



## Williamson County Board Work Session

June 11, 2020 6:00 PM

Professional Development Room 1761 West Main Street

1. **Call to Order**
2. **The Williamson County School Board is meeting electronically as it is necessary to protect public health, safety, welfare in light of the coronavirus.**
3. **Superintendent of Schools Contract (Annual Agenda) (15 min)**
4. **Board Evaluation of Superintendent (Annual Agenda) (15 min)**
5. **Consent Agenda**
  - a. May 18, 2020 School Board Meeting Minutes
  - b. June 1, 2020 Special Called School Board Meeting Minutes
  - c. Board Policies - Second Reading
    - I. 3.500 Food Service Management
    - II. 5.1082 Telework
    - III. 5.3051 Families First Coronavirus Response Act
  - d. 2020-2021 SACC Fees Revision
  - e. Approval of FY2021 ESSER (Elementary and Secondary Emergency Relief Grant)(CARES ACT) Application and Budget Superintendent Authorizations
  - f. Approval of of FY2021 IDEA Partnership for Systematic Change (K-12) Application and Budget with Superintendent Authorizations
  - g. Approval of FY2021 IDEA, Part B, Compensatory Grant to Support Innovative Approaches for Student with Disabilities Application and Budget with Superintendent Authorizations
  - h. 2020-2021 Pay Schedules
6. **Superintendent's Report (30 min)**
  - a. 2020-2021 Middle and High School Late Start Days
  - b. Out of Zone Approvals
  - c. COVID 19 Update
  - d. Strategic Plan Update
7. **Operations Report (10 min)**
8. **Board Chairman's Report (10 min)**
9. **New Business**
  - a. 2019-2020 School Board Budget (10 min)
    - I. Education Capital Projects Fund Amendment - Sunset MS Auditorium
    - II. Intra-Category General Purpose School Fund Adjustment
    - III. Intra-Category Transfer Central Cafeteria Adjustment
    - IV. Intra-Category Transfer Extended School Program Fund Adjustment
    - V. General Purpose School Fund Resolution - Lease Purchase CTE

b. 2020-2021 School Board Meeting Schedule (Annual Agenda) (10 min)

**10. Monthly Reports & Miscellaneous Information**

a. Strategic Plan Reports

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON A. GOLDEN**

**AND THE**

**WILLIAMSON COUNTY BOARD OF EDUCATION**

This employment contract ("Contract") is entered into this 18th day of June, 2019 which is the effective date ("Effective Date"), by and between, the Williamson County Board of Education ("Board") and Jason A. Golden ("Director"). The Board and the Director, for the consideration herein specified, agree as follows:

1. **TERM OF CONTRACT:** The Board, in accordance with its action as found in the minutes of its meeting held on the 17<sup>th</sup> day of June, 2019, hereby agrees to employ, and the Director hereby agrees to accept employment as Director of Williamson County Schools for a period of 48 months ("Term") commencing on the 18<sup>th</sup> day of June, 2019 and ending on the 18<sup>th</sup> day of June, 2023 ("Termination Date").
2. **DUTIES:**
  - A. The Director shall perform the duties as specified in Tennessee Code Annotated as well as those listed in the job description ("Job Description") of director as adopted and as it may be amended from time to time during the term of this Contract. Such Job Description is hereby incorporated into this Contract by reference as if fully stated herein.
  - B. The Director shall devote such time and energies as are necessary to perform the duties specified in the Job Description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours.
  - C. The Director shall have full authority to enforce the policies promulgated by the Board.
  - D. The Director shall have authority to organize the central office of Williamson County Schools as is deemed necessary, consistent with applicable law and Board policy.
  - E. The Director shall, no later than January 1, 2020, establish residence within the boundaries of Williamson County and shall continue to reside within the boundaries of Williamson County throughout the Term of this Contract.
3. **COMPENSATION:** The Board shall pay the Director an annual compensation of \$270,504.00 to be dispersed in equal semi-monthly installments during the Term of this Contract. If an adjustment in compensation is made during the Term of this Contract, all

of the provisions of this Contract, including its Termination Date, unless extended by the Board, shall remain as stated herein. In no case shall the salary be reduced unless such reduction is required by law. During the term of this agreement and any approved extension hereto, the annual salary increases for the Director shall, at a minimum, be equal to that of the minimum annual local salary percentage increases applicable to other Board of Education employees.

4. **AUTOMOBILE EXPENSE:** The Board shall provide the Director with an automobile and all expenses involved in use of said automobile, including but not limited to insurance, for the Director to carry out his official duties. In the event the Director chooses to use his personal automobile for official duties, he shall be reimbursed for expenses related thereto at the rate established by the State of Tennessee for governmental service. The Director shall submit an itemization of expenses as a condition precedent to any expense reimbursement.
5. **BENEFITS:** The Director shall be eligible to participate in, on the same terms and conditions as other officers and employees, all benefits, including retirement benefits, established for the employees of the Board and the Board agrees to provide the following benefits to the Director for the Term of this Contract:
  - A. An individual health care plan that provides comprehensive medical expense benefits comparable to that offered other system employees. Family coverage may be obtained at the Director's expense.
  - B. Membership in the Tennessee Consolidated Retirement System ("TCRS") in the same manner as all other employees of the Board. The Board's contribution toward the Director's membership in TCRS shall be the same as for all other full-time employees.
  - C. A Board funded dental and optional vision insurance plan equivalent to that offered to other system employees.
  - D. A term life insurance policy in the amount of \$100,000.
6. **RELOCATION EXPENSES:** The Board shall pay or reimburse moving and relocation expenses in an amount not to exceed \$15,000. The Director shall submit itemized documentation of such expenses as a condition precedent to any payment or reimbursement.
7. **MEMBERSHIP DUES:** The Board shall pay all dues in any professional societies, associations, or civic clubs of which the Director is a member including, but not limited to, AASA, TOSS, one civic organization such as Rotary, Kiwanis, etc., and the Chamber of Commerce. The Board shall reimburse the Director for expenses in attending functions as provided for in the annual operating budget and appropriations, provided however, that the Director shall submit a request for approval to the Board as a condition precedent to establishing membership under this paragraph.

8. **PROFESSIONAL LIABILITY:** The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and the Director in the scope of his employment with the Board. The Board shall, to the extent permitted by law, directly or through insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, and legal proceedings brought by third parties against the Director in his official capacity as an agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, willful misconduct, willful neglect of board policy, acts that are outside the scope of employment, and in no event will individual Board members be considered liable for indemnifying the Director against such demands, claims, and legal proceedings.
  
9. **PROFESSIONAL GROWTH:** In the interest of continuous growth, promotion, development, and advancement of the Williamson County School System, the Board encourages the continuing professional growth of the Director through his participation in:
  - A. The operations, programs and other activities conducted or sponsored by local, state and national school administration and school board associations;
  - B. Seminars and courses offered by public or private educational institutions;
  - C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform his professional responsibilities for the Board; and
  - D. Visits to other institutions.
  
10. **VACATION AND OTHER LEAVE:** The Director shall be entitled to the following vacation and other leave during the term of this contract:
  - A. Twenty-four (24) vacation days annually;
  - B. Two (2) sick leave days for each month employed; and
  - C. Three (3) days of personal or bereavement leave for each fiscal year.

The Director shall submit a request for vacation leave to the Board chairman as a condition precedent to taking such leave.

11. **ACCUMULATED LEAVE:** A maximum of twenty-four (24) days of vacation leave may be carried forward from one fiscal year to the next. Vacation leave accrued in excess of the applicable maximum shall be transferred to sick leave on June 30 of each year. Upon termination of employment, any accrued vacation in excess of the appropriate carry forward amount shall be credited to the sick leave balance of the Director. Upon termination of employment, payment for accrued vacation leave shall be paid at the Director's current rate of pay. Upon termination of employment, all unused sick leave

shall be transferred to the Tennessee Consolidated Retirement System and shall not be subject to reimbursement.

12. **EMPLOYMENT RELATED EXPENSES:** The annual budget appropriation of the Board is intended to include provisions for employment-related expenses required in the performance of the official duties of the Director including, but not limited to, the reasonable and necessary actual costs of appropriate and relevant meals, membership dues, and the cost of attending national, state, and local association conferences; the tools and equipment necessary for the efficient operation of the administrative offices; the cost of registration, travel, and subsistence relating to the training programs which serve to continue the professional education development or relating to the work of the school system.
13. **COMMUNICATION:** The Board shall reimburse the Director for use of a smart/data phone in order for the Director to maintain communication with staff, the Board, and other critical stakeholders. In the event the Director has a family plan, the Board shall reimburse the Director only for the base cost of the plan and the expense attributable to the Director. Additionally, the Board shall provide the Director with the use of a laptop computer during his employment.
14. **MEDICAL EXAMINATION:** Upon the request of the Board, the Director shall submit to a comprehensive medical examination and provide a statement from such examination certifying the Director's physical and mental to the Chairman of the Board. The cost of said medical examination shall be borne by the Board.
15. **OPTION TO RENEW CONTRACT:** The Board may renew the terms of this Contract at any time with concurrence of the Director, as allowed by law. However, unless the Board acts on or before the 31<sup>st</sup> day of January, 2020 to renew this Contract, such failure to act shall serve as notice to the Director that the Board does not intend to renew this Contract.
16. **GOALS AND OBJECTIVES:** Within ninety (90) days after the Effective Date of this Contract and, thereafter, by the regularly-scheduled October meeting of each succeeding year of this Contract, the Board and the Director shall meet to establish system goals and objectives for the ensuing school year including a plan for implementation of such goals and objectives. The Board and the Director shall further establish the relative priority among those various goals and objectives. Said goals and objectives shall be reduced to writing and shall establish the criteria by which the Director is evaluated as provided in this Contract. The goals and objectives formulated by the Board and the Director shall be attainable within the time limitations specified for each. All goals and objectives formulated by the Board and the Director shall be subject to the annual operating and capital budget appropriations.

**17. EVALUATION:**

- A. The Board recognizes that to ensure the advancement and development of the Williamson County School System and for the Director to respond to the Board's priorities and to grow in the performance of his job, the Board needs to make a regular evaluation of the Director's performance. To assure that the Director receives proper and sufficient responses for the Board, the Board shall evaluate and assess in writing the performance of the Director. The Board and the Director will schedule a structured evaluation of his performance at least once each fiscal year.
- B. The evaluation and assessment shall be reasonably related to the goals and objectives of the Board for the year in question.
- C. The Director shall submit to the Board a recommended format for the written evaluation and assessment of his performance within thirty (30) days after the goals and objectives for the next succeeding school year are approved. The Board shall meet and discuss the evaluation format with the Director, attempting in good faith to agree on the development and adoption of a mutually agreeable evaluation format. If no agreement is reached within thirty (30) days after the initial format is presented, the Board shall develop a format that shall be applicable to the evaluation cycle.

**18. REFERRALS TO THE DIRECTOR:** The Board, collectively or individually, shall promptly refer to the Director criticisms, complaints, and suggestions called to their attention relative to the Director or Williamson County Schools for the Director's study and recommendation.

**19. LOYALTY:** The Director shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and Williamson County Schools. The Director may, however, undertake speaking engagements, writing, lecturing, or other activities, which do not interfere with the discharge of the Director's duties and responsibilities pursuant to this Contract. The determination of the Board as to whether such activities interfere with the discharge of the Director's duties and responsibilities pursuant to this Contract shall be conclusive.

**20. COMMUNITY AND CHARITABLE ACTIVITIES:** The Board recognizes that certain community and charitable organizations may serve as good will and as promotional interest for Williamson County Schools. The Director may participate in such activities with the recognition by the Director that he is "on call" should these activities be held on school days.

**21. CONTRACT TERMINATION:**

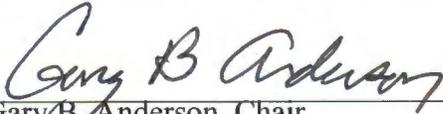
- A. Mutual Agreement: This Contract may be terminated by mutual agreement of the parties, retirement, disability, conclusion of the Term or death of the Director.

- B. **Director's Request:** Should the Director request a release from this Contract, he shall give a minimum notice of forty-five (45) calendar days. In the event that the Director terminates this Contract under this provision and the termination occurs with more than thirty (30) months remaining in the term of this Contract, and the Director takes employment as a Superintendent or Director of Schools at another public school system in Tennessee within six (6) months after such termination shall pay to the Board the amount of salary that would have been paid to the Director for six (6) months pursuant to this Contract. The Director's new employer may indemnify the Board on behalf of the Director. This amount shall be paid to the Board within six (6) months after employment begins with another public school system in Tennessee or the first June 30 after employment begins, whichever occurs later.
- C. **Unilateral Termination by Board:** If the Board determines that there are underlying problems and/or disagreements that exist between the Board and the Director regarding the operation of Williamson County Schools and reasonable efforts have been taken to remedy those problems, then the Board may terminate this Contract in the best interest of the school system. If such action is required, the Board will provide to the Director a severance package that includes twenty-four (24) months of compensation as outlined in this Contract. All other benefits provided for in this Contract would terminate immediately.
- D. **For Cause:** This Contract may be terminated by the Board for cause upon sufficient proof of improper conduct, inefficient service, incompetence, insubordination, or neglect of duty, including failure to comply with state/federal laws and regulations and the policies of the Board. If the Board terminates the Contract for cause, the Director shall be entitled to no further benefits or compensation under the terms of this Contract.
- E. **Removal from Office:** This Contract shall be terminated if state law or regulations are enacted that require the removal of the Director, except that the Board acknowledges that any such law may be subject to "grandfathering" of any sitting superintendents. If such removal is required, the Director shall not be entitled to further benefits or compensation under the terms of this Contract.
22. **AMENDMENTS:** Any modifications to this Contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this Contract.
23. **ENTIRE AGREEMENT:** This Contract constitutes the entire agreement among the parties and the parties hereto acknowledge that neither has relied upon any oral representation or any agreements by the other and that no such oral representations and agreements shall in any way affect the terms of this Contract and that this Contract may not be modified or changed except by written instrument executed by the parties. The parties shall execute this Contract in duplicate with an original to remain with the Director and with the Board.
24. **SEVERABILITY:** In the event that any part or clause of this Contract is determined to be illegal under federal or state law, or held to be illegal by any court having competent

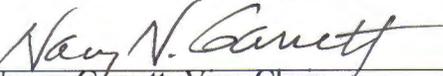
jurisdiction thereof, the remainder of this contract shall continue in full force and effect with such invalid part or clause removed there from.

25. **RESOLUTION OF DISPUTES:** If a dispute regarding the terms of this Contract cannot be resolved by the parties, such dispute shall be heard in the Circuit Court for Williamson County, Tennessee and shall be construed and enforced under and in accordance with the laws of the State of Tennessee.

The Board has caused this Contract to be executed in its name by its Chairman, attested by its Vice-Chairman and the Director has approved this Contract effective on the date specified within the introductory paragraph of this Contract.



Gary B. Anderson, Chair  
Williamson County Board of Education



Nancy Garrett, Vice-Chair  
Williamson County Board of Education



Jason A. Golden  
Director of Schools

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON GOLDEN**

**AND THE**

**WILLIAMSON COUNTY BOARD OF EDUCATION**

Addendum #1

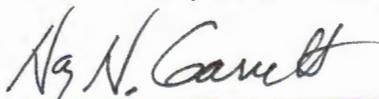
Section 15 of the Contract for Employment previously approved by vote of the Williamson County Board of Education at a public meeting on June 17, 2019 shall be amended as follows:

**15. OPTION TO RENEW CONTRACT:** The Board may renew the terms of this Contract at any time with concurrence of the Director, as allowed by law. However, unless the Board acts on or before the 20<sup>th</sup> day of January, 2023 to renew this Contract, such failure to act shall serve as notice to the Director that the Board does not intend to renew this Contract.

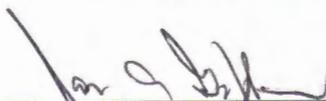
In Witness Hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chairperson attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 18<sup>th</sup> day of November, 2019.



