5. Carrier of Student Insurance
 - 6. Paint Upgrade Project Bid#FY24012 for Bon Lin Elementary and Bon Lin Middle
 - 7. Pavement Resurfacing Project Bid#FY24013 Ellendale Elementary, Appling Middle, and Bon Lin Middle School
 - 8. Pavement Resurfacing Project Bid#FY24014 Bartlett Elementary School
 - 9. Letter of Intent (LOI) Par-Cou Janitorial Services Renewal
 - 10. Letter of Intent (LOI) Hiland Dairy Renewal (ice cream novelty products)
 - 11. Letter of Intent (LOI) Hiland Dairy Renewal (milk and dairy products)
 - 12. Letter of Intent (LOI) Sysco Memphis LLC Renewal (food products)

13. Recommendation to purchase Tyler Technologies' MUNIS as new Enterprise Resource Planning (ERP) system
14. Resolution 11-9 Budget Amendment
15. 2023-2024 Superintendent Evaluation Instrument
16. Emergency Operations Plan
17. 2024 Tenure Recommendations

XI. ADJOURNMENT

**BARTLETT CITY BOARD OF EDUCATION
BUSINESS MEETING MINUTES**

**AUDITORIUM
5705 STAGE ROAD
BARTLETT, TN 38134**

**April 25, 2024
7:00 PM**

INVOCATION AND PLEDGE OF ALLEGIANCE

Chairman Bryan Woodruff said a prayer. The Board and audience recited the Pledge of Allegiance.

CALL TO ORDER & ROLL CALL

Official Business of the Day

Chairman Woodruff called the meeting to order at 7:00 p.m. The following Board Members were present:

Mr. David Cook
Ms. Erin Berry
Mrs. Shirley Jackson
Mr. Bryan Woodruff

Absent: Mr. Brad Ratliff

SPECIAL PRESENTATIONS

The following students were recognized and presented a certificate:

Skylar Ann Bond has earned the distinction of being Bartlett High School's Class of 2024 Valedictorian. Holding a 4.56 weighted grade point average, Skylar has maintained an impressive schedule of honors and Advanced Placement coursework, earning recognition on the honor roll and memberships in the BHS Honors Academy, Beta Club, Mu Alpha Theta, and the National Honor Society. She is a gifted musician, participating in the marching band since 2020 and serving as section leader since 2022. Skylar has also earned placement in the All-West and All-State band, as well as a nomination to the Tennessee Governor's School for the Arts for clarinet during the summer of 2023. Additionally, Skylar has been involved with the Spanish club, tennis team, and Bridge Builders.

Skylar is the daughter of Brett and Robin Bond and plans to continue her education at the University of Tennessee-Knoxville.

Bartlett High School's Class of 2024 Salutatorian is **Amelia Grace Samples.**

Currently holding a 4.5472 weighted grade point average, Amelia has consistently challenged herself with accelerated coursework, appearing on the honor roll and with earning memberships to the Honors Academy, Beta Club, and National Honor Society. Amelia has also been recognized as an AP Scholar. She has participated in

R.O.S.E.S. and been a member of both Thespian Troupe 3618 and the National Speech and Debate Association. Amelia has volunteered at a local middle school and with the "Panther Playhouse", Bartlett High School's theatre group. A talented vocalist, she has been named to the All-West and All-State choirs, earning principal chair soprano 2 as a junior.

Amelia is the daughter of Kevin and Tara Samples. She plans to continue her education in the honors program at the University of Mississippi or University of Tennessee-Knoxville for music or history.

Faith Erin Fitzgerald has been named a 2024 National Merit Finalist. Faith, the daughter of Keir and Lynn Fitzgerald, is ranked 7th with a 4.5 weighted grade point average, excelling in honors and Advanced Placement classes. Her superior achievements have been recognized on the honor roll and with memberships in the BHS Honors Academy, Beta Club, Mu Alpha Theta, and National Honor Society. Faith is president of the Knowledge Bowl, leading the team to a 2nd place finish among competing Mid-South schools. She is the current president of Societe Honoraire de Fracais and been a member of the French club since 2021, serving on the executive board and as secretary. She was elected secretary of the Key Club last year and has participated in Student Council since 2021. Additionally, Faith was recognized as the 2022 Memphis Public Library Youth Volunteer of the Year after serving this organization since 2020.

