

BARTLETT CITY BOARD OF EDUCATION BUSINESS MEETING AGENDA

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

**May 22, 2025
6:00 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 24, 2025 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
- X. BOARD ACTION ITEMS
 - A. Consent Agenda
 - 1. Behavior Services of the Mid-South Contract
 - 2. Carrier of Student Insurance
 - 3. Real Nurses, LLC MOU
 - 4. Letter of Intent (LOI) Par-Cou Janitorial Services Renewal RFP#FY22006
 - 5. Letter of Intent (LOI) SKB Facilities and Maintenance Renewal (Administration Offices Cleaning Services) RFP #FY24015
 - 6. Letter of Intent (LOI) Hiland Dairy Renewal (ice cream novelty products) RFP# FY22015
 - 7. Letter of Intent (LOI) Hiland Dairy Renewal (milk and dairy products) RFP #FY22016
 - 8. Letter of Intent (LOI) Forestwood Farm, Inc. Renewal (fresh produce) Bid #FY22014
 - 9. Letter of Intent (LOI) Sysco Memphis LLC Renewal (food products) RFP# FY23014
 - B. New Board Business
 - 1. FY2024 Consolidated Application for IDEA/ESEA Funding for 2025-2026
 - 2. 2025-2026 BCS Differentiated Pay Plan

3. 2025-2026 BCS Teacher Pay Scales
 4. Apple Lease MOU
 5. Annual Inspection of Fire Alarm Systems Bid #FY25008
 6. Waste Removal Bid #FY25004
 7. Design Contract for BHS Practice Facility
 8. FIRST READING REVISED Policy 5003: Application and Employment
 9. 2024-2025 Superintendent Evaluation Instrument
 10. Resolution 12-9 Budget Amendment
 11. Emergency Operations Plan
- XI. ADJOURNMENT

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

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

**April 24, 2025
6:00 PM**

INVOCATION AND PLEDGE OF ALLEGIANCE

Board Member 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 Cook called the meeting to order at 6:00 p.m. The following Board Members were present:

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

SPECIAL PRESENTATIONS

BHS 2025 National Merit Finalists Gage Bishop

Gage has excelled throughout high school, earning recognition on the honor roll and as a gold medal recipient on the national Spanish exam. He is a talented musician, selected for the all-west band for alto saxophone and all-state concert band. Gage was named the 2024 BHS "Best Woodwind Musician" and chosen as the woodwind section leader. With the BHS marching band, Gage has been recognized as the Bands of America regional medalist, regional champion, and grand national semifinalist. He regularly tutors his peers, assists with local band competitions, and has been a student council representative. After graduation, Gage plans to major in chemistry, with the hopes of conducting research and becoming a professor.

BHS 2025 National Merit Finalists Madeline Boyd

Madeline is ranked 7th in the class of 2025 and has been selected for membership in Beta Club, Mu Alpha Theta, and National Honor Society. An accomplished singer, Madeline earned all-southwest and all-state honor choir designations. She was chosen for the 2024 Tennessee Governor's School for Prospective Teachers, which provided an introduction to her intended career of vocal education. Madeline is the current President of the chamber choir and has participated in student council and theatre productions. She has volunteered her time to Hope Church's children's and special needs ministries, as well as co-founded a 3rd and 4th grade math tutoring program at a local elementary school. Madeline is slated to graduate from the BHS Honors Academy and will attend the University of Tennessee-Chattanooga.

BHS 2025 Salutatorian Leah Cordray

Bartlett High School is pleased to recognize Leah Cordray as the Class of 2025 Salutatorian. Leah will graduate from the BHS Honors Academy with a 4.5943 weighted grade point average, earning AP Scholar designation and silver medalist on the national Spanish exam. A leader among her peers, she has served as the Vice-President of the National Honor Society and Secretary of the Beta Club. Leah has also participated in Mu Alpha Theta, the varsity tennis team, and volunteered her time tutoring students, the Bartlett library, Bartlett Animal Shelter, and Memphis Botanic Garden. Leah plans to continue her education at Rhodes College for psychology.