Gary B. Anderson, Chairman  
Williamson County Board of Education



Nancy Garrett, Vice-Chair  
Williamson County Board of Education



Jason Golden  
Director of Schools

Board Score Averages  
June 2020 Evaluation for Jason Golden

<b>Board Observational Data</b>	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
<b>BOARD RELATIONSHIPS</b>					
1. Keeps all board members informed on issues, needs and operation of the school system.			4.30		
2. Has a harmonious relationship with the board.			4.90		
3. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.			4.30		
4. Recommends policies to the board that comply with state law and State Board of Education and Tennessee Department of Education rules and regulations; that protect the security and integrity of the district infrastructure and the data it contains; and that protect the rights and confidentiality of staff and students.			4.80		
5. Maintains a high degree of understanding and respect between staff and the board.			4.90		
6. Uses legal counsel in governance and procedures to avoid civil and criminal liabilities.			4.80		
7. Interprets and executes the intent of board policy through the development of administrative procedures.			4.10		
8. Supports board policy and actions to the public and staff.			4.50		
9. Refrains from criticism of members of the board.			4.70		
<b>Total Mean Score for Board Relationships</b>			<b>4.59</b>		
<b>COMMUNITY RELATIONSHIPS</b>					
1. Is an effective spokesperson for the school system.			4.10		
2. Models the highest professional standards to the community.			4.70		
3. Builds public support for the school district.			4.30		
4. Develops cooperative relationships with the news media.			4.30		
5. Works effectively with public and private agencies.			4.40		
6. Uses information about family and community concerns, expectations, and needs regularly.			4.22		
7. Secures available community resources to help the school district solve problems and achieve goals.			4.20		
8. Establish partnerships with area businesses, institutions of higher education, and community groups to strengthen programs and support school district goals.			4.00		
9. Treats community stakeholders equitably.			4.50		
10. Recognizes and values diversity.			4.40		
11. Uses public resources and funds appropriately and wisely.			4.50		
12. Models community collaboration for staff.			4.20		
13. Encourages parental involvement.			3.40		

Board Score Averages  
June 2020 Evaluation for Jason Golden

<b>Total Mean Score for Community Relationships</b>	<b>4.25</b>
<b>STAFF AND PERSONNEL RELATIONSHIPS</b>	
1. Develops good staff morale and loyalty to the system.	4.78
2. Treats all personnel fairly.	4.78
3. Delegates authority to staff members appropriately.	4.25
4. Identifies and applies appropriate policies, criteria and processes or the recruitment, selection, induction, compensation and separation of personnel with attention to issues of equity and diversity.	4.00
5. Offers professional development that is focused on student learning consistent with the school districts vision and goals.	3.80
6. Considers diversity in developing learning experiences.	3.90
7. Uses technologies in teaching and learning.	3.90
8. Provides shared leadership and decision-making opportunities for staff that promotes a climate of collaboration and collegiality.	4.44
<b>Total Mean Score for Staff and Personnel Relationships</b>	<b>4.23</b>
<b>FACILITIES, FINANCE, and HUMAN RESOURCES</b>	
1. Demonstrates knowledge of school facilities and develops processes that build internal and public support for facility needs, including bond issues and capital improvement plans.	4.70
2. Ensures the maintenance of school property and the safety of personnel and property.	4.40
3. Provides accurate and timely reports to the board on the financial condition of the school system.	4.60
4. Ensures that the school plant, equipment and support systems operate safely, efficiently, and effectively.	4.40
5. Meets and works collaboratively with the Board and appropriate staff to determine priorities for budgeting and the effective allocation of space and human resources.	4.30
6. Develops and monitors long-range plans for school and district technology and information systems and makes informed district decisions about computer hardware and software and staff developing needs while allocating resources consistent with district plan.	4.30
7. Creates and maintains a safe, clean, and aesthetically pleasing environment at all schools.	3.80
8. Acquires, allocates and manages district resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools and programs.	4.50
9. Demonstrates budget management including financial forecasting, planning, cash flow management, account auditing and monitoring and oversees the district's fiduciary responsibilities.	4.20
<b>Total Mean Score for Facilities, Finance and Human Resources</b>	<b>4.36</b>
<b>VISION</b>	
1. Works effectively with board, staff, and community to develop long-range strategic plans.	3.90

Board Score Averages  
June 2020 Evaluation for Jason Golden

2. Initiates communication and facilitates cooperation and collaboration among staff regarding the district's mission, curriculum and program initiatives.	3.80
3. Keeps board and community informed of progress towards long-range goals.	3.50
4. Clearly articulates system's vision, mission and priorities to community and media.	3.70
5. Inspires others to achieve the vision of the school system.	3.89
6. Recognizes and celebrates the contributions of school community members to the realization of the vision.	4.10
7. Ensures that the vision shapes the educational programs, plans, and activities.	4.30
8. Uses assessment data related to student learning to develop the school district vision and goals.	3.70
9. Uses relevant demographic data pertaining to students and their families in developing the school district mission and goals.	3.70
10. Seeks and obtains needed resources to support the implementation of the school district mission and goals.	4.20
11. Monitors, evaluates and advises the vision, mission, and implementation plans regularly.	4.20
<b>Total Mean Score for Vision</b>	<b>3.91</b>
<b>STUDENT ACHIEVEMENT</b>	
1. Develops, implements, promotes and monitors continuous improvement in student achievement by using a variety of appropriate techniques.	4.00
2. Applies effective methods of providing, monitoring, evaluating and reporting student achievement.	3.90
3. Establishes curriculum planning to anticipate occupational trends and school-to-career needs.	4.10
4. Uses child development and learning theories to create developmentally appropriate curriculum and instruction.	3.20
5. Provides equitable access for students and staff to technologies that facilitate productivity and enhance learning.	4.11
6. Involves faculty and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment.	4.20
<b>Total Mean Score for Student Achievement</b>	<b>3.92</b>
<b>MANAGEMENT AND OPERATIONS</b>	
1. Recognizes, studies and applies emerging trends as appropriate.	4.00
2. Ensures that operational plans and procedures to achieve the vision and goals of the school district are in place.	4.20
3. Manages time to maximize attainment of organizational goals.	3.70
4. Identifies potential problems and opportunities.	3.70
5. Confronts and resolves problems in a timely manner.	4.30
6. Aligns financial, human, and material resources to the goals of school district.	4.50
7. Uses effective communication skills.	4.10

Board Score Averages  
June 2020 Evaluation for Jason Golden

8. Implements and enforces school district code of conduct and appropriate and effective disciplinary policies, procedures and programs in a timely and consistent manner.	4.22
9. Promotes a climate of trust and teamwork within the district.	4.60
10. Establishes procedures and practices for dealing with emergencies such as weather, threats to the school, student violence and trauma.	4.30
<b>Total Mean Score for Management and Operations</b>	<b>4.16</b>
<b>INTEGRITY, FAIRNESS, AND ETHICS</b>	
1. Examines personal and professional values to develop a personal and professional code of ethics that demonstrates personal integrity.	4.80
2. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.	4.60
3. Serves as a role model.	4.70
4. Accepts responsibility for school operations.	4.80
5. Fulfills legal and contractual obligations.	4.70
6. Applies laws and procedures fairly, wisely, and considerately.	4.40
7. Expects and promotes that others in the school community will demonstrate integrity and exercise ethical behavior throughout the district.	4.70
8. Maintains the physical and emotional wellness necessary to meet the responsibilities of the position.	4.70
<b>Total Mean Score for Integrity, Fairness, and Ethics</b>	<b>4.68</b>
<b>INTER-GOVERNMENTAL/SOCIAL/CULTURAL CONTEXT</b>	
1. Ensures that the environment in which schools operate is influenced on behalf of students and their families.	4.40
2. Ensures that communication occurs among the school community concerning trends, issues, and potential changes in the environment in which schools operate.	3.80
3. Ensures that there is ongoing dialogue with representatives of diverse community groups.	4.00
4. Ensures that the school community works within the framework of policies, laws, and regulations enacted by local, state, and federal authorities.	4.40
5. Ensures that lines of communication are developed with decision-makers outside the school community.	4.20
6. Promotes and expects a district-based climate of tolerance, acceptance and civility.	4.50
7. Establishes a culture that encourages responsible risk-taking while requiring accountability for results.	3.50
<b>Total Mean Score for Inter-Governmental/Social/Cultural Context</b>	<b>4.11</b>

Board Score Averages  
June 2020 Evaluation for Jason Golden

<b>Annual Objectives</b>	5 – Significantly Above Expectations	4 – Above Expectations	3 – At Expectations	2 – Below Expectations	1 – Significantly Below Expectations
<b>Performance Objective 1: To provide the Board with evidence of progress in reaching district goals as outlined in the strategic plan established after months of community input.</b>			3.80		
<b>Performance Objective 2: To manage the board’s budget in a manner that maximizes student outcomes while supporting the hard work of our employees.</b>			4.30		
<b>Performance Objective 3: To assist the Board in planning and executing a highly productive planning retreat to reinforce the Board’s vision and priorities.</b>			3.40		
<b>Performance Objective 4: To continue to refine my communication skills so that stakeholders feel empowered and heard.</b>			3.80		
<b>Total Mean Score for Annual Objectives</b>			<b>3.83</b>		

<b>FINAL AVERAGE SCORING</b>
<b>Total Score = Points Received/Points Possible (Excluding Blank Items)</b>
<b>Points Received: 359</b> <b>Points Possible: 425</b>
<b>Total Score: 85%</b>
<b>Average Score on Each Measure (out of 5): 4.20</b>



**Williamson County School Board Meeting**  
May 18, 2020 6:30 PM  
Professional Development Room 1761 West Main Street  
Livestream/Zoom Meeting

**1. Call to Order**

Chairman Gary Anderson called the meeting to order at 6:30 p.m.

a. Record Attendance

Attendance Taken at 6:30 PM.

Mr. Gary Anderson:	Present
Mr. Dan Cash:	Present
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Present
Mrs. Candace Emerson:	Present
Mr. Brad Fiscus:	Present
Mr. Jay Galbreath:	Present
Mrs. Nancy Garrett:	Present
Mr. KC Haugh:	Present
Mr. Eliot Mitchell:	Present
Mr. Eric Welch:	Present
Mr. Rick Wimberly:	Present

Present: 12

Absent: 0

b. Pledge of Allegiance

Chairman Anderson and Superintendent Jason Golden led the Pledge of Allegiance after which the Board observed a moment of silence.

**2. Chairman Anderson stated "The Williamson County School Board is meeting electronically as it is necessary to protect public health, safety, welfare in light of the coronavirus".**

a. Williamson County School Board Meeting held pursuant to Executive Order #16 signed by Governor Bill Lee and Waiver of Williamson County School Board Policy 1.400 School Board Meetings and Work Sessions. Chairman Anderson asked for a motion and a second.

**Motion Passed:** Motion by Mrs. Nancy Garrett to approve. A second was made by Mr. Eric Welch. Chairman Anderson called for a roll call vote on the motion.

Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Yes
Mr. Brad Fiscus:	Yes

Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Yes: 12, Nay: 0

### 3. **Items of Particular Public Interest (Public Comment)**

The Williamson County School Board is meeting via electronic and there is no public comment. The public is welcome to email Board Members with concerns.

### 4. **Approval of Agenda**

Chairman Anderson presented the agenda for approval.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Brad Fiscus. Chairman Anderson called for a roll call vote on the motion.

Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Yes: 12, Nay: 0

### 5. **Approval of Consent Agenda**

Chairman Anderson presented the consent agenda for approval.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mrs. Nancy Garrett. Chairman Anderson called for a roll call vote on the motion.

Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Yes: 12, Nay: 0

Chairman Anderson stated the Consent Agenda items.

- a. April 16, 2020 Special Called School Board Meeting Minutes
- b. April 20, 2020 School Board Meeting Minutes
- c. May 4, 2020 Special Called School Board Meeting Minutes
- d. 2020-2021 PCR Revision
- e. Approval of ePlan Applications for FY2020-2021 142 School Federal Projects to include ESEA Grants, IDEA, Part B., IDEA Pre-School, Grants, Carl Perkins Basic Grant as well as the FY2020 IDEA Technology Partnership Grant with Superintendent Authorizations
- f. High Performing School District Flexibility ACT

## 6. Communications to the Board

### a. Superintendent's Report

Superintendent Golden gave updates about the district's plan for returning to classes in the fall and plans to open school front offices on June 1.

### b. District Update

#### I. Student Spotlight

Several WCS students and staff were recognized at the meeting. Five students were honored for earning a perfect ACT composite including Franklin High's Abby Webb and Isaac Mitchell, Independence High's Mia Wallace, Ravenwood High's Emma Meyer and Summit High's Liam Keck.

High school media students across the district were recognized for their first-place awards from the National Academy of Television Arts and Sciences. Brentwood High's Ben Mahaffey, Robyn Nieman, Sam Volpintesta, and Izzy Windle won for Best Commercial. Their teacher is Ronnie Adcock. Centennial High student Dyson Campbell won three awards for Best Editor, Best Photography and Best Public Service Announcement. His teacher is Ashley McKinney. Franklin High's Reed Sellers from won for Best Arts and Entertainment/Cultural Affairs, and Braxton Lazarus and Walter Johnson won for Best Public Affairs/Community Services. Keri Thompson is their teacher. Independence High students Vivienne Ayres and Olivia Khan won for Best Nonfiction. Their teacher is Matt Balzer. Easton Smith from Ravenwood High won Best Director. Megan Sanchez is his teacher.

Two Brentwood High School wrestlers won first place at the Tennessee Secondary Schools Athletic Association (TSSAA) State Individual Wrestling Championship. Skylar Coffey won in the AAA-285 Division and Johnny Mac Feldhacker won the AAA-195 Division. Their coach is Damon Smith.

#### II. Staff Spotlight

Renaissance High theater teacher Joy Patton was honored for receiving the Tennessee Performing Arts Center Teacher of the Year Award.

Brentwood Middle School was recognized for receiving the National Model Professional Learning Community Award, the first school in the State to receive the honor.

### c. Board Chairman's Report

Board Chairman Anderson reminded the Board to register for the TSBA Training Module if they have not completed one. The deadline to meet the State requirement is June 30.

## 7. Unfinished Business

There was no Unfinished Business.

## 8. New Business

### a. 2019-2020 School Board Budget

#### I. Education Capital Funds Amendment

Chairman Anderson called on Superintendent Golden who recommended approval on the Education Capital Funds Amendment in the amount of \$2,922,410 for the completion of Brentwood High School improvements.

**Motion Passed:** Motion by Mr. Jay Galbreath to approve. A second was made by Mr. Eric Welch. Chairman Anderson called for a roll call vote on the motion.

Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Yes: 12, Nay: 0

II. General Purpose School Fund Resolution - Additional Special Education Expenses

Chairman Anderson called on Superintendent Golden who recommended approval of the General Purpose School Fund Resolution for additional Special Education legal expenses in the amount of \$600,000.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eliot Mitchell. Chairman Anderson called for a roll call vote on the motion.

Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Yes: 12, Nay: 0

III. General Purpose School Fund Resolution - Trustee Commission

Chairman Anderson called on Superintendent Golden who recommended approval of the General Purpose School Fund Resolution for the Trustee Commission in the amount of \$670,000.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Ms. Sheila Cleveland. Chairman Anderson called for a roll call vote on the motion.

Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes

Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Yes: 12, Nay: 0

IV. General Purpose School All Funds Resolution - COVID 19 Expenses

Chairman Anderson called on Superintendent Golden who recommended approval of the General Purpose School All Funds Resolution for COVID 19 expenses.

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mrs. Nancy Garrett. Chairman Anderson called for a roll call vote on the motion.

Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Yes: 12, Nay: 0

V. Central Cafeteria Fund Resolution - Cafeteria Workers Salaries and Benefits

Chairman Anderson called on Superintendent Golden who recommended approval of the Central Cafeteria Fund Resolution for Cafeteria Workers Salaries and Benefits in the amount of \$575,000 from the federal government CARES Grant.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. Dan Cash.

Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Yes: 12, Nay: 0

VI. General Purpose School Fund Resolution - Lease Purchase Chromebooks

Chairman Anderson called on Superintendent Golden who recommended approval of the General Purpose School Fund Resolution for the lease purchase of Chromebooks in the amount of \$1,511,073.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mrs. Candace Emerson. Chairman Anderson called for a roll call vote on the motion.

Mr. Brad Fiscus: Yes

Mr. Gary Anderson: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. KC Haugh: Yes

Mr. Eric Welch: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Yes: 12, Nay: 0

VII. General Purpose School Fund Resolution - Property Insurance

Chairman Anderson called on Superintendent Golden who recommended approval of the Property Insurance Claims in the amount of \$70,000.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Rick Wimberly. Chairman Anderson called for a roll call vote.

Mr. Rick Wimberly: Yes

Mr. KC Haugh: Yes

Mr. Eric Welch: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mr. Gary Anderson: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Yes: 12, Nay: 0

b. PECCA Memorandum of Understanding 2019-2022

Chairman Anderson called on Superintendent Golden who recommended approval on the 2019-2022 PECCA MOU as presented.

Mr. Eliot Mitchell and Mr. Rick Wimberly separately stated that they have a relative employed by the school system and certify they will vote in the best interest of the school district.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Candace Emerson. Chairman Anderson called for a roll call vote on the motion.

Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Yes: 12, Nay: 0

c. Board Policies - First Reading

I. 3.500 Food Service Management

Chairman Anderson called on Superintendent Golden who recommended approval on Board Policy 3.500 Food Service Management on first reading as presented.

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mrs. Candace Emerson. Chairman Anderson called for a roll call vote on the motion.

Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Yes: 12, Nay: 0

II. 5.1082 Telework

Chairman Anderson called on Superintendent Golden who recommended approval on Board Policy 5.1082 Telework on first reading as presented.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Candace Emerson. Chairman Anderson called for a roll call vote on the motion.

Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes

Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Mrs. Nancy Garrett: Yes  
Yes: 12, Nay: 0

III. 5.3051 Families First Coronavirus Response Act

Chairman Anderson called on Superintendent Golden who recommended approval on Board Policy 5.3051 Families First Coronavirus Response Act on first reading as presented.

**Motion Passed:** Motion by Mr. Brad Fiscus to approve. A second was made by Ms. Sheila Cleveland. Chairman Anderson called for a roll call vote on the motion.

Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mr. Eric Welch: Yes  
Yes: 12, Nay: 0

9. **Adjournment**

There being no further business, Chairman Anderson adjourned the meeting at 7:30 p.m.

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Superintendent



**Special Called Board Meeting**  
June 1, 2020 5:30 PM  
PD Room 1761 West Main Street Franklin, TN

**1. Call To Order**

Chairman Gary Anderson called the meeting to order at 5:30 p.m.

**2. Record Attendance**

Attendance Taken at 5:30 PM.

Mr. Gary Anderson:	Present
Mr. Dan Cash:	Absent
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Present
Mrs. Candace Emerson:	Present
Mr. Brad Fiscus:	Present
Mr. Jay Galbreath:	Present
Mrs. Nancy Garrett:	Present
Mr. KC Haugh:	Present
Mr. Eliot Mitchell:	Present
Mr. Eric Welch:	Absent
Mr. Rick Wimberly:	Present

Present: 10, Absent: 2.

Attendance Update Taken at 5:35 PM.

Mr. Dan Cash: Present  
Present: 11, Absent: 1.

**3. Chairman Anderson stated the following: “The Williamson County School Board is meeting electronically as it is necessary to protect public health, safety, welfare in light of the coronavirus”.**

- a. Williamson County School Board Meeting held pursuant to Executive Order #16 signed by Governor Bill Lee and Waiver of Williamson County School Board Policy 1.400 School Board Meetings and Work Sessions.

**4. New Business**

- a. 2019-2020 School Board Budget

- I. 2019-2020 General Purpose School Fund - SRO Grant

Chairman Anderson called on Superintendent Golden who recommended approval of the General Purpose School Fund for the SRO Grant in the amount of \$35,000.

**Motion Passed:** Motion by Mrs. Nancy Garrett to approve. A second was made by Ms. Sheila Cleveland. Chairman Anderson called for a roll call vote on the main motion.

Mr. Dan Cash: Absent  
Mr. Eric Welch: Absent  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Yes: 10, Nay: 0, Absent: 2

II. 2019-2020 General Purpose School Fund - ESCO Projects

Chairman Anderson called on Superintendent Golden who recommended approval of the General Purpose School Fund for ESCO Projects in the amount of \$1,084,032.60.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eliot Mitchell. Chairman Anderson called for a roll call vote on the main motion.

Mr. Eric Welch: Absent  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Yes: 11, Nay: 0, Absent: 1

III. 2019-2020 General Purpose School and Central Cafeteria Funds

Chairman Anderson called on Superintendent Golden who recommended the General Purpose School and Central Cafeteria Funds transfer not to exceed \$500,000.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Mr. Brad Fiscus. Chairman Anderson called for a roll call vote on the main motion.

Mr. Eric Welch: Absent  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mr. Gary Anderson: Yes  
Mr. Jay Galbreath: Yes  
Yes: 11, Nay: 0, Absent: 1

**5. Adjournment**

There being no further business, Chairman Anderson adjourned the meeting at 5:41 p.m.

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Superintendent

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Food Service Management</b>	Descriptor Code: <b>3.500</b>	Issued Date: <b>09/16/19</b>
		Rescinds: <b>3.500</b>	Issued: <b>05/19/03</b>

1 The School Nutrition Program shall be operated on a nonprofit basis and shall comply with all rules  
2 and regulations pertaining to nutrition, health, sanitation, internal accounting procedures, and service  
3 of foods and will meet all state and federal and local requirements necessary for participation.<sup>1</sup>

4 The system's food service supervisor will oversee the program. All products and services necessary for  
5 the operation of the school nutrition department shall be procured using a procurement plan which  
6 must comply with federal and state purchasing procedures.

7 School Nutrition may include the following programs: National School Lunch Program, Fresh Fruit  
8 and Vegetable Program, School Breakfast Program, Seamless Summer Option, and Afterschool Snack  
9 Program. Meals and snacks that are offered shall meet the federal requirements for reimbursement as  
10 defined by federal regulations.<sup>2</sup>

11 As required for participation in the School Nutrition Programs, the Board agrees to the following:

- 12 1. Meals/snacks must be made available to all students in attendance;
- 13 2. Free and reduced-price meals/snacks must be made available to students who are determined  
14 eligible for these benefits; and
- 15 3. The offer v. serve program will be implemented in elementary, middle, and high schools.

16 Students who participate in no-cost or reduced-cost meals or have unpaid meal charges will not be  
17 distinguished in any way from other students during food service.

18 Students will be permitted to bring their lunches from home and to purchase allowable beverages and a  
19 la carte items at school.

20 Procedures for implementing guidelines established by the State Department of Education, School  
21 Nutrition Program are on file in the district food service procedures manual.

## 22 *Students Requesting Modified Meals*

23 The School Nutrition Program shall make reasonable modifications to accommodate children with  
24 disabilities. These modifications will be made on a case-by-case basis when supported by a written  
25 statement from a licensed healthcare professional who is authorized to write prescriptions under state  
26 law.

27

1 *Competitive Foods*

2 The sale of competitive foods must comply with all local procedures, but at a minimum, must be as  
3 stringent as the current state and federal regulations concerning competitive foods.<sup>3</sup>

4 *Collection of Unpaid Meal Charges*

5 The district shall make reasonable efforts to collect debts resulting from unpaid meal charges prior to  
6 the end of the school year. Uncollected charges from the previous fiscal year shall be considered  
7 delinquent debt. The Superintendent of Schools shall establish reasonable methods and a timeframe for  
8 collection of delinquent debt. Any use of third parties to collect delinquent debt must be approved by  
9 the Board. Upon recommendation of the Superintendent of Schools, the Board may classify delinquent  
10 debt as bad debt, which shall be considered uncollectable and categorized as an operating loss.<sup>4</sup>

11 Schools will not publicly identify any student due to any outstanding meal debt or discuss any  
12 outstanding meal debt in the presence of any other students. Schools will not give students any  
13 alternative meal because of the student's inability to pay for a meal or because of any outstanding meal  
14 debt.

15 *Kitchen Use*

16 When the kitchen area is used for any reason, school cafeteria personnel shall be in attendance and  
17 school cafeteria personnel shall be reimbursed in accordance with Board Policy 3.206, Community  
18 Use of School Facilities.

---

Legal References

1. TCA 49-6-2302, 2303; TRR/MS 0520-01-06-.04
2. 7 CFR § 210.10-.13
3. 7 CFR § 210.11
4. 2 CFR § 200.426

---

Cross References

Deposit of Funds 2.500  
Financial Reports and Records 2.701  
Community Use of School Facilities 3.206

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>Telework</b>	Descriptor Code: <b>5.1082</b>	Issued Date: <b>NEW</b>
		Rescinds:	Issued:

1 General

2 Teleworking is a work arrangement where designated employees are allowed to perform their normal  
3 duties and responsibilities through the use of hardware and software at an alternate location from their  
4 normal work site.

5 The Superintendent may require an employee to telework if the duties and responsibilities of the  
6 position are required. An employee's participation in the program will be both initiated and ended at  
7 the discretion of the supervisor and/or the Superintendent of Schools.

8 **WORK ENVIRONMENT**

9 Employees approved for telework shall maintain a dedicated and safe work environment.

10 An employee who teleworks shall not allow anyone other than district employees to utilize district  
11 provided services or equipment. Employees shall keep remote work and information confidential, in  
12 accordance with district policies, procedures, and applicable privacy laws.

13

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term <b>FAMILIES FIRST CORONAVIRUS RESPONSE ACT</b>	Descriptor Code: <b>5.3051</b>	Issued Date: <b>NEW</b>
		Rescinds:	Issued:

1 General<sup>1</sup>

2 Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect until  
3 December 31, 2020.

4 The Superintendent of Schools/designee shall post notice of FFCRA requirements and create any  
5 necessary administrative procedures. Employees should seek clarification from the Assistant  
6 Superintendent of Human Resources if they have questions regarding the total amount of leave and pay  
7 available to them.

8 **PAID SICK LEAVE**

9 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework  
10 because the employee:<sup>2</sup>

- 11 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;  
12
- 13 2. has been advised by a health care provider to self-quarantine related to COVID-19;  
14
- 15 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;  
16
- 17 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The  
18 individual must be someone with a personal relationship to the employee;  
19
- 20 5. is caring for his/her son or daughter whose school or place of care is closed, or person who  
21 regularly provides child care is unavailable, for reasons related to COVID-19 and no other  
22 suitable person is available to care for the child during the requested period of leave. Son or  
23 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child  
24 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older  
25 who is incapable of self-care because of a mental or physical disability; or  
26
- 27 6. is experiencing any other substantially similar condition specified by the Secretary of Health  
28 and Human Services, in consultation with the Secretaries of Labor and Treasury.

29 This paid leave may be taken if there is work available for the employee to complete and the employee  
30 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave  
31 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to  
32 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

1 **EXPANDED FMLA LEAVE**

2 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the  
 3 beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who  
 4 were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30)  
 5 of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the  
 6 district.<sup>3</sup>

7 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or  
 8 telework due to the need to care for his/her son or daughter because of a school or child care facility  
 9 closure or because the person who regularly provides child care (i.e. this could include a family member  
 10 or a neighbor) is unavailable for reasons related to COVID-19.<sup>4</sup> In these circumstances, a son or daughter  
 11 is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing  
 12 in loco parentis, who is under 18 years of age; or 18 years of age or older who is incapable of self-care  
 13 because of a mental or physical disability.

14 Qualifying employees may take twelve (12) weeks of EFMLEA leave.<sup>5</sup> The amount of leave available  
 15 may be impacted by any prior use of FMLA.<sup>6</sup>

16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take  
 17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds  
 18 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave  
 19 or annual leave to cover those days or the amount is capped per federal law.<sup>7</sup>

---

Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq. (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

---

Cross References

- Sick Leave-Teacher 5.302  
Sick Leave-Classified 5.3022

To: Board of Education

From: Leslie Holman, Assistant Superintendent/CFO

RE: 2020-2021 SACC Fees

Date: 06/02/2020



Due to the Covid 19 situation, our Extended School Program (SACC) has had to reopen under different standards which comes with a cost.

The 2020-2021 Budget was based on a no fee increase. However, after a complete reassessment of the size of classrooms, additional PPE (Personal Protective Equipment) purchases for staff, safety and cleaning supplies along with needing additional student supplies for the additional classes there is a need to increase fees.

Attached please find the recommendation from the SACC director for increased fees.

Staff recommends approval



**2020-2021 Tuition Fees**  
(Effective July 1, 2020)

<b>School Year Fees</b>	<b>20/21</b>	<b>19/20</b>	
Registration Fee	\$35	\$35	Per Child
Full-Time Morning Care*	\$50	\$40	Per week/ per child
Full-Time Afternoon Care*	\$55	\$50	Per week/ per child
Full-Time Morning and Afternoon Care*	\$70	\$61	Per week/ per child
Morning Drop In	\$16	\$16	Per morning/ per child
Afternoon Drop In	\$20	\$20	Per afternoon/ per child
Half Day Care	\$25	\$25	Per child
Full Day Care/ Inclement Weather	\$35	\$35	Per day/ per child
School Closure Emergency Care	\$40	\$0	Per day/ per child
Full Day Care with Field Trip	\$40	\$40	Per day/ per child
No Show Fee Non-Field Trip	\$35	\$35	Per day/ per child
No Show Fee Field Trip	\$40	\$40	Per day/ per child

\*3% multi child discount will be applied for those registered in weekly full-time care after the first child

**Pre-K Care**

Registration Fee	\$35	\$35	Per Child
Full-Time Morning Care	\$50	\$40	Per week/ per child
Full-Time Afternoon Care until 6:00 pm	\$60	\$55	Per week/ per child
Full-Time Afternoon Care until 4:00 pm	\$45	\$30	Per week/ per child
Full-Time Morning and Afternoon Care	\$75	\$75	Per week/ per child
Morning Drop In	\$16	\$16	Per morning/ per child
Afternoon Drop In	\$20	\$20	Per afternoon/ per child

**Summer Fees**

Registration Fee	\$35	\$35	Per Child
Full-Time Care	\$150	\$140	Per week/ per child
Part-Time Care	\$35	\$35	Per day/ per child
Part-Time Care Field Trip	\$40	\$40	Per day/ per child
Part-Time Weekly No Show Fee	\$35	\$35	Per week/ per child
Summer Emergency Care			

**Fees**

Late Payment Fee	\$5		Per family/ per week
Late Pick Up Fee	\$3		Per minute/ per child
NSF Fee	\$10		Per returned transaction
Credit Card Processing Fee	3%		Per transaction
E-Check Processing Fee	0.5	0.25	Per transaction
Drop-In SACctivity Fee	SACctivity Fee Plus Drop-In Cost		Per SACctivity

Financial Assistance is available for students that qualify for free or reduced lunch

A limited number of scholarships are available for families needing assistance with paying tuition fees

SACC accepts DHS child care certificates

1320 West Main Street Suite 202  
Franklin, Tennessee 37064-3700  
Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



## MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: June 15, 2020

RE: Approval of ePlan Application/Budget for FY2021 to include ESSER  
(Elementary and Secondary School Emergency Relief Grant), (CARES Act)

This memo is to request the approval of the FY2021 Federal Fund 142 ePlan Application/Budget with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2021 ePlan Application and Budget for the ESSER Grant (Elementary and Secondary School Emergency Relief) and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

The CARES Act (ESSER) allocation for WCS is \$588,382 and will offset expenses related to the COVID-19 Pandemic.

1320 West Main Street Suite 202  
Franklin, Tennessee 37064-3700  
Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



## MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: June 15, 2020

RE: Approval of ePlan Application/Budget for FY2021 to include the IDEA Partnership for Systemic Change (K-12), (formerly IDEA Discretionary Grant (Ages 6-21)

This memo is to request the approval of the FY2021 Federal Fund 142 ePlan Application/Budget with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2021 ePlan Application and Budget for the IDEA Partnership for Systemic Change (K-12), and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

The IDEA Partnership for Systemic Change (K-12) Application allocation is \$63,537 will benefit our Students with Disabilities Transition Program.

1320 West Main Street Suite 202  
Franklin, Tennessee 37064-3700  
Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



## MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: June 15, 2020

RE: Approval of ePlan Application/Budget for FY2021 to include IDEA, Part B, Compensatory Grant to Support Innovative Approaches for Students with Disabilities

This memo is to request the approval of the FY2021 Federal Fund 142 ePlan Application/Budget with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2021 ePlan Application and Budget for the IDEA, Part B, Compensatory Services Grant to Support Innovative Approaches for Students with Disabilities and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

The IDEA, Part B, Compensatory Services Grant allocation for WCS is \$153,060 and will Support innovative approaches to the remediation of students with disabilities related to the COVID-19 school closures. This is a one-time grant.

1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
(615) 472-4000  
fax (615) 472-4190



TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

RE: 2020-2021 Pay Schedules

DATE: June 3, 2020

Staff recommend the approval of the attached 2020-2021 pay schedules.



# Williamson County Schools

RIGOR • RELEVANCE • RELATIONSHIPS • RELENTLESSNESS

## PROPOSED – CONTINGENT ON COUNTY COMMISSION BUDGET APPROVAL

### 2020-2021 Principal Salary Schedule

#### 12 Month Employment

Years of Experience*	Elementary School	Middle School	High School
0	\$99,347	\$106,791	\$114,236
1	\$104,903	\$112,654	\$120,627
2	\$104,903	\$112,654	\$120,627
3	\$104,903	\$112,654	\$120,627
4	\$104,903	\$112,654	\$120,627
5	\$104,903	\$112,654	\$120,627
6	\$107,606	\$115,466	\$123,325
7	\$107,606	\$115,466	\$123,325
8	\$107,606	\$115,466	\$123,325
9	\$107,606	\$115,466	\$123,325
10	\$107,606	\$115,466	\$123,325
11	\$110,180	\$118,181	\$126,022
12	\$110,180	\$118,181	\$126,022
13	\$110,180	\$118,181	\$126,022
14	\$110,180	\$118,181	\$126,022
15	\$113,007	\$120,865	\$128,722

Staff Size Supplement	Elementary School	Middle School	High School
20 or less	\$1,000		
21-40	\$3,000		
Greater than 40	\$5,000		
30 or less		\$1,000	
31-50		\$3,000	
Greater than 50		\$5,000	
50 or less			\$1,000
51-70			\$3,000
Greater than 70			\$5,000

Degree Supplement	Elementary School	Middle School	High School
EDS	\$1,500	\$1,500	\$1,500
EDD/PHD	\$2,500	\$2,500	\$2,500

\*Experience is based on actual experience as a Principal inside or outside the system, or Director (Senior Staff level) inside the system.