Faith plans to pursue psychology at the University of South Carolina and hopes to study abroad in a Francophone country.

PUBLIC COMMENT

No public comments.

APPROVAL OF AGENDA

Mr. David Cook made the motion to approve the agenda. Ms. Erin Berry seconded the motion. With all ayes, the agenda was approved.

APPROVAL OF MINUTES OF PREVIOUS MEETINGS

March 28, 2024 Business Meeting Minutes

The March 28, 2024 Business Meeting Minutes passed with a motion by Ms. Erin Berry and a second by Mr. David Cook.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

REPORTS

Chairman's Report

Chairman Woodruff updated the Board that he attended the BCS Teacher of the Year Celebration at Cedar Hall. It is always an exciting time to celebrate our teachers and the great work that they do.

The TSBA Leadership Conference begins on November 7th at the Gaylord Opryland

Hotel and Convention Center with the Annual Convention starting on November 8th and concluding on the 10th. The TSBA Fall District Meeting will be hosted by Memphis-Shelby County Schools on August 26th. Please let our Board Secretary know if you wish to attend these events.

Superintendent's Report

Superintendent Dr. David Stephens provided the following updates:

- Thank you to Kristy Ford and her Teaching and Learning team for putting on the BCS Teacher of the Year Banquet. It was wonderful to celebrate our great teachers. A week later, An Evening of Excellence was held at the Esplanade in Memphis. Bank of Bartlett and American Partners in Education were sponsors. There we recognized all the municipality Teacher of the Year winners.
- BCS was well represented last week at the City of Bartlett Business Expo. Jason Sykes, Communications Supervisor and Nell Long Blair, Executive Director, Bartlett Education Foundation. They worked with our community partners and were visible in the community.
- I attended the Bartlett Chamber Board of Directors meeting last week and Doug McGowan, MLGW CEO, updated on MLGW's work to ensure we have reliable service. It was very informative.
- End of the year testing is almost complete. Elementary testing finished today with Middle School finishing tomorrow. We will finish next week at High School. Things have gone well. Thank you for the hard work from Joey Mitchell, Technology Director and his technology team, Dr. Maley and Dr. Filsinger, all principals and departments that helped support the testing.
- Bartlett High School's graduation is at 6:00 pm on Monday, May 6th at Bellevue.
- Our last day of school will be Thursday, May 16th. It is a half day.

General Counsel's Report

No report.

Tennessee Legislative Network (TLN) Representative Report

No report.

Financial Report

The March Financial Report was accepted by the Board. It is a non-voting item.

UNFINISHED BOARD BUSINESS

No Unfinished Board Business.

BOARD ACTION ITEMS

New Board Business

FIRST READING REVISED POLICY 5028: Vacations and Holidays

The First Reading of Revised Policy 5028: Vacations and Holidays passed with a motion by Mrs. Shirley Jackson and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Renewal of Woz ED Contract for ED K-12 STEM Supplemental Curriculum Lessons, Materials, and Services RFP #FY22011

The Renewal of Woz ED Contract for ED K-12 STEM Supplemental Curriculum Lessons, Materials, and Services RFP #FY22011 passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Renewal of Lego Contract for K-12 STEM Supplemental Curriculum Lessons, Materials, and Services RFP #FY22011

The Renewal of Lego Contract for K-12 STEM Supplemental Curriculum Lessons, Materials, and Services RFP #FY22011 passed with a motion by Ms. Erin Berry and a second by Mrs. Shirley Jackson.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Renewal of Curriculum Associates LLC Contract for Assessment and Intervention Programs Grades PreK-12 RFP #FY22001

The Renewal of Curriculum Associates LLC Contract for Assessment and Intervention Programs Grades PreK-12 RFP #FY22001 passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Bid Award #FY24009 Food Service Program Management for Bartlett High School

Bid Award #FY24009 Food Service Program Management for Bartlett High School is awarded to Sodexo in the amount of \$844,788 passed with a motion by Mr. David Cook and a second by Mrs. Shirley Jackson.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Proposed 2024-2025 BCS Elementary, Middle and High School Fees