BHS 2025 National Merit Finalists and BHS 2025 Valedictorian Jesse Zheng

Bartlett High School is pleased to honor Jesse Zheng as the Class of 2025 Valedictorian. Jesse has consistently maximized his academic schedule, earning a 4.6226 weighted grade point average and appearances on the honor roll. He was also named a National Merit Finalist this year. Throughout high school, Jesse has set himself apart for his aptitude in foreign language, earning perfect scores on the national Spanish exam and recognition as a gold medalist on the national Portuguese exam. After starting his own marketing agency and working as the advertising team lead, Jesse plans to continue his education at the University of Memphis, majoring in business, with an interest in innovation and technology.

Girls' Wrestling

Ellen Anderson - 9th grade - She had a record of 24-4. Placed 2nd at sectionals and qualified for state. She also represented the United States in Serbia at the AAU ISF World Wrestling Championships and won the bronze. She was also first team All-Metro for the Commercial Appeal.

Paige McKendry (PJ) - 10th grade - She had a record of 37-14 and placed 3rd at sectionals. She also placed 5th in the state of Tennessee and qualified for nationals. She had the most takedowns and pins on the team as well as the highest GPA for underclassmen. She is a two-time first team All-Metro for the Commercial Appeal.

Ayanna Omollo - 12th grade - She had a record of 39-2 and placed first at sectionals. She was also the first female sectional champion in Tennessee history. She placed 5th in state and won every regular season tournament that she competed in. She was voted team captain two years in a row and was this year's Wrestler of the year. She is a two-time state qualifier and two-time first team All-Metro for the Commercial Appeal. She was one match away from becoming an All-American and has several scholarship offers to wrestle in college.

Morgan Ragsdale - 11th grade - She had a record of 20-7 and placed 4th at sectionals. She is a two-time state qualifier and two time All-Metro first team for the Commercial Appeal.

Emily Upshaw - 12th grade - She had a record of 30-13 and placed 3rd at sectionals. She was also awarded the highest GPA for upperclassmen.

Coaches

Head girls wrestling coach: Rodrigo Galvan

Assistant: Chris McKendry

Assistant: Mallory Austin

Boys' Wrestling

This boys' wrestling season was very good. They made history this year with not only finishing 2nd in the sectional tournament (which is the highest that has been accomplished in program

history) and then proceeded to finish 7th in the state tournament the following week. Breaking another record that no Region 8 team has set in 15 years.

Jayden Ayala -6th Place at 190lbs

Daniel Bado

Dewayne Dickerson

Tony Hatley-4th Place at 215lbs

Syre Jones

Myles Snelling-6th Place at 165lbs

Jack Anderson -Runner Up at 157lbs (only one other Boys Bartlett wrestler has ever finished that high)

Coaches

Coach John Brown

Coach Ndayambaje John

Coach Cameron Oliver

Coach Hunter Siler

Girls' Basketball Team

The Bartlett Lady Panthers basketball team finished the 2024-2025 season with an overall record of 25-12. They were the regular season district 15-4A champions, district 15-4A tournament champions, region 8-4A tournament Champions, region 8 Sub-State Champions, and finished as the 2025 TSSAA 4A State Runner-up. The Lady Panthers have had 3 straight state championship game appearances. After losing 9 seniors over the last 2 season, all of whom went on to play college basketball, The Lady Panthers have worked diligently and committed themselves to excellence this year to make another run at the state championship. This year's team will graduate 4 seniors. Three of these seniors, have signed or committed to play college basketball.

Anniya Bailey

Jaylah Barber

Brooke Bardwell

Harmoni Brooks

Alexis Cox

Aaliyah Davis

Kristiana Hicks

Mirrakohl Johnson

Samiya Jones

Kendall Lewis

Raeghan McAdory

Alfonso Pratt

Zamiya Riley

Zoey Rixter

Kaylin Sheffield

Christian Tate

Dacarra Ward

Faye Williams

Laila Willis

Akya Woods

Coaches

Coach Jerry Shapley

Teal Battle

Brendan Harvey

PUBLIC COMMENT

No public comment.

APPROVAL OF AGENDA

Mr. Bryan Woodruff made the motion to approve the agenda. Ms. Erin Berry seconded the motion. With all eyes, the agenda was approved.

APPROVAL OF MINUTES OF PREVIOUS MEETINGS

March 27, 2025 Business Meeting Minutes

Mr. Bryan Woodruff made the motion to approve the March 27, 2025, Business Meeting Minutes. Mr. Brad Ratliff seconded the motion. With all ayes, the minutes were approved.