# Williamson County Schools

RIGOR • RELEVANCE • RELATIONSHIPS • RELENTLESSNESS

## PROPOSED – CONTINGENT ON COUNTY COMMISSION BUDGET APPROVAL

### 2020-2021 Assistant Principal Salary Schedule

#### 11 Month Employment

Years of Experience*	Elementary School	Middle School	High School
0	\$81,461	\$87,566	\$93,671
1	\$86,020	\$92,467	\$98,913
2	\$86,020	\$92,467	\$98,913
3	\$86,020	\$92,467	\$98,913
4	\$86,020	\$92,467	\$98,913
5	\$86,020	\$92,467	\$98,913
6	\$88,237	\$94,683	\$101,123
7	\$88,237	\$94,683	\$101,123
8	\$88,237	\$94,683	\$101,123
9	\$88,237	\$94,683	\$101,123
10	\$88,237	\$94,683	\$101,123
11	\$90,453	\$96,898	\$103,339
12	\$90,453	\$96,898	\$103,339
13	\$90,453	\$96,898	\$103,339
14	\$90,453	\$96,898	\$103,339
15	\$92,662	\$99,110	\$105,555

Degree Supplement	Elementary School	Middle School	High School
EDS	\$1,500	\$1,500	\$1,500
EDD/PHD	\$2,500	\$2,500	\$2,500

\*Experience is based on actual experience inside or outside the system.



# Williamson County Schools

RIGOR • RELEVANCE • RELATIONSHIPS • RELENTLESSNESS

## 2020-2021 Substitute Pay Rates

### Daily Rates:

### Base Pay:

<u>Type of Substitute</u>	<u>20 or less days</u>	<u>21-49 days</u>	<u>50 or more days</u>
Certified Substitute – (Active TN certification)	\$90.00	\$95.00	\$100.00
Uncertified Substitute – Bachelor’s or higher	\$85.00	\$90.00	\$95.00
Uncertified Substitute – 2-year college	\$75.00	\$80.00	\$85.00
Uncertified Substitute – HS diploma	\$70.00	\$75.00	\$80.00

All substitutes will start the school year earning the base pay. Time spent in long-term sub positions will count towards the days needed to go to the next interval. If the substitute is earning the higher State rate, the pay will not be increased while earning days spent subbing.

If a certified substitute accepts a long-term position (30 consecutive days or more) he/she will earn state rate beginning the 1<sup>st</sup> workday of the long-term position. Days served in a long-term position will count towards the days needed to go to the next interval.

[The rate for Special Education positions will increase your base pay by \\$10 for full day or \\$5 for ½ day assignments.](#)

**\*The substitute will revert to the base pay at the beginning of each school year.**

## 2020-2021 Substitute Nurse Pay Rates

<u>Substitute Nurse</u>	<u>Hourly Pay</u>
Substitute Nurse (Active RN License)	\$20.00



## 2020-2021 Classified Supplements

Classified employees may be eligible for one of the following supplements provided the listed conditions are met:

- Certification is from a State or Nationally recognized organization or entity
- Employee has paid for all training and testing required for certification and will pay for all costs associated with re-certification
- Employee has obtained training required for certification on his/her own time
- Certification is directly related to the job description
- Certification is approved for the position

\*Employee will receive the supplement each year if certification is maintained and proof of recertification is furnished to the HR Director prior to current certification expiration date.

\*If multiple certifications are earned, employee will be paid for one (the highest). Paraprofessionals in Tier3 classroom will receive the greater of the two supplements with completed/renewed RBT certification.

\* Supplements are an annual amount paid in equal installments in conjunction with the employee's paycheck.

\*Full-time employees who earn a job-related degree from an accredited college or university, on their own time and at their own expense while in the employ of WCS, will be given a one-time 3% salary increase. Proof of the conferred degree must be given to HR before the increase is given.

Certification	Annual Amount	Pay Type	MUNIS Title
School Nutrition Association (SNA) Level I	\$250.00	595	Classified Certificated V
Certified Professional Secretary, School Nutrition Association (SNA) Level II	\$400.00	594	Classified Certificated IV
Certified Professional Administrative Assistant, Certified Accounting Technician, School Nutrition Association (SNA) Level III	\$500.00	593	Classified Certificated III
Certified Payroll Professional (CPP), Certified Purchasing Professional, Certified Fraud Examiner (CFE), Certified Government Financial Manager (CGFM), Certified Professional (CP) – issued by SHRM, Professional in Human Resources (PHR) – issued by HRCI, Project Management Professional (PMP), *Paraprofessional at Tier3 Winstead Elem. Classroom	\$1,000.00	592	Classified Certificated II
Homebound Nurse Supplement, Cluster Lead Nurse	\$1,288.00	565	Nurse Supplements
*Registered Behavior Technician (RBT) & Paraprofessional @ Tier 3 Winstead Elem. Classroom.	\$1,500.00	598	Classified Certificated I
Senior Professional in Human Resources (SPHR) – issued by HRCI; Senior Certified Professional (SCP) – issued by SHRM	\$2,000.00	684	HR
Certificate of Clinical Competence (CCCs) by ASHA	\$2,500.00	582	SLP Cert. Clinical Competency
Certified Orientation and Mobility Specialist (COMS) by ASHA	\$2,500.00	584	Mobility Spec for Vision
Certified Public Accountant, Professional Engineer, Legal Attorney	\$2,500.00	591	Classified Certified I



**2020-2021 Academic & Non-Athletic Supplements**

<b>A. \$675 Less than 70 Hours</b>
Forensics Middle
Mock Trial
Model UN (High & Middle)
Student Council Elementary
After School Academic Activity
Youth Legislature Middle

<b>B. \$1,350 Minimum of 70 Hours</b>
Chorus Elementary
*Elementary Grade Level Chair/ BLT
*Team Leader Middle
Newspaper High
Youth Legislature High
Yearbook Elementary

<b>C. \$1,925 Minimum of 100 Hours</b>
Chorus Middle
Middle School Band
Drama Middle
Musical Theater High
Newspaper/Media Middle
Newspaper/Media Elementary
Student Council Middle
Orchestra Middle

<b>D. \$2,525 Minimum of 150 Hours</b>
Chorus High
Drama High
Media High
Webmaster
Yearbook Middle
Orchestra High

<b>E. \$3,500 Minimum of 200 Hours</b>
*Department Head High
Forensics Assistant High
Yearbook High
***Online Learning Program (per semester)

<b>F. \$4,000 Minimum of 250 Hours</b>
Student Council High
Forensics High

<b>G. District Paid Supplements</b>	
**Testing Coordinator (9-12)	\$3000
**Testing Coordinator (K-8)	\$2000
**Mentor	\$675
**Science Facilitator	\$675
**Social Studies Facilitator	\$675

<b>I. \$675 Requires approval from Asst. Superintendent for pay (Differentiated Supplements)</b>	
WCS teachers may apply for supplements for activities not listed above which include additional instructional responsibilities not otherwise expected of teachers that extend that educator's reach to students and/or other educators. The application process shall include an explanation of the impact on students and/or other educators, the state curriculum standards being addressed, if any, and the minimum number of hours to be worked as part of that supplement. Principals shall conduct an annual review of the effectiveness of the approved supplemented activity.	
<i>Such supplements may include but not be limited to the following:</i>	
PLC Leadership Team	National Honor Societies Sponsor
Data Team	Other After School Academic Activity
RTI Team	Other After School Arts Activity
Freshman Mentor	Other After School Athletic Activity

*Supplement levels REQUIRE certification as an educator	***Online Learning Program (OLP)
**Funded by the District; an application is not required as the funds do not come out of site-based budget.	Maxed at one course per semester

**ALL SUPPLEMENT PAY IS BASED OFF OF WORKED PERFORMED AND MUST BE APPROVED BY A SUPERVISOR**

**Musical Theater High Supplement excluded to Drama High Teachers**



2020-2021 Athletic Supplements

17%
Basketball Varsity Head (B, G)
Football Varsity Head
\*Band Director High

14%
Baseball Varsity Head
Strength Coach
Softball Varsity Head
Soccer Varsity Head (B, G)
Volleyball Varsity Head
Wrestling Varsity Head (B,G)

7.5%
Athletic Director Middle
Basketball Varsity Assistant (B, G)
Football Varsity Assistant

6.5%
Basketball Middle Head (B, G)
Football Middle Head

6%
Baseball Varsity Assistant
Basketball Freshman Head
Basketball Varsity Cheer
Dance High\*\*
Football Freshman Head
Football Varsity Cheer
Soccer Varsity Assistant (B,G)
Softball Varsity Assistant
Track Varsity (B,G)
Volleyball Varsity Assistant
Wrestling Varsity Assistant
Cross Country Varsity (B,G)
Golf Varsity (B,G)
Tennis Varsity (B,G)

4%
Baseball Middle Head
Bowling High
Soccer Middle Head (B,G)
Softball Middle Head
Volleyball Middle Head
Wrestling Middle Head (B,G)
Cross Country Middle (B,G)
Track Middle (B,G)
Track Varsity Assistant (B,G)

3.5%
Basketball Freshman Cheer
Basketball Freshman Assistant
Basketball Middle Assistant (B,G)
Basketball Middle Cheer
Cross Country Assistant
Dance Middle\*\*
Football Freshman Cheer
Football Freshman Assistant
Football Middle Assistant
Football Middle Cheer
Golf Middle (B,G)
Tennis Middle (B,G)
Wrestling Varsity Cheer

3%
Baseball Middle Assistant
Soccer Middle Assistant (B,G)
Softball Middle Assistant
Track Middle Assistant (B,G)
Wrestling Freshman Assistant
Wrestling Middle Assistant
Wrestling Middle Cheer
Volleyball Middle Assistant

2.5%
Baseball Sixth Grade
Basketball Sixth Grade (B,G)
Football Sixth Grade
Softball Sixth Grade
Volleyball Sixth Grade

\*\*Athletic Directors (High)\*\*
11 Month Contract &
\$3,000 Supplement

\*\* Dance employees hired prior to the 19/20 season will be Grandfathered in to the higher of the two payments from dance Academic to dance athletic.

Note: If, in the following athletic activities, both girls and boys have separate practice times cross every day and may receive a separate, full supplement for each activity; however, if one person has common practice times for boys and girls together, the supplement is limited to 1.5% times (X) the assigned supplement.
Qualifying Sports: bowling, tennis, cross country, golf, and track.

\*High School Band Director requires certification as an educator. The supplement is discussed through PECCA and may also be found in the MOU.



**2020-2021 Athletic Supplements**

**SUPPLEMENTS Based on Previous SY BS Teachers Salary + Experience as a Coach**

		<b>17.0%</b>	<b>14.0%</b>	<b>7.50%</b>	<b>6.50%</b>	<b>6.00%</b>	<b>4.00%</b>	<b>3.5%</b>	<b>3.00%</b>	<b>2.50%</b>
<b>0</b>	<b>37,500</b>	6,375	5,250	2,813	2,438	2,250	1,500	1,313	1,125	938
<b>1</b>	<b>37,750</b>	6,418	5,285	2,831	2,454	2,265	1,510	1,321	1,133	944
<b>2</b>	<b>38,520</b>	6,548	5,393	2,889	2,504	2,311	1,541	1,348	1,156	963
<b>3</b>	<b>38,984</b>	6,627	5,458	2,924	2,534	2,339	1,559	1,364	1,170	975
<b>4</b>	<b>39,764</b>	6,760	5,567	2,982	2,585	2,386	1,591	1,392	1,193	994
<b>5</b>	<b>40,544</b>	6,892	5,676	3,041	2,635	2,433	1,622	1,419	1,216	1,014
<b>6</b>	<b>41,347</b>	7,029	5,789	3,101	2,688	2,481	1,654	1,447	1,240	1,034
<b>7</b>	<b>41,825</b>	7,110	5,856	3,137	2,719	2,510	1,673	1,464	1,255	1,046
<b>8</b>	<b>42,420</b>	7,211	5,939	3,182	2,757	2,545	1,697	1,485	1,273	1,061
<b>9</b>	<b>43,080</b>	7,324	6,031	3,231	2,800	2,585	1,723	1,508	1,292	1,077
<b>10</b>	<b>43,776</b>	7,442	6,129	3,283	2,845	2,627	1,751	1,532	1,313	1,094
<b>11</b>	<b>44,570</b>	7,577	6,240	3,343	2,897	2,674	1,783	1,560	1,337	1,114
<b>12</b>	<b>45,526</b>	7,739	6,374	3,414	2,959	2,732	1,821	1,593	1,366	1,138
<b>13</b>	<b>46,497</b>	7,904	6,510	3,487	3,022	2,790	1,860	1,627	1,395	1,162
<b>14</b>	<b>47,470</b>	8,070	6,646	3,560	3,086	2,848	1,899	1,661	1,424	1,187
<b>15</b>	<b>61,149</b>	10,395	8,561	4,586	3,975	3,669	2,446	2,140	1,834	1,529

\*Pay Level Based on Years as a Coach

\*Chart is based on Prior Year Teacher Salary BS Pay Line



# Williamson County Schools

RIGOR • RELEVANCE • RELATIONSHIPS • RELENTLESSNESS

## 2020-2021 Band Supplements

Percentage SUPPLEMENTS are Based on Previous Years as a Band Director

<b>17 %</b>
* Band Director High

Yrs. of Exp	17%	Supp Amt.
0	<b>37,500</b>	6,375
1	<b>37,750</b>	6,418
2	<b>38,520</b>	6,548
3	<b>38,984</b>	6,627
4	<b>39,764</b>	6,760
5	<b>40,544</b>	6,892
6	<b>41,347</b>	7,029
7	<b>41,825</b>	7,110
8	<b>42,420</b>	7,211
9	<b>43,080</b>	7,324
10	<b>43,776</b>	7,442
11	<b>44,570</b>	7,577
12	<b>45,526</b>	7,739
13	<b>46,497</b>	7,904
14	<b>47,470</b>	8,070
15	<b>61,149</b>	10,395

FLAT RATE BAND SUPPLEMENTS
\$4,000
Band Staff

Band Staff supplements may be quartered based on the work with the band.  
 (divided by .25, .50, .75, or 1.0)  
 (Ex: \$5,000 x .25 = \$1,250)

**ALL SUMMER BAND** supplements are required to be **BOOSTER** paid. The district will not fund Summer Band payments.

Note: Band Directors are 24 Pay Supplements

\*High School Band Director(s) require certification as an educator. The supplement is discussed through PECCA and may also be found in the MOU.

1320 West Main Street Suite 202  
Franklin, Tennessee 37064-3700  
Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



TO: Williamson County Board of Education

FROM: Leigh Webb, Ed.D.  
Assistant Superintendent of Secondary Schools

DATE: April 21, 2020

RE: Middle and High School Late Start Days for 2020 – 2021

Secondary schools have requested the continuation of Late Start Days for the 2020-2021 school year. All district middle and high schools will be required to continue with same the added seven minutes each instructional school day to implement the late start schedule as attached.

Late Start Days will result in a 45-minute late start day each week of school August 17<sup>th</sup> - March 29<sup>th</sup> excluding exam week for a total of 27 weeks. New in this year's proposed calendar, weeks with no school in session on Monday will have late start days occurring on Tuesday.

## 2020-2021 Power Mondays

First Semester	Second Semester
August 17	January 11
August 24	January 19
August 31	January 25
September 8	February 1
September 14	February 8
September 21	February 16
September 28	February 22
October 5	March 1
October 13	March 8
October 19	March 22
October 26	March 29
November 2	
November 9	
November 16	
November 30	
December 7	
First Semester Days = 16	Second Semester Days = 11

**Total Power Mondays = 27**

All district middle and high schools will be required to add seven extra minutes each day to implement the late start schedule.

Power Mondays will result in a 45 minute late start for one day per week (a few weeks will be excluded because of vacation periods) for approximately 27 weeks during the school year.