Proposed 2024-2025 BCS Elementary, Middle and High School Fees passed with a motion by Ms. Erin Berry and a second by Mr. David Cook.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Memorandum of Understanding (MOU) between Lakeside and Bartlett City Board of Education

Memorandum of Understanding (MOU) between Lakeside and Bartlett City Board of Education passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Memorandum of Understanding (MOU) between Memphis Youth Academy (formerly Archon) and Bartlett City Board of Education

Memorandum of Understanding (MOU) between Memphis Youth Academy (formerly Archon) and Bartlett City Board of Education passed with a motion by Ms. Erin Berry and a second by Mr. David Cook.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Memorandum of Understanding (MOU) between Youth Villages and Bartlett City Board of Education

Memorandum of Understanding (MOU) between Youth Villages and Bartlett City Board of Education passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Approval of Replacement of Light Poles and Lights at Baseball and Softball Fields

Approval of Replacement of Light Poles and Lights at Baseball and Softball Fields is awarded to Musco in the amount of \$556,000 passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

Resolution 11-8 Budget Amendment

Resolution 11-8 Budget Amendment passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

FY 24-25 Bartlett City Schools Operating Budgets (General Fund, Special Revenue Fund and School Nutrition)

Dr. Stephens presented a short PowerPoint to highlight the 24-25 Operating Budget. Following the presentation and discussion, the FY 24-25 Bartlett City Schools Operating Budgets (General Fund, Special Revenue Fund and School Nutrition) passed with a motion by Mr. David Cook and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mr. Brad Ratliff: Absent, Bryan Woodruff: Aye

ADJOURNMENT

The meeting adjourned at 7:34 p.m.

Bryan Woodruff, Chairman

Dr. David A. Stephens, Superintendent

Bartlett City Board of Education		5028
Descriptor Term: VACATIONS AND HOLIDAYS	Descriptor Code: PERSONNEL	Issue Date: 5/22/2014
	Rescinds:	Revised: 11/13/2014 08/24/2023 05/23/2024

1 Vacations and Holidays will be granted to regular, full-time employees subject to the following
2 provisions:

3 A. General Provisions

- 4 1. Temporary and part-time employees are not eligible for vacation.
5 2. Vacation leave will begin to accrue once new employees complete six (6) months of
6 continuous service.
7 3. An employee who resigns or terminates from Bartlett City Schools shall be paid for
8 any unused earned vacation leave, provided the employee has completed six (6)
9 months of service.
10 4. Full-time classified employees will receive one (1) day per year to be used for personal
11 business in addition to earned sick leave. ~~There are no provisions for this day to carry~~
12 ~~over the next fiscal year~~One (1) unused day may be converted to sick days.
13 5. Full-time certified employees will receive two (2) days per year in addition to earned
14 sick leave to be used for personal business. Two (2) unused days may be converted
15 to sick days.
16 6. All full-time employees who have reached the last step on the BCS salary schedule
17 will receive one (1) additional day per year to be used for personal business in addition
18 to the personal day(s) earned under Paragraphs 4 and 5. ~~There are no provisions for~~
19 ~~this day to convert to sick or carry over the next fiscal year~~A maximum of three (3)
20 unused days for personal business may be converted to sick days.

21 B. Twelve (12) Month Employees

- 22 1. Any full-time twelve (12) month employee who is employed by Bartlett City Schools
23 will be granted vacation based on the following schedule:

24	Length of Service Vacation Accrued	Semi-Monthly Basis
25	Six (6) months and one day, but less than one (1) year42
26	One (1) year, but less than five (5) years42
27	<i>(Maximum of 10 days per year)</i>	
28	Five (5) years, but less than ten (10) years.....	.50
29	<i>(Maximum of 12 days per year)</i>	
30	Ten (10) years, but less than fifteen (15) years.....	.63
31	<i>(Maximum of 15 days per year)</i>	
32	Fifteen years or more84
33	<i>(Maximum of 20 days per year)</i>	