REPORTS

Chairman's Report

Chairman Cook updated the Board on his attendance at the following events:

- Teacher of the Year Banquet on April 3rd.
- Budget meeting with district staff on April 15 and also negotiated the renewal of General Counsel's contract renewal.
- Spoke at the Beta Club Induction on May 22 and attended the Jazz Band Performance

He reminded the Board that TSBA Fall District Meeting will be held in Arlington on Monday, September 22nd.

Superintendent's Report

Superintendent Dr. David Stephens provided the following updates:

- Thank you to the Board Members and staff that attended the Teacher of the Year Banquet. Great night celebrating teachers at Cedar Hall.
- On April 10th at the Evening of Excellence all grade level winners from the Municipal Districts were recognized.
- TCAP testing for Elementary/Middle Schools is over for the year. High School TCAP will conclude next week.
- Bartlett High School Graduation is 6:00 p.m. on Monday, May 12th at Bellevue Baptist Church.
- May 22nd is the last day of school for this school year.

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

Bid # FY25011 Re-Roof at the Academy (Kitchen & Gym)

Bid # FY25011 Re-Roof at the Academy (Kitchen & Gym) awarded to B Four Plieed in the amount of \$543,973.00 passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

Bid #FY25013 Flooring at Oak Elementary

Bid #FY25013 Flooring at Oak Elementary awarded to Wagner General Contractor in the amount of \$94,854.00 passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

Bid # FY25014 Painting at Appling Middle and Bartlett Elementary

Bid # FY25014 Painting at Appling Middle and Bartlett Elementary awarded to Grinder Taber & Grinder in the amount of \$277,831.70 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: Aye, Mr. Bryan Woodruff: Aye

Bid # FY25015 Paving at Central Office, Oak Elementary and Bon Lin Elementary

Bid # FY25015 Paving at Central Office, Oak Elementary and Bon Lin Elementary was awarded to Gibson Paving for Central Office in the amount of \$135,355.00 and awarded to Pollan Paving for Oak Elementary and Bon Lin Elementary in the amounts of \$133,328.00 and \$31,750.00 respectively passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

Request for Qualifications/Proposal-Construction Manager at-Risk (CMAR) Services for Additions & Renovations at Altruria Elementary School

Request for Qualifications/Proposal-Construction Manager at-Risk (CMAR) Services for Additions & Renovations at Altruria Elementary School awarded to Linkous Construction Company passed with a motion by Ms. Erin Berry and a second by Mr. Bryan Woodruff.

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

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

Renewal of Curriculum Associates LLC Contract for Assessment and Intervention Programs Grades PreK-12 RFP #FY22001 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: Aye, Mr. Bryan Woodruff: Aye

Memorandum of Agreement (MOA) between Lakeside and Bartlett City Board of Education

Memorandum of Agreement (MOA) between Lakeside and Bartlett City Board of Education passed with a motion by Mrs. Shirley Jackson and a second by Mr. Brad Ratliff.

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

Memorandum of Agreement (MOA) between Youth Villages and Bartlett City Board of Education

Memorandum of Agreement (MOA) between Youth Villages and Bartlett City Board of Education 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: Aye, Mr. Bryan Woodruff: Aye

Proposed 2025-2026 BCS Elementary, Middle and High School Fees

Proposed 2025-2026 BCS Elementary, Middle and High School Fees 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: Aye, Mr. Bryan Woodruff: Aye

Resolution 12-7 Budget Amendment

Resolution 12-7 Budget Amendment passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

Resolution 12-8 Teacher Bonus

Resolution 12-8 Teacher Bonus passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

General Counsel's Contract Extension

General Counsel's Contract Extension passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

FY 25-26 Bartlett City Schools Operating Budgets (General Fund, Special Revenue Fund and School Nutrition)

FY 25-26 Bartlett City Schools Operating Budgets (General Fund, Special Revenue Fund and School Nutrition) passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