# SECONDARY SCHOOLS

OUT OF ZONE STUDENTS 2019 - 20

SCHOOLS STUDENTS ARE ZONED TO ATTEND	Brentwood MS	Fairview MS	Grassland MS	Heritage MS	Hillsboro MS	Mill Creek MS	Page MS	Spring Station MS	Sunset MS	Thompson's Station MS	Woodland MS	Brentwood HS	Centennial HS	Fairview HS	Franklin HS	Independence HS	Nolensville HS	Page HS	Ravenwood HS	Summit HS	FSSD	Out-of-County	TOTALS
	SCHOOLS STUDENTS ARE ATTENDING	Brentwood MS	Fairview MS	Grassland MS	Heritage MS	Hillsboro MS	Mill Creek MS	Page MS	Spring Station MS	Sunset MS	Thompson's Station MS	Woodland MS	Brentwood HS	Centennial HS	Fairview HS	Franklin HS	Independence HS	Nolensville HS	Page HS	Ravenwood HS	Summit HS	FSSD	Out-of-County
	3			1			2		1		3										1		10
				1						2												5	8
	3	3	8	9			1														6	1	31
				2			1	9		6												2	20
		3	3	3				1													1	2	13
	1						2	1	11												3	7	25
				6	1			3	1	10	1										3	2	27
				5	4		3			5												4	21
	4					15	2				7										1	3	32
				32			2	10													1	1	46
	3		1	3		2	9	1	54													4	77
													6		28	5	4	2	9	2		3	59
												3		6	23	39	2	15	48	3		2	141
													2	1	2							4	9
												5	70	9		81		13	3	12		4	197
													4	1	6		1	3		115		8	138
												13	2		1	1		16	48	1		11	93
												2	99	1		62	3		2	29		1	199
												17	13		7	1	54	15		3		6	116
													3			75		4	3			7	92
<b>TOTALS</b>	<b>11</b>	<b>6</b>	<b>7</b>	<b>58</b>	<b>16</b>	<b>17</b>	<b>21</b>	<b>26</b>	<b>67</b>	<b>23</b>	<b>11</b>	<b>40</b>	<b>199</b>	<b>17</b>	<b>66</b>	<b>266</b>	<b>64</b>	<b>68</b>	<b>113</b>	<b>165</b>	<b>16</b>	<b>77</b>	<b>1354</b>

Moving to Zone (Included in Totals)
0
1
0
0
0
7
5
1
2
4
6
0
0
0
2
1
6
10
2
3
50

Grand Total Elem/Middle/High

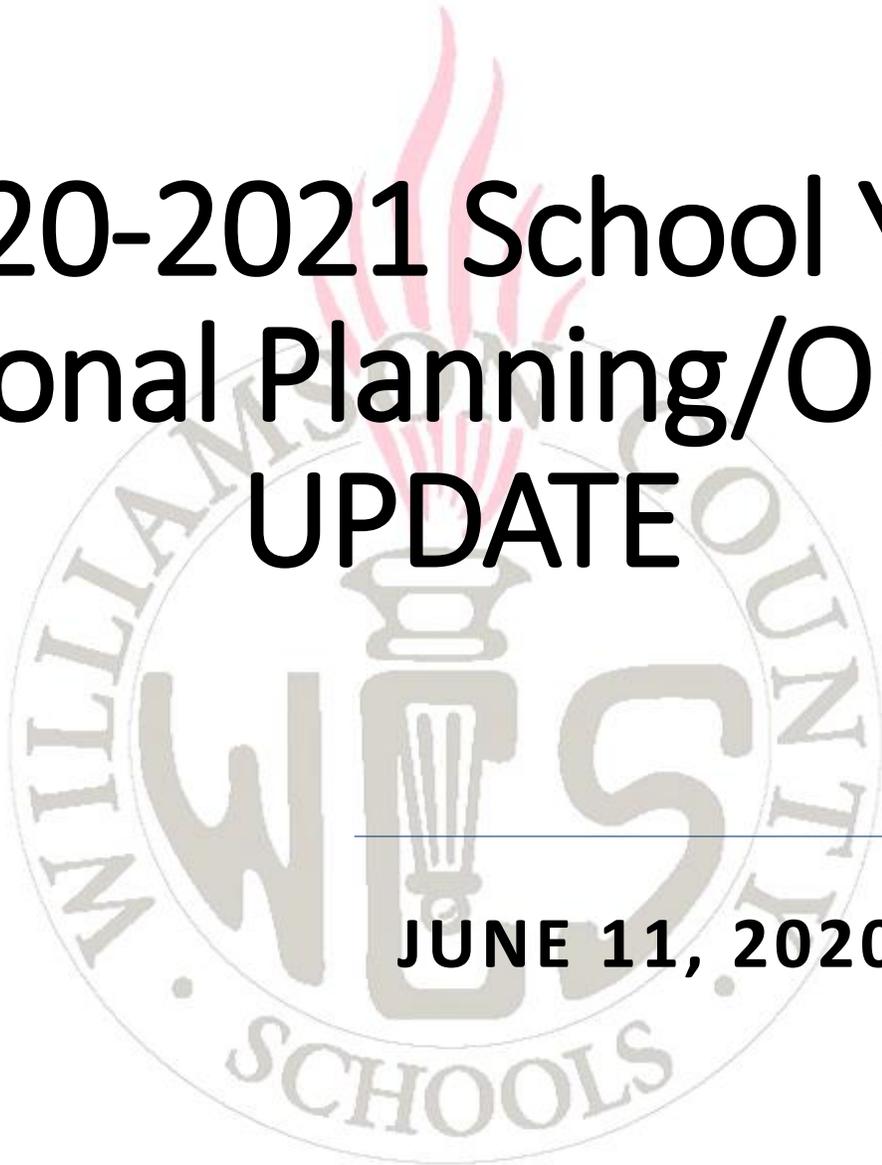
2297

145

## OUT OF ZONE APPLICATIONS

<b>Open Zoned School</b>	<b>Applications Approved</b>	<b>Available Spots</b>
<b>Bethesda Elementary</b> from Chapmans Retreat or Thompson's Station Elementary	0	25
<b>Fairview Elementary</b> from any WCS school	5	20
<b>Grassland Elementary</b> from any WCS school	4	21
<b>Heritage Elementary</b> from Longview or Thompson's Station Elementary	4	21
<b>Hunters Bend Elementary</b> from any WCS school	4	21
<b>Jordan Elementary</b> from any WCS school	15	10
<b>Oakview Elementary</b> from any WCS school	13	12
<b>Sunset Elementary</b> from Nolensville or Mill Creek Elementary	3	22
<b>Walnut Grove Elementary</b> from any WCS school	6	19
<b>Westwood Elementary</b> from any WCS school	3	22
<b>Winstead Elementary</b> from any WCS school	0	25
<b>Fairview Middle</b> from any WCS school	1	24
<b>Grassland Middle</b> from any WCS school	18	7
<b>Legacy Middle</b> from any WCS school	15	10
<b>Spring Station Middle</b> from Heritage or Thompson's Station Middle in the geographic area previously rezoned from Spring Station Middle School	25	0
<b>Sunset Middle</b> from any WCS school	7	18
<b>Centennial High</b> from any WCS school	25	0
<b>Fairview High</b> from any WCS school	0	25
<b>Nolensville High</b> from any WCS school	12	13
<b>Total Applied to Date</b>	<b>160</b>	
		AS OF 6/1/2020
<b>OTHER OUT OF ZONE APPLICATIONS PROCESSED SINCE 1/22/20*</b>	<b>738</b>	
<b>TOTAL ACTIVE APPLICATIONS</b>	<b>2074</b>	

\*Opening Date for applications 2020-21 school year



# 2020-2021 School Year Instructional Planning/Operations UPDATE

---

**JUNE 11, 2020 WORK SESSION**

# District Goal

---

To provide students the maximum possible direct teacher instruction within the State and local health department COVID-19 safety guidelines

# Instructional Norms for All Scenarios

---

- Teachers have daily instructional interaction with their students.
  - All staff members participating in providing daily instruction
- All students will have access to a Chromebook.
  - High, Middle & Elementary
- All grade levels will have an online learning management system (LMS) to serve as a platform for learning and communication.
  - Middle & High – Schoology LMS plus Google Classroom
  - Elementary – Google Classroom
- All grade levels will use a variety of digital learning tools to support grade level learning in a digital environment.
  - Examples: Zoom, Screencastify, and all other WCS content-specific resources available through ClassLink.



**CORONAVIRUS (COVID-19)**

**Tennessee COVID-19-June 9, 2020 (CDC)**  
**Williamson County**  
**Population- 238,412 (2019 Statistic)**  
**263 active cases (0.1103% of population)**

As of 06/9/2020

**0** Cases of COVID  
in the community-  
**NORMAL**  
**SCHOOL**  
**OPERATIONS**

**HIGH** Spread (>1.0%) of  
COVID in the community-  
**REMOTE LEARNING ONLY**  
**SELECT STUDENTS**  
**IN SCHOOL**

**WCS Proposed Reopening  
Framework DRAFT**

**LOW** Spread  
(<0.5%) of COVID  
in the community-  
**ALL STUDENTS**  
**IN SCHOOL**

**MEDIUM** Spread (0.5%-  
1.0%) of COVID in the  
community-  
**REMOTE LEARNING ONLY**  
**SELECT STUDENTS and**  
**ACTIVITIES IN SCHOOL**

# Normal School Operations: 0 COVID-19 Cases in Community

---

- Continued encouragement of students and staff to stay home if sick
- Continued monitoring of reportable illnesses by coordinated school health/nursing staff
- Emphasis on good hygiene, including hand washing before and after classes/activities, utilizing soap/water along with hand sanitizer
- Continued building cleanings

# Low Community Spread

---

- Staff, students, and visitors will be screened prior to building entry in accordance with CDC recommendations (CDC).
- Coordinated school health/nursing staff/WC Health Dept. will monitor reportable illnesses (CDC).
- Emphasize hand washing before/after classes/activities using soap/water and hand sanitizer (CDC).
- Educational (workspaces and cafeteria) and transportation spaces will be distanced as much as feasible. The recommended 6 feet social distance shall be used in areas of mass gathering (CDC).
- Masks are recommended for all students and staff, especially when in close contact or shared space for >15 minutes (CDC).
- Apply CDC's guidance for quarantine (Recommend stay at home until 14 days after last exposure for someone who has had close contact with person with COVID-19.).
- Upon positive case in building, school building will be closed and cleaned. Remote learning plan will be implemented.

# Medium Community Spread

---

- Remote learning plan will be implemented with selected students in school as needed.
- Staff, students, and visitors will be screened prior to building entry in accordance with CDC recommendations (CDC).
- Coordinated school health/nursing staff/WC Health Dept. will monitor reportable illnesses (CDC).
- Emphasize hand washing before/after classes/activities using soap/water and hand sanitizer (CDC).
- Transportation spaces to be distanced as much as feasible, in needed.
- Educational and mass gathering spaces should be distanced at 6 feet, if needed (CDC).
- Masks are required for all students and staff, if feasible (CDC).

# High Community Spread

---

- Remote learning plan will be implemented with no students in the building except as arranged by teachers/administrators for individual students.
- Staff, students, and visitors will be screened prior to building entry in accordance with CDC recommendations (CDC).
- Coordinated school health/nursing staff/WC Health Dept. will monitor reportable illnesses (CDC).
- Emphasize hand washing before/after classes/activities using soap/water and hand sanitizer (CDC).
- Transportation spaces must be distanced as much as feasible.
- No mass gatherings allowed (CDC).
- Masks are required for all students and staff, if feasible (CDC).

# Next Steps and Schedule

---

## Feedback via Zoom

June 8	Gifted Parent Advisory Group
June 15	Student Support Services Parent Advisory Group
June 22	Parent Leader Presidents and PLC
June 23	Williamson Chamber

## Feedback via Survey

Week of June 22	Survey of Parents, Pre-K – 12
Week of June 22	Survey of Employees

**July 20**

**Final School Board Review**

**August 7**

**First Day of School**

# Williamson County Schools Strategic Plan Annual Review



---

**JUNE 11, 2020**

**JASON GOLDEN, SUPERINTENDENT**

# Strategic Planning

---

INVESTING IN TEAM  
QUALITY AND  
EXCELLENCE

IMPROVING  
STUDENT-CENTERED  
OPERATIONAL  
SUPPORT SYSTEMS

PREPARING  
STUDENTS FOR THE  
FUTURE

# Board Member Feedback

- Can we keep the monthly reports in a group with the Strategic Planning web page?
- Please find ways to optimize online reporting of progress on the goals.
- Many of the goals take on added importance through a pandemic lens.

# Board Member Feedback

- How are we doing on progress toward the goal of achieving a target of 90% of graduating students achieving an ACT of 21 or higher?

# Strategic Commitment 1: Investing in Team Quality and Excellence

## Goals & 2019-2020 Action Steps Completed:

1. To attract and retain high-performing employees.
  - Develop a comprehensive retention plan. 2019-2020 teacher compensation plan improved competitiveness. New teachers assigned building level mentor, early career educators also assigned district level mentor. Implementation of classified licensure program with Lipscomb University.
2. To expand mentoring programs for all new district and veteran employees needing assistance.
  - Select subgroup of APs for Aspiring Principals Academy
  - Implement inaugural Aspiring Principals Academy
3. To improve and maintain competitive compensation for all employees.
  - Implement 2<sup>nd</sup> and 3<sup>rd</sup> year implementation of classified pay schedule.
4. To expand high-quality professional development for all employees.
  - Collect and manage all professional development for every employee in a common system. Substitute teachers added to system with training tracked.
  - Build internal capacity to provide high quality professional development. Participant feedback system improved and being reviewed by instructors. Teacher leaders increased delivery of high quality PD in response to specific instructional and content needs.
6. To develop a succession plan for senior staff.
  - Revise organizational chart.

# Strategic Commitment 2: Improving Student-Centered Operational Support Systems

## Goals & 2019-2020 Action Steps Completed:

1. To maintain and upgrade all district facilities to meet the most current standards.
  - Establish maintenance expenditure funding metric as annual budgeting standard.
  - Plan for implementation of Maintenance Department operations budget to follow metric.
2. To identify and secure revenue sources that support the WCS strategic plan, including both traditional funding streams and nontraditional resources.
  - Grants obtained this year include AAA Driver Safety Grant, TVA/Batelle STEM Grant, Read to be Ready, TDOE STEM Grant, TDOE Early Post-Secondary Grant, REC/VEX Robotics Grant, TN Arts Commission Grant
3. To develop a strategy for engaging stakeholders in planning for school funding.
  - To create a plan to increase community awareness about school funding.
4. To increase the use of open-source curriculum when appropriate for instructional needs.
  - OER social studies professional development for all social studies teachers
  - Full implementation of OER social studies.
9. To expand student and staff use of current technology-based learning strategies, including online and blended student courses and staff professional development.
  - Write additional courses over the next three years to provide a full offering of online courses. Total online seats increased as follows: 2018-2019: 465; 2019-2020: 1935; 2020-2021: 2952.
10. To create and implement a sustainable transportation model.
  - Establish a 5 year growth plan for transportation needs bases on growth projections, include staffing, facilities, and capital.
  - Analyze existing transportation model to identify efficiencies using existing staff.
  - Evaluate the impact of eliminating 1.5 mile transportation services

# Strategic Commitment 3: Preparing Students for the Future

## Goals & 2019-2020 Action Steps Completed:

1. To expand support services for students, including social, emotional, physical, and mental health needs.
  - Expand counseling staff without duties beyond counseling students. Counselor staffing standard improved in 2019-2020 budget.
  - Revise and expand digital citizenship program. Common Sense Media's Digital Citizenship Program implemented through school librarians.
2. To achieve a target of 90% of graduating students earning an ACT composite of 21 or higher.
  - Conduct audit of standard courses to determine the need for increased rigor. PLC teams have increased focus on unpacking standards.
3. To continue to improve the average ACT composite score.
  - Conduct audit of standard courses to determine the need for increased rigor.
4. To increase the number of Science, Technology, Engineering, and Math (STEM) offerings for students.
  - Feasibility study and phased introduction of courses in civil engineering, architecture, computer integrated manufacturing, digital electronics, contemporary ag science, medical technology. Interest surveys implemented to determine potential expansion of CTE course offerings.
  - Create a STEM website that will showcase projects. Design challenge exemplars webpage added to Google Site. 17 STEM projects added to site for teacher accessibility.
  - AP Capstone-train additional staff for AP Seminar.
  - AP Capstone-provide AP Seminar to students.

# Strategic Commitment 3: Preparing Students for the Future

## Goals & 2019-2020 Action Steps Completed:

5. To integrate STEM skills, including computational thinking, into courses across the curriculum.
  - School level elementary teacher leaders identified and paid to develop exemplar lesson plans incorporating STEM/computational thinking skills across the curriculum; training provided to this team as well as administration for turnaround school level training. Six elementary schools added learning commons space to media centers.
  - Elementary scope and sequences revised by curriculum specialists/teacher leader teams to incorporate STEM/computational thinking skills/vocabulary across the curriculum (using ISTE standards). Emphasis has been shifted to coteaching approach, media centers transitioning to true learning commons
  
6. To integrate interpersonal skills, including problem-solving, teamwork, communications, and related other skills into courses across the curriculum and through other activities.
  - Provide professional development on TDOE Toolkit: Incorporating Social and Personal Competencies into Classroom Instruction. Counselors and Attendance officer trained on safe and supportive schools
  - Provide professional development for administrators focusing on the TEAM rubric indicators on student interaction and respectful culture. Fall 2019 Administrator meeting included student interaction and respectful culture training. Respectful culture woven into social studies, teaching sensitive topics, creating positive classroom environments, and counselor training.
  - Add guidance for implementing effective communication practice in all core area scope and sequence.
  - Train staff for AP Research.
  - Provide AP Research to students.
  