- 1 2. Vacation is accrued semi-monthly, and the accumulated amount of vacation appears
2 on the employee's paychecks. All eligible employees may accrue up to a maximum
3 of twenty-five (25) vacation days.
- 4 3. Vacation leave is accrued while an employee is in paid status, but does not accrue
5 while an employee is in an unpaid status.
- 6 4. Holidays are not paid to employees who are in an unpaid status.
- 7 5. Designated Bartlett City Schools holidays that fall within the vacation schedule are not
8 to be counted as vacation days. Full-time, twelve-month employees will be paid for a
9 minimum of fourteen (14) paid holidays that will be determined annually and reflected
10 on the payroll calendar and paid during the corresponding payroll period.
- 11 6. Vacation schedules that shall be approved by the employee's immediate supervisor
12 should be planned in such a way that the operational procedures are not interrupted.
- 13 7. All vacation days in excess of twenty-five (25) days that are accrued by an employee
14 shall be converted to sick leave days upon accruing the 26th day. Any unused
15 personal leave days as of the last day of the fiscal year will also be converted to sick
16 leave days.
- 17 C. Full time classified employees working less than twelve (12) months
- 18 1. Schedule – Ten (10) paid holidays will be determined annually and reflected on the
19 payroll calendar and paid during the corresponding payroll period. Ten (10) vacation
20 days are built into the employee's work calendar, so as to reduce the number of unpaid
21 days throughout the school year. These days are not paid out if the employee resigns
22 and are not for the employee's use.
- 23 2. The employee must work the day before and after a paid holiday in order to be paid
24 for the holiday
- 25 3. The employee uses such paid leave time as he/she is entitled to based upon
26 employment status to cover the day before and after a paid holiday.
- 27 D. Full time certified employees working less than twelve (12) months
- 28 1. Employees shall earn 1 vacation day for every 20 days worked and those days are
29 distributed throughout the employee's work calendar. These days are not paid out if
30 the employee resigns and are not for the employee's use.

Bartlett City Schools

FY 2024-2025 IDEA Programs Summary

Preliminary Allocations:

IDEA, Part B

\$12,040,015.00

IDEA Preschool

\$45,956.00

Bartlett City Schools maintains compliance on Individualized Education Plans.

IDEA, Part B

BCS currently serves 1,506 students ages 6-21 (includes 376 gifted) in our eleven public schools. Services vary and include consultation, co-teaching, resource, and self-contained special education classrooms. Related services provided include speech-language therapy, nursing, occupational therapy, physical therapy, transportation, vision services, and behavioral support.

Supplemental IDEA funds will be utilized to support all students with disabilities, ages 3-21, with the following personnel:

- two Special Education Specialists
- one Transition Consultant,
- three Behavior Interventionists,
- three Speech Language Pathologists,
- seven Special Education nurses,
- 22 classroom paraprofessionals
- .5 FTE for Grants Accountant

A portion of the supplemental funds are allocated for professional development and include coverage for registration fees, mileage, and hotel expenses.

IDEA, Preschool

BCS currently serves 192 students with disabilities ages 3-5 and will continue to provide preschool services in nine preschool classrooms located within five elementary schools.

- Altruria Elementary - 1 class
- Bartlett Elementary -2 classes
- Bon Lin Elementary – 2 classes
- Oak Elementary – 3 classes
- Rivercrest Elementary – 2 classes

IDEA funds have been set aside for instructional materials, maintaining certification of personnel in the program, special education equipment, and professional development.

Bartlett City Schools
FY 2025 Every Student Succeeds Act (ESSA) Programs Summary

	<u>Title I</u>	<u>Title I N</u>	<u>Title ID</u>	<u>Title IIA</u>	<u>Title III</u>	<u>Title IV</u>
FY24	\$1,357,506	\$589,032	\$77,242	\$231,452	\$32,452	\$209,942
FY25	\$1,251,831	\$672,146	\$93,575	\$239,306	\$35,070	\$173,121

Title IA, Title IN, & Title ID-For the 2024-2025 school year the BCS Title I program will provide instructional services to all students in Altruria, Bartlett Elem., Ellendale, Elmore Park, and Rivercrest; two facilities for neglected children (Lakeside Behavioral and Youth Villages); and one facility for delinquent children (Memphis Youth Academy). These services will supplement instructional services provided by state and local funds.