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

2025 Tenure Recommendations

Daniel Banks, Bartlett High School
Melissa Barrell, Bartlett High School
Alannah Brady, Rivercrest Elementary School
Morgan Crafton, Altruria Elementary School
Danielle Fields, Ellendale Elementary School
Kimberly Folson, Rivercrest Elementary School
Kimberly Funk, Bartlett High School
Colleen Gideon, Bon Lin Elementary School
Melissa Greer, Appling Middle School
Melissa Hopkins, Bartlett High School
Kristen Jacobson, Bartlett High School
Charles Jones, Altruria Elementary School
Michael Kreeger, Bartlett High School
Gwendolyn Lindsey, Bartlett High School
Sherry Mack, Bon Lin Middle School
Brian Matthews, Elmore Park Middle School
Twyla McBride, Bartlett High Ninth Grade Ac.
Aoife Murphy, Bartlett High School
April Newson, Appling Middle School

Jennifer Orbik, Bartlett High Ninth Grade Ac.
Tracy Payne, Ellendale Elementary School
Kerry Radcliffe, Bartlett High School
Courtney Rhodes, Bon Lin Middle School
Taylor Robinson, Bartlett High Ninth Grade Ac.
Sara Rosenthal, Rivercrest Elementary School
Brook Sestina, Central Office
Christi Skinner, Oak Elementary School
April Thompson, Ellendale Elementary School
Alicia Turner, Altruria Elementary School
Annie Tyner, Bartlett High School
Kinsey Vigus, Bartlett High Ninth Grade Ac.
Elizabeth Ward, Bartlett High School
Penny White, Bartlett High School
Julie Wistock, Elmore Park Middle School
Stephen Woody, Bartlett High School
Bryan Wright, Bartlett High School
Bruce Wright, Bon Lin Middle School

The 2025 Tenure Recommendations passed with a motion by Ms. Erin Berry and a second by Mr. Bryan Woodruff.

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

The 2025 Tenure Recommendations were read into the record by Dr. Korrie White, Assistant Superintendent. Each tenured teacher was presented with a certificate. A reception was held in the lobby following the Board meeting.

ADJOURNMENT

The meeting adjourned at 6:55 p.m.

David M. Cook II, Chairman

Dr. David A. Stephens, Superintendent



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

MANDATORY & VOLUNTARY BLANKET MASTER INSURANCE APPLICATION

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.

Bartlett City Schools

FY 2025-2026 IDEA Programs Summary

Preliminary Allocations:

IDEA, Part B

\$2,127,424.00

IDEA Preschool

\$47,243.00

Bartlett City Schools maintains compliance on Individualized Education Plans.

IDEA, Part B

BCS currently serves 1,619 students ages 6-21 (includes 418 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 supervisors
- one Transition Consultant,
- three Behavior Interventionists,
- three Speech Language Pathologists,
- seven Special Education nurses,
- 22 classroom paraprofessionals
- .5 FTE for Grants Accountant

Additionally, funds are used to purchase instruction materials and supplies, professional development and includes coverage for registration fees, mileage, and hotel expenses and per diems.

IDEA, Preschool

BCS currently serves 173 students with disabilities ages 3-5 and will continue to provide preschool services in ten 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 2026 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>
FY21	\$2,348,595	\$791,824	\$56,936	\$283,399	\$15,711	\$266,087
FY22	\$1,867,593	\$803,154	\$48,160	\$255,767	\$18,215	\$203,806
FY23	\$1,485,022	\$744,084	\$71,175	\$299,803	\$22,305	\$207,940
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
FY26	\$1,188,312	\$665,127	-----	\$238,258	\$35,703	\$151,832

Title IA, Title IN, & Title ID-For the 2025-2026 school year the BCS Title I program will provide instructional services to all students in Altruria, Bartlett Elem., Ellendale, Elmore Park, and Rivercrest and two facilities for neglected children (Lakeside Behavioral and Youth Villages). 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

Our Title ID institution closed in February of this year. Therefore we will not have Title ID funds for FY26.

Title IIA-At present we do not know if this grant will be funded. However, if it is, the funds will be spent on professional development activities for core academic subjects that are high quality, sustained, intensive, and classroom focused 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 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 within BCS boundaries.

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).

FY26 Consolidated Application Approval for IDEA/ESEA School Year 2025-2026

794

Bartlett City Schools

LEA #

LEA Name (Legal Name of Agency):

LEA Legal Mailing Address

5705 Stage Rd.

Street Address

Bartlett

TN

38134

City

State

Zip

Consolidated Project begins July 1, 2025 and ends June 30, 2026.