7. To expand Career and Technical Education (CTE) programs based upon workforce and higher education requirements.
  - Create a committee/task force comprised of educators, parents, post-secondary, business/industry experts to evaluate current offerings and explore current business/industry employment/salary data.
  - Administer a student survey to identify student interest for possible program development and expansion.
  - Establish a county-wide Entrepreneurship Center that compliments student schedules from all CTE Programs of Study as well as non-CTE students. EIC opened in 2019.

# Strategic Commitment 3: Preparing Students for the Future

## Goals & 2019-2020 Action Steps Completed:

8. To expand connections with local businesses in order to provide internships and industry-embedded learning experiences for students.
  - Create a county-wide advisory council consisting of business/industry experts from all state identified career clusters.
  - By the end of 2018-2019 school year, WCS CTE will align the business/industry advisory council with Williamson County cluster lead teachers to establish a comprehensive menu of industry-embedded learning experiences for students in all CTE clusters.
  - Industry tours expanded to include virtual tours
9. To incorporate explicit instruction on positive communication norms into academic courses.
  - Provide professional development on TDOE Toolkit: Incorporating Social and Personal Competencies into Classroom Instruction. TDOE toolkit use is slowly growing.
  - Provide professional development for administrators focusing on the TEAM rubric indicators on student interaction and respectful culture.
  - Include opportunities for implementing effective communication practice in all core area scope and sequence. Revised Tennessee Academic Standards have been implemented that include forming arguments, communicating ideas and using academic talk in discussion with peers.
10. To increase post-secondary scholarship offerings and opportunities for students.
  - Increase the percentage of students scoring a 21 or higher on the ACT composite, with 90% being the target for 2020. Numbers are not yet final. Class of 2020 estimated at 77.6% at or above 21. Most recent State report is at 41%.
  - Formalize the data collection of college scholarships and opportunities.

# Board Member Feedback

- Can we get an update on our parent meetings that discuss diversity and cultural competency?
  - 2019-2020 Topics:
    - Student Discipline & Diversity
    - Teacher Recruiting
    - Summer Listening Zoom – Monday, June 29, 6 p.m.

# Board Foundations

- **Anti Harassment: Board Policies 5.500 and 6.304**
- **Anti-Bullying: Board Policy 6.3032**
- **Complaints and Grievances: Board Policy 6.305**
- **Equal Opportunity Employment: Board Policy 5.104**

# Student Enrollment and Discipline

- **RTI2B**
- **Restorative Practices**
- **Trauma-Informed Classroom Training**

# Teacher Staffing

- **Current Teacher Workforce**
- **National Trends**
- **Tennessee Teachers**
- **WCS Recruitment Efforts**
- **Strengths and Weaknesses Analysis with parents**

To: Board of Education

From: Leslie C. Holman, Assistant Superintendent/CFO



RE: 2019-2020 Amendment, Intra-category Amendments and Lease Purchase Agreement Resolution

Date: June 3, 2020

**The following amendment will require your approval only.**

**Education Capital Projects Fund Amendment**

**06.20.SSMS Auditorium**

There is a need for an additional \$250,000 to complete the Sunset Middle School Auditorium. There are interest earnings for rural capital projects that can be used to meet this need.

The following intra-category amendments will require your approval only.

**2019-2020 Budget Adjustments**

**Final Year Intra-category Adjustments**

I will be bringing to the work session the yearly intra-category budget adjustments that were made during the year. Anything out of the ordinary to cover an unexpected expense or an out of scope type nature was brought separately to you for your approval during the year and will not be included in these.

The transfers to be presented at the work session result from a department moving funds from one account to another to meet the needs of that department or to meet the needs of a grant. For the major account 71400 in the General Purpose School fund, these transfers represent the distribution of the site based budgets for the individual schools that is made at the beginning and throughout the year, based on the schools individual needs. All three operational funds, **General Purpose School, Central Cafeteria and Extended School Program**, will need these adjustments to finalize the year and will require 3 separate votes for approval.

This resolution requires both yours and the county commissions approval.

**2020-2021 Resolution**

**07.20.Lease Purchase CTE**

The CTE department leases apple computers to be used in the TV and film classes. The previous lease has ended and there is a need to lease additional computers for these classes. State law requires that we obtain county commission approval on lease purchase agreements. The purpose of this resolution is to obtain that approval.

Staff recommends approval of the above noted intra category adjustments and amendments.

**BUDGET AMENDMENT APPROPRIATING \$250,000 FROM CAPITAL INTEREST EARNINGS TO FINISH THE SUNSET MIDDLE AUDITORIUM**

**WHEREAS,** the Board and Commission authorized and provided funding for the an auditorium at Sunset Middle; and

**WHEREAS,** there is a need for additional funds to complete the project; and

**WHEREAS,** the Education Capital Projects Fund has interest earnings in the amount of \$250,000 for rural purposes that can be used for this need;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of Education meeting in regular session on June 15, 2020 approve and amend the Education Capital Projects Fund budget as follows:

<b>Revenue</b>			
177.441100	<b>Interest Earnings</b>	<b>\$250,000</b>	
<b>Expenditures</b>			
177.91300.570600.610.78.R3186	<b>Building Construction</b>		<b>250,000</b>

**Action Taken:  
School Board**

**Yes**\_\_\_ **No**\_\_\_

**WILLIAMSON COUNTY SCHOOLS**  
**INTRA-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2019-2020**

General Purpose School Fund Intra-category transfers

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
<b>GENERAL PURPOSE SCHOOL - FUND 141</b>				
141 -71100-511600-000-00-00-00-00-	TEACHERS			73,618
141 -71100-518900-000-00-00-00-00-	OTHER SALARIES & WAGES			600
141 -71100-518900-388-04-00-00-00-G5121	OTHER SALARIES & WAGES (UNITED WAY RYH GRANT)	ALLOCATE GRANT BUDGET	32,000	
141 -71100-518925-000-00-00-00-00-	OSW-BONUS			179,000
141 -71100-518951-000-17-00-00-00-	OSW-FAMILY INVOLVEMENT		600	
141 -71100-520100-000-00-00-00-00-	SOCIAL SECURITY			245,428
141 -71100-520100-388-00-00-00-00-G5121	SOCIAL SECURITY (UNITED WAY RYH GRANT)	ALLOCATE GRANT BUDGET	2,000	
141 -71100-520400-000-00-00-00-00-	PENSIONS	ALLOCATE BENEFITS FROM SALARY	293,565	
141 -71100-520400-388-00-00-00-00-G5121	PENSIONS (UNITED WAY RYH GRANT)	ALLOCATE GRANT BUDGET	2,900	
141 -71100-520600-000-00-00-00-00-	LIFE INSURANCE	ALLOCATE BENEFITS FROM SALARY	918	
141 -71100-520700-000-00-00-00-00-	MEDICAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	181,800	
141 -71100-520800-000-00-00-00-00-	DENTAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	9,000	
141 -71100-521200-000-00-00-00-00-	EMPLOYER MEDICARE			72,237
141 -71100-521200-388-00-00-00-00-G5121	EMPLOYER MEDICARE (UNITED WAY RYH GRANT)	ALLOCATE GRANT BUDGET	500	
141 -71100-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	35,000	
141 -71100-521700-388-00-00-00-00-G5121	RETIRE-HYBRID STABILIZATION (UNITED WAY RYH GRANT)	ALLOCATE GRANT BUDGET	725	
141 -71100-521000-000-00-00-00-00-	UNEMPLOYMENT COMPENSATION	ENSURE SUFFICIENCY	50,000	
141 -71100-539900-388-00-00-00-00-G5121	OTHER CONTRACTED SERVICES (UNITED WAY RYH GRANT)			38,125
141 -71100-539900-382-00-00-00-00-P1190	OTHER CONTRACTED SERVICES (ELL PROGRAM)	ENSURE SUFFICIENCY	2,000	
141 -71100-539970-128-00-00-00-00-	OCS-ECOURSES	ENSURE SUFFICIENCY	2,450	
141 -71100-542900-382-00-00-00-00-P1190	INSTRUCTIONAL SUPPLIES & MATLS (ELL PROGRAM)			2,000
141 -71100-542917-128-00-00-00-00-	IS&M-SCHOOL TECH SUPPLIES			37,988
141 -71100-547100-128-00-00-00-00-	SOFTWARE-TECHNOLOGY	ENSURE SUFFICIENCY	42,282	
141 -71100-549900-128-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			2,964
141 -71100-572200-128-00-00-00-00-	REGULAR INSTRUCTION EQUIPMENT			3,780
	<b>TOTAL REGULAR INSTRUCTION</b>		<b>655,740</b>	<b>655,740</b>
141 -71150-520100-000-00-00-00-00-	SOCIAL SECURITY			400
141 -71150-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	400	
141 -71150-549900-381-94-00-00-00-	OTHER SUPPLIES AND MATERIALS			4,599
141 -71150-579000-381-94-00-00-00-	OTHER EQUIPMENT	CALCULATORS, CORK BOARDS, PROMETHIAN BOARD	4,599	
	<b>TOTAL ALTERNATIVE INSTRUCTION</b>		<b>4,999</b>	<b>4,999</b>
141 -71200-511600-000-00-00-00-00-	TEACHERS	ENSURE SUFFICIENCY	410	
141 -71200-516300-000-00-00-00-00-	EDUCATIONAL ASSISTANTS			100,000
141 -71200-517100-000-00-00-00-00-	SPEECH PATHOLOGIST	ENSURE SUFFICIENCY	55,000	
141 -71200-518900-000-00-00-00-00-	OTHER SALARIES & WAGES	ENSURE SUFFICIENCY	20,000	
141 -71200-520100-000-00-00-00-00-	SOCIAL SECURITY	ALLOCATE BENEFITS FROM SALARY	2,032	
141 -71200-520400-000-00-00-00-00-	PENSIONS	ALLOCATE BENEFITS FROM SALARY	6,198	
141 -71200-520600-000-00-00-00-00-	LIFE INSURANCE	ALLOCATE BENEFITS FROM SALARY	51	
141 -71200-520700-000-00-00-00-00-	MEDICAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	10,100	
141 -71200-520800-000-00-00-00-00-	DENTAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	500	



**WILLIAMSON COUNTY SCHOOLS**  
**INTRA-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2019-2020**

General Purpose School Fund Intra-category transfers

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
<b>TOTAL ATTENDANCE</b>			<b>1,700</b>	<b>1,700</b>
141 -72120-518916-375-00-00-00-00-G7221	OSW-SECRETARY (CSH GRANT)	ENSURE SUFFICIENCY	5,614	
141 -72120-518919-375-00-00-00-00-G7221	OSW-SUBSTITUTES (CSH GRANT)			3,500
141 -72120-520100-375-00-00-00-00-G7221	SOCIAL SECURITY (CSH GRANT)			350
141 -72120-520400-375-00-00-00-00-G7221	PENSIONS (CSH GRANT)	ENSURE SUFFICIENCY	756	
141 -72120-521200-375-00-00-00-00-G7221	EMPLOYER MEDICARE (CSH GRANT)			82
141 -72120-535539-375-00-00-00-00-	TRAVEL-NURSES			1,700
141 -72120-539900-375-00-00-00-00-	OTHER CONTRACTED SERVICES			2,000
141 -72120-541300-375-00-00-00-00-	DRUGS & MEDICAL SUPPLIES	ENSURE SUFFICIENCY	7,746	
141 -72120-549905-375-00-00-00-00-G7221	OS&M-SCHOOL HEALTH (CSH GRANT)			2,438
141 -72120-552455-375-00-00-00-00-	IN SERVICE-CONFERENCES			3,345
141 -72120-573500-375-00-00-00-00-	HEALTH EQUIPMENT			701
<b>TOTAL HEALTH SERVICES</b>			<b>14,116</b>	<b>14,116</b>
141 -72130-512300-000-00-00-00-00-	GUIDANCE PERSONNEL			221,380
141 -72130-513000-000-00-00-00-00-	SOCIAL WORKERS	ENSURE SUFFICIENCY	31,500	
141 -72130-516100-000-00-00-00-00-	SECRETARY(S)			10,200
141 -72130-520100-000-00-00-00-00-	SOCIAL SECURITY	ALLOCATE BENEFITS FROM SALARY	21,382	
141 -72130-520400-000-00-00-00-00-	PENSIONS	ALLOCATE BENEFITS FROM SALARY	60,877	
141 -72130-520600-000-00-00-00-00-	LIFE INSURANCE	ALLOCATE BENEFITS FROM SALARY	612	
141 -72130-520700-000-00-00-00-00-	MEDICAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	121,200	
141 -72130-520800-000-00-00-00-00-	DENTAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	6,000	
141 -72130-521200-000-00-00-00-00-	EMPLOYER MEDICARE	ALLOCATE BENEFITS FROM SALARY	8,509	
141 -72130-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	1,500	
141 -72130-549957-381-00-00-00-00-	OS&M-HIGH SCHOOL EXIT EXAMS			20,000
<b>TOTAL OTHER STUDENT SUPPORT</b>			<b>251,580</b>	<b>251,580</b>
141 -72210-510500-000-00-00-00-00-	SUPERVISOR/DIRECTOR			65,723
141 -72210-512900-000-00-00-00-00-	LIBRARIANS			9,000
141 -72210-518900-000-00-00-00-00-	OTHER SALARIES & WAGES			156,012
141 -72210-518900-381-00-00-00-00-P5001	OTHER SALARIES & WAGES (ONLINE LEARNING PROGRAM)	ALLISON FISHER TO CHG TO P5001	119,000	
141 -72210-518935-350-00-00-00-00-	OSW-ATHLETICS		500	
141 -72210-518995-382-00-00-00-00-	OSW-O/S CONTRACT WORK	WORLD LANG OER	18,000	
141 -72210-520100-000-69-00-00-00-	SOCIAL SECURITY	REALLOCATE BR 1-20-2 TO LOC 69	3,152	
141 -72210-520400-000-00-00-00-00-	PENSIONS	ALLOCATE BENEFITS FROM SALARY	69,946	
141 -72210-520600-000-00-00-00-00-	LIFE INSURANCE	ALLOCATE BENEFITS FROM SALARY	162	
141 -72210-520700-000-00-00-00-00-	MEDICAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	31,983	
141 -72210-520800-000-00-00-00-00-	DENTAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	1,583	
141 -72210-521200-000-00-00-00-00-	EMPLOYER MEDICARE	ALLOCATE BENEFITS FROM SALARY	4,909	
141 -72210-530800-382-00-00-00-00-	CONSULTANTS			18,000
141 -72210-535500-387-00-00-00-00-	TRAVEL-MILEAGE	ENSURE SUFFICIENCY	2,000	
141 -72210-549900-350-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			500
141 -72210-549900-387-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			2,000