Title I funds will be utilized for Instructional Facilitators; RTI teachers; tutors; accounting and administrative support through a Supervisor, facilitator, and technology support technician; parent training; family engagement; and eligible students attending participating non-public schools including St. Francis of Assisi, Pleasant View School, and Faith Christian Academy

Title IIA-Professional development activities for core academic subjects that are high quality, sustained, intensive, and classroom focused will be provided for instructional staff in all BCS schools and the participating non-public schools (St. Ann Bartlett and Faith Christian Academy).

Title IIA funds will be utilized for a Lead Instructional Coach and off-site professional development opportunities, the position of a part-time RTI Coach, and supplies/materials. These items support school administrative initiatives and goals by providing PD to teachers through Instructional Coaches.

Title IIIA- Supplemental scientifically-based language instruction to increase English proficiency and student academic achievement in support of English as a Second Language (ESL) services to English Learners will be provided to eligible BCS students, as well as eligible students attending participating non-public schools (St. Ann Bartlett and Youth Villages).

Funds will be utilized for instructional materials/supplies, equipment, parent outreach, and PD.

Title IV- Providing students with a well-rounded education (i.e. STEM). Supporting safe and healthy students (i.e. school mental health). Supporting the effective use of technology (i.e. PD).

Funds will be used for a social worker, a safety manager, and PD for BCS and the participating non-public schools (St. Ann Bartlett and Faith Christian Academy).

Presented by: James Aldinger, Chief of Human Resources, Federal Projects, and Accountability, Bartlett City Schools

2024-2025 Bartlett City Schools Differentiated Pay Plan				
Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Describe how the district will differentiate for this element.	Will the compensation be given as a bonus or a base pay increase?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	How much will qualifying teachers receive?	Forecasted participation: How many teachers do you estimate will receive the award?		
Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language, CTE teachers or any other teaching vacancy deemed a difficult to staff area or have a high programmatic impact as determined by the superintendent, will be placed on the current BCS Teacher salary schedule and given a signing bonus (not to exceed \$2,000). This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting for these positions. Our data reflecting current hiring trends and applicant pools deem that elementary, fine arts, and social studies teachers are readily available. The hiring trends and limited applicant pool for educators with endorsement in middle and high school subjects including but not limited to science, math, special education, library-media specialist, foreign language, ESL, and SLPs make these areas high need.	Two (2) \$1,000 stipends (for a total of \$2,000 per position) will be awarded in addition to the base salary for qualifying teachers. The stipends will be contingent upon the successful completion of each semester of their first year with the District.	ten to twenty	(\$2,000 per position, estimated cost of \$20,000-\$40,000).	This will comprise less than 1% of the district salary expenditures
Learning Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.	Selected teachers will receive a \$3,000 stipend based on completion of 75 documented teacher support hours.	Sixteen teachers will be selected to receive the position. Based on current data in TNCompass, over 400 in our district teachers would be eligible to apply for this position.	The total district pay out is estimated at \$50,000 for the stipend payout.	The total district pay out is estimated at \$50,000 for the stipend. The base salary of these positions are covered in the general budget, since these are full time teachers already hired to teach a grade/subject and then selected to complete extra hours outside of their contracted time covered by the stipend.
Flex Professional Learning Leaders are full time classroom teachers. These educators have already satisfied the base district requirement for 24 hours of Flex Credit and are facilitating additional learning for the district's educators. These teachers must have met their baseline Flex Day requirements of 24 hours and have a skill/knowledge that needs to be shared with other educators in the district.	Selected teachers will receive an hourly rate of \$33.68- \$36.72 per hour.	Based on current data in TNCompass, over four teachers in BCS would meet the effectiveness requirements to earn additional money as part of the Flex Professional Learning program.	The district's max estimated pay out is \$35,854 for all possible hours earned for Flex Professional Learning Leaders.	The district's max estimated pay out is \$35,854 for all possible hours earned for Flex Professional Learning Leaders. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject.