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

May 22, 2025

Board Meeting Date

Director of Schools (Signature)

Dr. David A. Stephens

Director of Schools (Print Name)

May 22, 2025

Date Signed

Board of Education Official (Signature)

David M. Cook, II

Board of Education Official (Print Name)

May 22, 2025

Date Signed

**2025-2026 Bartlett City Schools
Differentiated Pay Plan**

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>Describe how the district will differentiate for this element.</p> <p>Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).</p>	<p>Will the compensation be given as a bonus or a base pay increase?</p> <p>How much will qualifying teachers receive?</p>	<p>Eligibility: How many teachers are eligible for this type of compensation?</p> <p>Forecasted participation: How many teachers do you estimate will receive the award?</p>	<p>How much does the district estimate it will pay out for this differentiated pay element?</p>	<p>What percentage of salary expenditures (excluding benefit costs) does this element cover?</p>
<p>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 CTE, science, math, special education, library- media specialist, foreign language, ESL, and SLPs make these areas high need.</p>	<p>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.</p>	<p>ten to twenty</p>	<p>(\$2,000 per position, estimated cost of \$20,000-\$40,000).</p>	<p>This will comprise less than 1% of the district salary expenditures</p>
<p>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.</p>	<p>Selected teachers will receive a \$3,000 stipend based on completion of 75 documented teacher support hours.</p>	<p>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.</p>	<p>The total district pay out is estimated at \$50,000 for the stipend payout.</p>	<p>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.</p>

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p>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.</p>	<p>Selected teachers will receive an hourly rate of \$33.68- \$36.72 per hour.</p>	<p>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.</p>	<p>The district's max estimated pay out is \$35,854 for all possible hours earned for Flex Professional Learning Leaders.</p>	<p>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.</p>
<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>

Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
<p align="center">State Definitions</p>				
<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>				
<p>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.</p>				
<p>A component, typically bonus or stipend, which provides educators additional compensation for completing additional duties or taking on additional responsibilities or teacher leadership roles.</p>				
<p>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.</p>				

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.

Bartlett City Schools
10 Month TEACHER - ELEM/MID-COUNSELOR SALARY SCHEDULE
 2025-2026 **DRAFT**

All Teachers will follow this salary schedule as of 7/1/2025

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	51,836	2,160	56,041	2,335	60,388	2,516	61,238	2,552	63,488	2,645
1	52,893	2,204	57,350	2,390	61,905	2,579	62,768	2,615	64,938	2,706
2	54,180	2,258	58,605	2,442	63,351	2,640	64,210	2,675	66,382	2,766
3	55,384	2,308	59,814	2,492	64,763	2,698	65,626	2,734	67,793	2,825
4	56,509	2,355	61,043	2,543	66,312	2,763	67,179	2,799	69,414	2,892
5	57,508	2,396	62,086	2,587	67,537	2,814	68,363	2,848	70,632	2,943
6	58,916	2,455	63,585	2,649	69,270	2,886	70,105	2,921	72,370	3,015
7	59,639	2,485	64,350	2,681	70,431	2,935	71,306	2,971	73,480	3,062
8	60,816	2,534	65,632	2,735	71,817	2,992	71,292	2,971	74,864	3,119
9	61,372	2,557	66,242	2,760	72,690	3,029	73,576	3,066	76,260	3,178
10	62,603	2,608	67,579	2,816	74,181	3,091	75,034	3,126	77,249	3,219
11	64,303	2,679	69,388	2,891	76,411	3,184	77,221	3,218	79,495	3,312
12	65,851	2,744	70,930	2,955	78,089	3,254	78,983	3,291	81,142	3,381
13	67,421	2,809	72,451	3,019	79,944	3,331	80,792	3,366	83,064	3,461
14	68,888	2,870	74,079	3,087	81,601	3,400	82,497	3,437	84,642	3,527
15	70,465	2,936	75,571	3,149	83,405	3,475	84,290	3,512	86,484	3,603
16	71,167	2,965	76,275	3,178	84,108	3,505	84,994	3,541	87,189	3,633
17	71,872	2,995	76,979	3,207	84,814	3,534	85,696	3,571	87,892	3,662
18	72,861	3,036	78,074	3,253	86,066	3,586	86,968	3,624	89,207	3,717
19	74,317	3,097	79,635	3,318	87,786	3,658	88,707	3,696	90,990	3,791
20	75,804	3,158	81,228	3,385	89,542	3,731	90,482	3,770	92,810	3,867