**WILLIAMSON COUNTY SCHOOLS**  
**INTRA-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2019-2020**

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
141 -72210-549900-350-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			25,000
141 -72210-549900-350-00-00-00-00-P3123	OTHER SUPPLIES AND MATERIALS (WILCO AWARDS)	CORRECT CARRYFORWARD	36,145	
141 -72210-552400-458-00-00-00-00-	IN SERVICE/STAFF DEVELOPMENT			2,350
141 -72210-552455-458-00-00-00-00-	IN SERVICE-CONFERENCES	INCREASED PD NEEDS	2,350	
141 -72210-559900-350-00-00-00-00-P3123	OTHER CHARGES (WILCO AWARDS)			11,145
<b>TOTAL INSTRUCTION SUPPORT</b>			<b>289,730</b>	<b>289,730</b>
141 -72215-516100-000-00-00-00-00-	SECRETARY(S)		129	
141 -72215-520100-000-00-00-00-00-	SOCIAL SECURITY			129
<b>TOTAL ALTERNATIVE SUPPORT</b>			<b>129</b>	<b>129</b>
141 -72220-518900-000-00-00-00-00-	OTHER SALARIES & WAGES			52,000
141 -72220-518995-389-00-00-00-00-	OSW-O/S CONTRACT WORK	SUMMER SCHOOL	72,000	
141 -72220-519600-389-00-00-00-00-	IN-SERVICE TRAINING			20,000
141 -72220-520100-000-00-00-00-00-	SOCIAL SECURITY			1,200
141 -72220-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	1,200	
141 -72220-535500-389-00-00-00-00-	TRAVEL-MILEAGE			5,250
141 -72220-539900-389-00-00-00-00-	OTHER CONTRACTED SERVICES	EC DUAL CERTIFICATION	5,250	
<b>TOTAL SPECIAL EDUCATION SUPPORT</b>			<b>78,450</b>	<b>78,450</b>
141 -72320-510300-000-00-00-00-00-	ASSISTANT'S			5,000
141 -72230-516100-000-00-00-00-00-	SECRETARY(S)	NEW HIRES W/MORE EXPERIENCE	7,800	
141 -72230-518900-000-00-00-00-00-	OTHER SALARIES & WAGES	NEW HIRES W/MORE EXPERIENCE	1,600	
141 -72230-518900-385-00-00-00-00-P7010	OTHER SALARIES & WAGES (MTSU)	ENSURE SUFFICIENCY	7,000	
141 -72230-518995-385-00-00-00-00-	OSW-O/S CONTRACT WORK			4,650
141 -72230-520100-385-00-00-00-00-P7010	SOCIAL SECURITY (MTSU)	ENSURE SUFFICIENCY	700	
141 -72230-520400-000-00-00-00-00-	PENSIONS	NEW HIRES W/MORE EXPERIENCE	900	
141 -72230-520400-385-00-00-00-00-P7010	PENSIONS (MTSU)	ENSURE SUFFICIENCY	625	
141 -72230-521200-000-00-00-00-00-	EMPLOYER MEDICARE	ENSURE SUFFICIENCY	250	
141 -72230-521200-385-00-00-00-00-P7010	EMPLOYER MEDICARE (MTSU)	ENSURE SUFFICIENCY	85	
141 -72230-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION			250
141 -72230-521700-385-00-00-00-00-P7010	RETIRE-HYBRID STABILIZATION (MTSU)	ENSURE SUFFICIENCY	25	
141 -72230-535500-380-00-00-00-00-P5003	TRAVEL-MILEAGE (EIC)			1,500
141 -72230-539900-385-00-00-00-00-	OTHER CONTRACTED SERVICES			4,000
141 -72230-539900-385-00-00-00-00-P7010	OTHER CONTRACTED SERVICES (MTSU)			28,435
141 -72230-542900-385-00-00-00-00-P7010	INSTRUCTIONAL SUPPLIES & MATLS (MTSU)	ENSURE SUFFICIENCY	5,000	
141 -72230-552400-380-00-00-00-00-P5003	IN SERVICE/STAFF DEVELOPMENT (EIC)	ENSURE SUFFICIENCY	1,500	
141 -72230-552455-385-00-00-00-00-	IN SERVICE-CONFERENCES	PROJECT LEAD THE WAY	8,650	
141 -72230-579000-385-00-00-00-00-P7010	OTHER EQUIPMENT (MTSU)	ENSURE SUFFICIENCY	9,700	
<b>TOTAL VOCATIONAL SUPPORT</b>			<b>43,835</b>	<b>43,835</b>
141 -72250-512100-000-00-00-00-00-	DATA PROCESSING PERSONNEL			95,208

**WILLIAMSON COUNTY SCHOOLS**  
**INTRA-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2019-2020**

General Purpose School Fund Intra-category transfers

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
141 -72250-520100-000-00-00-00-00-	SOCIAL SECURITY	ALLOCATE BENEFITS FROM SALARY	14,229	
141 -72250-520400-000-00-00-00-00-	PENSIONS	ALLOCATE BENEFITS FROM SALARY	24,396	
141 -72250-520600-000-00-00-00-00-	LIFE INSURANCE	ALLOCATE BENEFITS FROM SALARY	255	
141 -72250-520700-000-00-00-00-00-	MEDICAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	50,500	
141 -72250-520800-000-00-00-00-00-	DENTAL INSURANCE	ALLOCATE BENEFITS FROM SALARY	2,500	
141 -72250-521200-000-00-00-00-00-	EMPLOYER MEDICARE	ALLOCATE BENEFITS FROM SALARY	3,328	
<b>TOTAL TECHNOLOGY</b>			<b>95,208</b>	<b>95,208</b>
141 -72310-550500-310-00-00-00-00-	JUDGEMENTS/SETTLEMENTS	ENSURE SUFFICIENCY	60,000	
141 -72310-551000-510-00-00-00-00-	TRUSTEE'S COMMISSION	ENSURE SUFFICIENCY	70,000	
141 -72310-551300-510-00-00-00-00-	WORKERS COMPENSATION INSURANCE			130,000
<b>TOTAL BOARD OF EDUCATION</b>			<b>130,000</b>	<b>130,000</b>
141 -72320-510100-000-00-00-00-00-	CO OFFICIAL/ADM OFFICER	MOVING EXPENSES	12,000	
141 -72320-510101-000-00-00-00-00-	CO OFFICIAL/VACATION PAYOUT			12,000
141 -72320-516100-000-00-00-00-00-	SECRETARY(S)	ENSURE SUFFICIENCY	5,200	
141 -72320-518900-000-00-00-00-00-	OTHER SALARIES & WAGES			5,200
141 -72320-520100-000-00-00-00-00-	SOCIAL SECURITY			1,350
141 -72320-520400-000-00-00-00-00-	PENSIONS	ENSURE SUFFICIENCY	1,100	
141 -72320-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	250	
<b>TOTAL OFFICE OF SUPERINTENDENT</b>			<b>18,550</b>	<b>18,550</b>
141 -72410-513900-000-00-00-00-00-	ASSISTANT PRINCIPALS			18,000
141 -72410-516100-000-00-00-00-00-	SECRETARY(S)	ENSURE SUFFICIENCY	18,000	
141 -72410-520100-000-00-00-00-00-	SOCIAL SECURITY			32,275
141 -72410-520400-000-69-00-00-00-	PENSIONS	REALLOCATE BR 1-20-2 TO LOC 69	26,750	
141 -72410-520600-000-00-00-00-00-	LIFE INSURANCE	REALLOCATE BR 1-20-2 TO LOC 69	18	
141 -72410-520700-000-00-00-00-00-	MEDICAL INSURANCE	REALLOCATE BR 1-20-2 TO LOC 69	4,978	
141 -72410-520800-000-00-00-00-00-	DENTAL INSURANCE	REALLOCATE BR 1-20-2 TO LOC 69	166	
141 -72410-521200-000-69-00-00-00-	EMPLOYER MEDICARE	REALLOCATE BR 1-20-2 TO LOC 69	363	
<b>TOTAL OFFICE OF PRINCIPAL</b>			<b>50,275</b>	<b>50,275</b>
141 -72510-511900-000-00-00-00-00-	ACCOUNTANTS/BOOKKEEPERS			2,800
141 -72510-512200-000-00-00-00-00-	PURCHASING PERSONNEL	ENSURE SUFFICIENCY	1,900	
141 -72510-518900-000-00-00-00-00-	OTHER SALARIES & WAGES	VACATION PAYOUT	900	
141 -72510-520100-000-00-00-00-00-	SOCIAL SECURITY			500
141 -72510-520400-000-00-00-00-00-	PENSIONS	ENSURE SUFFICIENCY	500	
<b>TOTAL FISCAL SERVICES</b>			<b>3,300</b>	<b>3,300</b>
141 -72520-539906-127-00-00-00-00-	OCS-ADVERTISEMENTS			6,000
141 -72520-549900-127-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	IAUTOMATION LEAVE DOCS	13,125	

**WILLIAMSON COUNTY SCHOOLS**  
**INTRA-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2019-2020**

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
141 -72520-552455-127-00-00-00-00-	IN SERVICE-CONFERENCES			7,125
<b>TOTAL HUMAN RESOURCES/PERSONNEL</b>			<b>13,125</b>	<b>13,125</b>
141 -72610-516100-000-00-00-00-00-	SECRETARY(S)	ENSURE SUFFICIENCY	77	
141 -72610-516600-000-00-00-00-00-	CUSTODIAL PERSONNEL			77
141 -72610-518966-350-79-00-00-00-00-	OSW-FIELD MAINTENANCE			3,455
141 -72610-541500-510-00-00-00-00-00-	ELECTRICITY			300,000
141 -72610-545400-510-00-00-00-00-00-	WATER AND SEWER	ENSURE SUFFICIENCY	100,000	
141 -72610-549966-350-00-00-00-00-00-	OS&M-FIELD MAINTENANCE	SUMMER SUPPLIES	3,455	
141 -72610-550200-510-00-00-00-00-00-	BUILDING & CONTENTS INSURANCE	ENSURE SUFFICIENCY	200,000	
<b>TOTAL OPERATION OF PLANT</b>			<b>303,532</b>	<b>303,532</b>
141 -72710-514200-000-00-00-00-00-00-	MECHANICS(S)			125,000.00
141 -72710-518700-000-00-00-00-00-00-	OVERTIME PAY	ENSURE SUFFICIENCY	125,000.00	
141 -72710-533800-710-00-00-00-00-00-	MAINTENANCE & REPAIR SV-VEHICLE			100,000.00
141 -72710-545300-710-00-00-00-00-00-	VEHICLE PARTS	ENSURE SUFFICIENCY	130,000.00	
141 -72710-545320-710-00-00-00-00-00-	VEHICLE PARTS-MAINT DEPT			30,000.00
<b>TOTAL TRANSPORTATION</b>			<b>255,000</b>	<b>255,000</b>
141 -72901-539900-000-00-00-00-00-P8020	OTHER CONTRACTED SERVICES			26,000.00
141 -72901-549900-000-00-00-00-00-P8020	OTHER SUPPLIES AND MATERIALS	FEMA MONEY IN CORRECT ACCTS	26,000.00	
<b>TOTAL COVID19 SUPPORT SERVICES</b>			<b>26,000</b>	<b>26,000</b>
141 -73300-518900-381-17-00-00-00-G2500	OTHER SALARIES & WAGES (LEAPS GRANT)	REALLOCATE GRANT FUNDS	1,850.00	
141 -73300-520100-381-17-00-00-00-G2500	SOCIAL SECURITY (LEAPS GRANT)	REALLOCATE GRANT FUNDS	114.00	
141 -73300-520400-381-17-00-00-00-G2500	PENSIONS (LEAPS GRANT)	REALLOCATE GRANT FUNDS	156.00	
141 -73300-521200-381-17-00-00-00-G2500	EMPLOYER MEDICARE (LEAPS GRANT)	REALLOCATE GRANT FUNDS	27.00	
141 -73300-535500-381-17-00-00-00-G2500	TRAVEL-MILEAGE (LEAPS GRANT)			2,150.00
141 -73300-542200-381-17-00-00-00-G2500	FOOD SUPPLIES (LEAPS GRANT)	REALLOCATE GRANT FUNDS	3.00	
<b>TOTAL COMMUNITY SERVICES</b>			<b>2,150</b>	<b>2,150</b>
141 -73400-511600-000-00-00-00-00-00-	TEACHERS	ENSURE SUFFICIENCY	10,000.00	
141 -73400-516300-000-00-00-00-00-00-	EDUCATIONAL ASSISTANTS			16,015.00
141 -73400-519600-386-00-00-00-00-00-	IN-SERVICE TRAINING	ENSURE SUFFICIENCY	265.00	
141 -73400-521200-000-00-00-00-00-00-	EMPLOYER MEDICARE			250.00
141 -73400-521700-000-00-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	250.00	
141 -73400-535500-386-00-00-00-00-00-	TRAVEL-MILEAGE	ENSURE SUFFICIENCY	500.00	
141 -73400-539900-386-00-00-00-00-00-	OTHER CONTRACTED SERVICES			500.00
141 -73400-542900-386-00-00-00-00-00-	INSTRUCTIONAL SUPPLIES & MATLS			1,700.00
141 -73400-542900-386-00-00-00-00-G7345	INSTRUCTIONAL SUPPLIES & MATLS (VOL PRE-K GRANT)	GRANT ALLOCATION	3,000.00	
141 -73400-572200-386-00-00-00-00-00-	REGULAR INSTRUCTION EQUIPMENT			550.00

**WILLIAMSON COUNTY SCHOOLS  
 INTRA-CATEGORY BUDGET ADJUSTMENTS  
 FISCAL YEAR 2019-2020**

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
141 -73400-572200-386-00-00-00-00-G7345	REGULAR INSTRUCTION EQUIPMENT (VOL PRE-K GRANT)	GRANT ALLOCATION	5,000.00	
	<b>TOTAL EARLY CHILDHOOD EDUCATION</b>		<b>19,015</b>	<b>19,015</b>
141 -73901-539900-000-00-00-00-00-P8020	OTHER CONTRACTED SERVICES			6,300.00
141 -73901-549900-000-00-00-00-00-P8020	OTHER SUPPLIES AND MATERIALS	FEMA MONEY IN CORRECT ACCTS	6,300.00	
	<b>TOTAL COVID19 NON-INSTRUCTIONAL</b>		<b>6,300</b>	<b>6,300</b>

**WILLIAMSON COUNTY SCHOOLS  
 INTER-CATEGORY BUDGET ADJUSTMENTS  
 FISCAL YEAR 2019-2020**

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
<u>CENTRAL CAFETERIA - FUND 143</u>				
143 -73100-516200-000-00-00-00-00-	CLERICAL PERSONNEL	ENSURE SUFFICIENCY	5,500	
143 -73100-516500-000-00-00-00-00-	CAFETERIA PERSONNEL	ENSURE SUFFICIENCY	342,000	
143 -73100-516530-000-00-00-00-00-	CAFÉ PERSONNEL-RETAIN/RECRUIT	ENSURE SUFFICIENCY	1,800	
143 -73100-518600-000-00-00-00-00-	LONGEVITY			4,950
143 -73100-518700-000-00-00-00-00-	OVERTIME PAY			45,000
143 -73100-518900-000-00-00-00-00-	OTHER SALARIES & WAGES	ENSURE SUFFICIENCY	62,471	
143 -73100-518925-000-00-00-00-00-	OSW-BONUS			8,520
143 -73100-520100-000-00-00-00-00-	SOCIAL SECURITY	ENSURE SUFFICIENCY	10,005	
143 -73100-520400-000-00-00-00-00-	PENSIONS	ENSURE SUFFICIENCY	5,695	
143 -73100-520600-000-00-00-00-00-	LIFE INSURANCE	ENSURE SUFFICIENCY	769	
143 -73100-520700-000-00-00-00-00-	MEDICAL INSURANCE	ENSURE SUFFICIENCY	242,890	
143 -73100-520800-000-00-00-00-00-	DENTAL INSURANCE	ENSURE SUFFICIENCY	3,100	
143 -73100-521200-000-00-00-00-00-	EMPLOYER MEDICARE	ENSURE SUFFICIENCY	2,541	
143 -73100-541500-000-00-00-00-00-	ELECTRICITY			500,000
143 -73100-542200-000-00-00-00-00-	FOOD SUPPLIES			118,301
143 -73100-549900-000-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			10,000
143 -73100-559900-000-00-00-00-00-	OTHER CHARGES	COVID19 EXPENSES	10,000	
	<b>TOTAL CENTRAL CAFETERIA</b>		<b>686,771</b>	<b>686,771</b>
143 -73901-539900-000-00-00-00-P8020	OTHER CONTRACTED SERVICES			7,000
143 -73901-579000-000-00-00-00-P8020	OTHER EQUIPMENT	FEMA MONEY IN CORRECT ACCTS	7,000	
	<b>TOTAL CENTRAL CAFETERIA</b>		<b>7,000</b>	<b>7,000</b>

**WILLIAMSON COUNTY SCHOOLS  
 INTER-CATEGORY BUDGET ADJUSTMENTS  
 FISCAL YEAR 2019-2020**

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
<u>EXTENDED SCHOOL PROGRAM - FUND 146</u>				
146 -73300-511900-000-00-00-00-00-	ACCOUNTANTS/BOOKKEEPERS		500	
146 -73300-516400-000-00-00-00-00-	ATTENDANTS			86,600
146 -73300-518600-000-00-00-00-00-	LONGEVITY		1,100	
146 -73300-518900-000-00-00-00-00-	OTHER SALARIES & WAGES		95,000	
146 -73300-518925-000-00-00-00-00-	OSW-BONUS			10,000
146 -73300-520600-000-00-00-00-00-	LIFE INSURANCE		100	
146 -73300-520800-000-00-00-00-00-	DENTAL INSURANCE		2,000	
146 -73300-521000-000-00-00-00-00-	UNEMPLOYMENT COMPENSATION	ENSURE SUFFICIENCY	2,500	
146 -73300-521200-000-00-00-00-00-	EMPLOYER MEDICARE			2,100
146 -73300-539900-000-00-00-00-00-	OTHER CONTRACTED SERVICES			22,500
146 -73300-549900-382-00-00-00-00-P2735	OTHER SUPPLIES AND MATERIALS			6,080
146 -73300-550900-000-00-00-00-00-	REFUNDS	ENSURE SUFFICIENCY	20,000	
146 -73300-579000-382-00-00-00-00-P2735	OTHER EQUIPMENT	CHROMEBOOKS	6,080	
	<b>TOTAL EXTENDED SCHOOL PROGRAM</b>		<b>127,280</b>	<b>127,280</b>
146 -73901-539900-000-00-00-00-00-P8020	OTHER CONTRACTED SERVICES			8,500
146 -73901-549900-000-00-00-00-00-P8020	OTHER SUPPLIES AND MATERIALS	FEMA MONEY IN CORRECT ACCTS	8,500	
	<b>TOTAL COVID19 NON-INSTRUCTIONAL</b>		<b>8,500</b>	<b>8,500</b>

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION APPROVING LEASE/PURCHASE AGREEMENTS FOR APPLE IMAC COMPUTERS FOR TV & FILM CLASSES**

**WHEREAS,** state statutes require that the local legislative body approve all lease purchase agreements or other contracts for all departments that extend beyond the fiscal year; and

**WHEREAS,** Williamson County Board of Education desires to enter a lease purchase agreement for iMac Computers that will be used by our students for a total principal cost of \$583,180, an interest cost of .49% with a yearly commitment for four years of \$146,865.71 if approved in subsequent budgets and at the end of the lease will become property of the Board; and

**WHEREAS,** the Board has used high end computers for these classes and has leased them in prior years as well;

**WHEREAS,** this contract will be the responsibility of the Williamson County Board of Education and will be funded each year through the budget with proper budget approval;

**NOW, THEREFORE BE IT RESOLVED that** the Williamson County Board of County Commissioners meeting in regular session on July , 2020 authorize the Williamson County Board of Education to enter into this lease purchase agreement for Chromebook computers.