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>Lead Instructional Coaches is a full time classroom teacher with stipend to serve the high, middle, and elementary schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI Implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores.</p>	<p>Selected teacher will receive a teacher base salary with stipend.</p>	<p>Teachers will be selected to receive the position. Based on current data in TNCompass, all teachers would be eligible to apply for this position.</p>	<p>The district pay out for the stipend is \$6,500.</p>	<p>The total district estimated pay out is \$80,000 for base salary and \$6,500 for stipend. The base salary will have a final determination based on the years of experience and education of the hired teacher.</p>
<p>Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of the School Improvement Plan and the budgeting process.</p>	<p>Selected teacher will receive a teacher base salary with stipend.</p>	<p>Five teachers will be selected to receive the position. Based on current data in TNCompass, over four hundred teachers district-wide would be eligible to apply for this position.</p>	<p>The district pay out for the stipend is \$6,500.</p>	<p>The total district pay out is approximately \$500,000 for base salaries and \$6,500 for stipend. The base salary will have a final determination based on the years of experience and education of the hired teacher.</p>

State Definitions
<p>A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.</p>
<p>An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.</p>
<p>Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.</p>
<p>A district specific plan designed to aid in recruiting and retaining highly effective teachers.</p>

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
A component, typically bonus or stipend, that provides an additional compensation for educators staffed in shortage areas such as high needs schools, subjects, or grade areas.				
A component, typically bonus or stipend, which provides educators additional compensation for completing additional duties or taking on additional responsibilities or teacher leadership roles.				
Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.				
A component that provides a base pay increase, bonus, or both to educators typically determined by an educator's individual performance using a Tennessee approved evaluation model, a school-level performance measure, or a district performance measure.				
A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.				

10 Month TEACHER - ELEM/MID-COUNSELOR SALARY SCHEDULE

2024-2025

All Teachers will follow this salary schedule as of 7/1/2024

STEP	B.A.		M.A.		M.A. +45		EDS		EDD	
	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO
0	50,820	2,118	54,942	2,289	59,204	2,467	60,037	2,502	62,243	2,593
1	51,856	2,161	56,225	2,343	60,691	2,529	61,537	2,564	63,665	2,653
2	53,118	2,213	57,456	2,394	62,109	2,588	62,951	2,623	65,080	2,712
3	54,298	2,262	58,641	2,443	63,493	2,646	64,339	2,681	66,464	2,769
4	55,401	2,308	59,846	2,494	65,012	2,709	65,862	2,744	68,053	2,836
5	56,380	2,349	60,869	2,536	66,213	2,759	67,023	2,793	69,247	2,885
6	57,761	2,407	62,338	2,597	67,912	2,830	68,730	2,864	70,951	2,956
7	58,470	2,436	63,088	2,629	69,050	2,877	69,908	2,913	72,039	3,002
8	59,624	2,484	64,345	2,681	70,409	2,934	71,292	2,970	73,396	3,058
9	60,169	2,507	64,943	2,706	71,265	2,969	72,133	3,006	74,765	3,115
10	61,375	2,557	66,254	2,761	72,726	3,030	73,563	3,065	75,734	3,156
11	63,042	2,627	68,027	2,834	74,913	3,121	75,707	3,154	77,936	3,247
12	64,560	2,690	69,539	2,897	76,558	3,190	77,434	3,226	79,551	3,315
13	66,099	2,754	71,030	2,960	78,376	3,266	79,208	3,300	81,435	3,393
14	67,537	2,814	72,626	3,026	80,001	3,333	80,879	3,370	82,982	3,458
15	69,083	2,878	74,089	3,087	81,770	3,407	82,637	3,443	84,788	3,533
16	69,772	2,907	74,779	3,116	82,459	3,436	83,327	3,472	85,479	3,562
17	70,463	2,936	75,470	3,145	83,151	3,465	84,016	3,501	86,169	3,590
18	71,432	2,976	76,543	3,189	84,378	3,516	85,263	3,553	87,458	3,644
19	72,860	3,036	78,074	3,253	86,065	3,586	86,968	3,624	89,206	3,717
20	74,317	3,097	79,635	3,318	87,787	3,658	88,708	3,696	90,990	3,791

1.07125

Final Copy 5/17/2024



Underwritten by:
AXIS Insurance Company
 Serviced by:
 K&K Insurance Group, Inc.

MANDATORY & VOLUNTARY BLANKET MASTER INSURANCE APPLICATION

Coverage not available in the following states: AR, MD, NH, NY, WA

Application is hereby made for a plan of BLANKET ACCIDENT INSURANCE based on the following statements and representations:

Policyholder: Name of School/District _____
 Requested Effective Date: _____ Requested Termination Date (one year from the Requested Effective Date): _____
 Street Address: _____
 City: _____ State: _____ Zip: _____
 Mailing Address (if different): _____
 Contact Name: _____ Title: _____
 Phone: _____ Fax: _____
 Email: _____

Mandatory Accident Coverage *(Coverage selected by school/district)*

Product Option	Grades	Total # of Insured	Rate	Premium
At-School Including Athletics & Activities				
At-School Excluding Athletics & Activities				
Athletics & Activities				
Field Trip				
School Band				
JROTC				
Other (Please Specify)				
Other (Please Specify)				
Other (Please Specify)				
Total Mandatory Premium Due:				_____

Voluntary Accident Coverage

Estimated annual school enrollment (total number of students): _____
 Grades (mark one): PK-12 Elementary School Middle School High School
 Effective Date: _____

The terms and conditions of the requested plan of insurance may vary in certain states as required by the laws of those states. The terms of the policy when issued will govern. It is agreed the insurance applied for will not become effective unless a) this application is received and approved by AXIS Insurance Company based on current rules and requirements; b) the policy is accepted by the applicant; and c) the required premium is paid when due.

The applicant represents the information contained in this application is true and correct and forms the basis of the requested insurance. Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

POLICYHOLDER SIGNATURE

 Authorized Signature of Applicant

 Printed or typed name of Applicant's Authorized Representative

 Date

LICENSED BROKER/AGENT SIGNATURE

 Licensed Broker/Agent

 License Number

 Date

IMPORTANT NOTICE - FRAUD WARNING

- **In General, and specifically for residents of Arkansas, Illinois, Louisiana, Rhode Island and West Virginia:** Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.
- **For Residents of Alabama:** Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines and confinement in prison, or any combination thereof.
- **For Residents of California:** For your protection California law requires the following to appear on this form. Any person who knowingly presents false or fraudulent information to obtain or amend insurance coverage or to make a claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.
- **For residents of Colorado:** It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado division of insurance within the department of regulatory agencies.
- **For residents of the District of Columbia:** WARNING: It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.
- **For residents of Florida:** Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.
- **For residents of Kentucky:** Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime.
- **For residents of Maine, Tennessee and Washington:** It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines and denial of insurance benefits.
- **For residents of Maryland:** Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or who knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.
- **For residents of New Hampshire:** Any person who, with a purpose to injure, defraud, or deceive any insurance company, files a statement of claim containing any false, incomplete, or misleading information is subject to prosecution and punishment for insurance fraud, as provided in RSA 638:20.
- **For residents of New Jersey:** Any person who includes any false or misleading information on an application for an insurance policy is subject to criminal and civil penalties.
- **For residents of New Mexico:** ANY PERSON WHO KNOWINGLY PRESENTS A FALSE OR FRAUDULENT CLAIM FOR PAYMENT OF A LOSS OR BENEFIT OR KNOWINGLY PRESENTS FALSE INFORMATION IN AN APPLICATION FOR INSURANCE IS GUILTY OF A CRIME AND MAY BE SUBJECT TO CIVIL FINES AND CRIMINAL PENALTIES.
- **For residents of New York:** Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.
- **For residents of Ohio:** Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.
- **For residents of Oklahoma:** WARNING: Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.
- **For residents of Oregon:** Any person who knowingly and willfully presents a false or fraudulent claim for payment of a loss or benefit or who knowingly or willfully presents false information in an application for insurance may be guilty of a crime and may be subject to fines and confinement in prison.
- **For residents of Pennsylvania:** Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.
- **For residents of Texas:** Any person who knowingly presents a false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.
- **For residents of Virginia:** Any person who with the intent to defraud or knowing that he is facilitating a fraud against an insurer submits an application or files a false or deceptive statement may have violated state law.