\_\_\_\_\_  
Commissioner Tom Tunnicliffe

Committees Referred to & Action Taken

- |                          |                |
|--------------------------|----------------|
| 1. School Board          | Yes ___ No ___ |
| 2. Education             | Yes ___ No ___ |
| 3. Budget                | Yes ___ No ___ |
| COMMISSION ACTION TAKEN: | Yes ___ No ___ |

\_\_\_\_\_  
Elaine Anderson-County Clerk

\_\_\_\_\_  
Tommy Little -Commission Chairman

\_\_\_\_\_  
Rogers Anderson-County Executive

\_\_\_\_\_  
Date

**2020-2021**  
**SCHOOL BOARD MEETING SCHEDULE**  
**DRAFT**

<u>POLICY COMMITTEE</u>	<u>WORK SESSION</u>	<u>BOARD MEETING</u>
August 3, 2020	August 13, 2020	August 17, 2020
August 31, 2020*	September 17, 2020	September 21, 2020
October 5, 2020	October 15, 2020	October 19, 2020
November 2, 2020	November 12, 2020	November 16, 2020
January 4, 2021	January 14, 2021	January 19, 2021 (Tues)**
February 1, 2021	February 11, 2021	February 15, 2021
March 1, 2021	March 11, 2021	March 22, 2021***
April 5, 2021	April 15, 2021	April 19, 2021
May 3, 2021	May 13, 2021	May 17, 2021
June 7, 2021	June 17, 2021	June 21, 2021
August 2, 2021	August 12, 2021	August 16, 2021

**Policy Committee and Board Meetings are on Monday unless otherwise noted\*.  
Work Sessions are on Thursday at 6:00 p.m.**

**\*Week early due to Holiday 9/7 and TSBA Fall District Meeting on 9/8**

**\*\*Tuesday due to Holiday on Monday**

**\*\*\*Week later due to Spring Break**

**Board Budget Meeting: One day last week of February 2021 for Board Budget Work Session.  
If need a second meeting, prior to School Board Work Session March 11, 2021.**

**APPROVED:**

**Operations/Facilities & Construction**  
1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
Tel. (615)-472-4040  
Fax (615) 472-5621



To: Kevin Fortney, Director of Facilities/Construction

From: Patrick Harrigan, Capital Project Manager Facilities/Construction

Date: June 5, 2020

Re: Facilities and Construction Project Statuses Updates

**Central East Middle School Completion Date: August 2020**

• **Site Work**

- Fire water loop complete
- Storm drains complete
- Base stone in west parking lot complete (bus lanes)

• **Building Work**

- Covid-19 virus has been confirmed with 9 site personnel. These are painting and concrete subcontractors. This has caused some delays in painting.
- Ceiling grid installation is complete and ceiling tile installation continues
- Case work installation continues throughout building
- Light fixture installation complete
- VCT tile installation 95 percent complete
- Window frames & glass 100%
- Plumbing fixture installation continues throughout building
- All HVAC units have been set on and operational on all floors
- Contractor continues EFIS around building 90%



E corridor



Media Center

Operations/Facilities & Construction  
1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
Tel. (615)-472-4040  
Fax (615) 472-5621



Collaboration room



Cafeteria

**Franklin High School Concession Stand and Athletic Building Addition Completion date September 2020**

**Athletic Building**

- Roof decking continues
- Mason has completed placement of CMU block with brick starting
- Electrical overhead rough in continues in addition
- Plumbing overhead rough in continues in addition
- Opti liner is complete in addition
- Wall paneling installation continues
- Site contractor has is nearing completion of bio-retention pond

**Concession Stand**

- Plumbing in walls continues
- Electrical in walls continues
- Trusses and decking has been placed
- Concrete slab has been poured
- Masons have completed interior and exterior CMU block walls, brick placement to begin next week

Operations/Facilities & Construction  
1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
Tel. (615)-472-4040  
Fax (615) 472-5621



Wall paint has begun



Locker room



Concession Building



Concession Building

**Page High School Phase 2- Completion Date April 2021**

- This is the 1st of 2 three story classroom and admission buildings
- CMU block placement has begun at the east end of building
- Underground and in-wall rough in of electrical conduit has begun
- Underground sanitary sewer line in build has begun
- Site contractor is installing sanitary sewer line north of new building
- Building pad is at subgrade
- Geothermal wells and lateral lines are completed
- Footers at east end of pad are complete, center of pad has begun



East end of building



Underground electrical



Underground sanitary sewer



Underground electrical

**Page Middle School Phase 2 – Completion date March 2021**

- This is the 2<sup>nd</sup> of 2 three story classroom additions to be built. The portion of the original building on this particular spot has been torn down and disposed of off site
- Electricians have completed the underground rough-in at section B, wall rough-in has begun in section B
- Footer placement is complete in section B, section A has begun
- Plumbers have completed underground sanitary sewer line in section A
- Site contractor continues to install underground storm water lines around the building
- Masons have begun CMU block placement in sections A and B

**Operations/Facilities & Construction**  
1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
Tel. (615)-472-4040  
Fax (615) 472-5621



CMU wall placement in B



Underground sanitary sewer



Rebar placement in section A



Building pad

**Fairview Middle School Phase 2 Renovation Completion Date is July 30<sup>th</sup>**

- Dowdle Construction has ordered all material for phase 2
- Painter continues in gym and throughout building
- Ceiling tile installation continues
- Plumbers have started installing fixtures in restrooms
- Terrazzo floor refinish is complete throughout
- Door and hardware installation continues
- VCT flooring installation continues

**Operations/Facilities & Construction**  
1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
Tel. (615)-472-4040  
Fax (615) 472-5621



Paint, ceiling tiles, and lights



Floor preparation



Ceiling has been painted



Cafeteria floor is complete

**Sunset Middle School Auditorium – Projected Completion Date February, 2021**



- Building pad is at subgrade
- Footer placement has begun around the building
- Fire line installation has begun



Footers at east side



Rebar near elevator



Rebar at stage



West side of pad

**Brentwood High School Addition & Renovation Projected Completion Date: April 2021**

- Preconstruction meeting took place on 6-2-2020
- Dowdle Construction has mobilized on the site

**New South & Triune Area Elementary Schools – Projected Completion Date: July 2022**

- The architects and engineers moving forward with design work.

**Land Search**

- The district continues to search for new school sites. Sites have been identified for the proposed east and south elementary schools. Appraisals have been ordered and when completed our consultants will follow up with the required surveys, soil testing, and other due diligence studies. We have encountered difficulties in finding land on county arterial

**Operations/Facilities & Construction**  
**1320 West Main Street, Suite 202**  
**Franklin, TN 37064-3700**  
**Tel. (615)-472-4040**  
**Fax (615) 472-5621**



and collector roads. County ordinance does not allow for public schools to be constructed on local roadway.

To: Williamson County Board of Education

From: Leslie C. Holman, Asst. Superintendent/CFO

Subject: End of Month Financials

Date: June 3, 2020

*LCH*



Please find attached the activity statements for all of our funds for **May 2020**. These statements are prior to reconciliation with trustee.

If you have any further questions, please call me at 472-4022

06/03/2020 14:46  
leslieh

Williamson County Schools  
YTD

P 1  
glytdbud

FOR 2020 11

ACCOUNTS FOR:	ORIGINAL	REVISED	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE	PCT
141 GENERAL PURPOSE SCHOOL	APPROP	BUDGET				BUDGET	USED
40000 REVENUES	-362,038,026	-365,979,464	-342,249,965.22	-813,851.42	.00	-23,729,499.21	93.5%
71100 REGULAR INSTRUCTION	183,591,584	189,706,022	149,872,192.82	17,974,723.59	5,587,898.87	34,245,930.31	81.9%
71150 ALTERNATIVE INSTRUCTION	682,052	682,052	528,989.61	60,556.65	4,153.50	148,908.89	78.2%
71200 SPECIAL EDUCATION INSTRUCTION	52,561,802	55,297,827	46,666,564.84	5,736,580.48	298,597.45	8,332,664.71	84.9%
71300 CAREER AND TECHNICAL EDUCATIO	7,434,885	8,544,335	6,285,097.13	687,399.99	581,689.58	1,677,548.29	80.4%
71400 STUDENT BODY EDUC PRGM	1,850,000	1,850,000	1,274,432.80	23,067.57	73,189.36	502,377.84	72.8%
71901 COVID-19 INSTRUCTIONAL	0	194,000	46,740.07	46,740.07	141,759.00	5,500.93	97.2%
72110 ATTENDANCE	508,299	526,399	452,197.22	45,697.55	.00	74,201.78	85.9%
72120 HEALTH SERVICES	5,615,854	6,162,155	5,282,141.29	611,398.81	28,493.98	851,519.73	86.2%
72130 OTHER STUDENT SUPPORT	11,387,189	12,788,926	10,115,599.13	1,141,678.96	466,286.50	2,207,040.37	82.7%
72210 INSTRUCTION SUPPORT	12,157,740	12,556,220	10,575,406.16	1,138,211.33	107,466.05	1,873,347.32	85.1%
72215 ALTERNATIVE SUPPORT	207,080	207,580	190,071.34	18,871.18	.00	17,508.66	91.6%
72220 SPECIAL EDUCATION SUPPORT	6,216,644	7,366,515	5,862,695.25	583,443.43	204,323.44	1,299,496.31	82.4%
72230 CAREER/TECH EDUC SUPPORT	281,480	337,722	284,641.12	28,849.54	9,081.00	44,000.27	87.0%
72250 TECHNOLOGY	8,118,056	8,148,056	6,512,687.23	406,812.54	1,929,301.00	-293,932.23	103.6%
72310 BOARD OF EDUCATION	16,695,037	7,105,115	5,540,040.34	284,421.03	100,305.35	1,464,769.31	79.4%
72320 OFFICE OF SUPERINTENDENT	1,596,660	1,658,375	1,332,349.60	122,425.77	13,601.86	312,423.46	81.2%
72410 OFFICE OF PRINCIPAL	24,396,215	24,821,840	21,756,875.30	2,266,542.94	.00	3,064,964.70	87.7%
72510 FISCAL SERVICES	1,663,518	1,743,498	1,597,270.73	147,268.24	220.00	146,007.27	91.6%
72520 HUMAN SERVICES/PERSONNEL	1,515,316	1,605,046	1,357,661.60	114,349.42	88,981.50	158,402.90	90.1%
72610 OPERATION OF PLANT	18,541,832	18,636,832	14,716,135.22	788,935.83	1,544,375.38	2,376,321.40	87.2%
72620 MAINTENANCE OF PLANT	9,602,764	10,840,432	7,876,951.70	762,008.35	1,186,667.64	1,776,813.09	83.6%
72710 TRANSPORTATION	19,842,348	21,987,611	16,959,701.75	1,731,824.90	2,243,205.34	2,784,703.91	87.3%
72901 COVID-19 SUPPORT SERVICES	0	115,000	104,987.13	22,328.92	37,762.82	-27,749.95	124.1%
73300 COMMUNITY SERVICES	973,220	1,043,470	860,750.82	53,496.72	10,565.46	172,153.72	83.5%
73400 EARLY CHILDHOOD/PRE K	808,756	898,297	723,298.22	82,899.57	3,051.76	171,947.02	80.9%
73901 COVID-19 NON-INSTRUCTIONAL	0	11,000	5,473.25	4,805.75	5,105.00	421.75	96.2%
TOTAL GENERAL PURPOSE SCHOOL	24,210,305	28,854,861	-25,469,013.55	34,071,487.71	14,666,081.84	39,657,792.55	-37.4%
TOTAL REVENUES	-362,038,026	-365,979,464	-342,249,965.22	-813,851.42	.00	-23,729,499.21	
TOTAL EXPENSES	386,248,331	394,834,325	316,780,951.67	34,885,339.13	14,666,081.84	63,387,291.76	

06/03/2020 14:46  
leslieh

Williamson County Schools  
YTD

P 2  
glytdbud

FOR 2020 11

ACCOUNTS FOR: 142 SCHOOL FEDERAL PROJECTS	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000 REVENUES	-8,557,973	-10,431,621	-8,140,204.16	-1,088,037.13	.00	-2,291,417.20	78.0%
71100 REGULAR INSTRUCTION	676,173	899,607	661,341.26	112,664.19	2,548.02	235,717.59	73.8%
71200 SPECIAL EDUCATION INSTRUCTION	4,586,954	5,619,078	4,719,692.24	495,741.01	249,905.28	649,480.14	88.4%
71300 CAREER AND TECHNICAL EDUCATIO	195,858	196,796	137,055.16	1,766.33	24,761.02	34,979.39	82.2%
72120 HEALTH SERVICES	672,874	819,989	714,620.81	79,341.68	.00	105,368.19	87.2%
72130 OTHER STUDENT SUPPORT	1,244,619	204,831	100,315.51	2,850.11	9,104.23	95,411.04	53.4%
72210 INSTRUCTION SUPPORT	471,672	757,345	444,865.39	86,540.57	20,300.00	292,179.41	61.4%
72220 SPECIAL EDUCATION SUPPORT	433,807	616,066	511,590.53	49,720.53	3,150.00	101,325.47	83.6%
72230 CAREER/TECH EDUC SUPPORT	14,461	14,461	7,417.17	588.78	.00	7,043.83	51.3%
72710 TRANSPORTATION	1,000	1,443	534.24	.00	.00	908.76	37.0%
99100 TRANSFERS OUT	260,555	1,302,007	924,965.94	247,570.26	.00	377,040.74	71.0%
TOTAL SCHOOL FEDERAL PROJECTS	0	0	82,194.09	-11,253.67	309,768.55	-391,962.64	100.0%
TOTAL REVENUES	-8,557,973	-10,431,621	-8,140,204.16	-1,088,037.13	.00	-2,291,417.20	
TOTAL EXPENSES	8,557,973	10,431,621	8,222,398.25	1,076,783.46	309,768.55	1,899,454.56	

06/03/2020 14:46  
leslieh

Williamson County Schools  
YTD

P 3  
glytdbud

FOR 2020 11

ACCOUNTS FOR: 143	CENTRAL CAFETERIA	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000	REVENUES	-13,480,000	-14,062,500	-10,617,112.00	-11,146.09	.00	-3,445,388.00	75.5%
73100	FOOD SERVICE	13,883,216	14,458,216	12,324,340.11	699,273.84	101,303.12	2,032,572.77	85.9%
73901	COVID-19 NON-INSTRUCTIONAL	0	10,000	5,743.86	4,006.74	1,256.14	3,000.00	70.0%
	TOTAL CENTRAL CAFETERIA	403,216	405,716	1,712,971.97	692,134.49	102,559.26	-1,409,815.23	447.5%
	TOTAL REVENUES	-13,480,000	-14,062,500	-10,617,112.00	-11,146.09	.00	-3,445,388.00	
	TOTAL EXPENSES	13,883,216	14,468,216	12,330,083.97	703,280.58	102,559.26	2,035,572.77	

06/03/2020 14:46  
leslieh

Williamson County Schools  
YTD

P 4  
glytdbud

FOR 2020 11

ACCOUNTS FOR: 146	EXTENDED SCHOOL PROGRAM	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000	REVENUES	-6,595,000	-6,602,500	-5,009,929.23	12,775.26	.00	-1,592,570.77	75.9%
73300	COMMUNITY SERVICES	6,901,113	6,901,113	5,425,945.98	308,632.68	25,942.08	1,449,224.94	79.0%
73901	COVID-19 NON-INSTRUCTIONAL	0	10,000	2,807.27	2,807.27	5,629.84	1,562.89	84.4%
99100	TRANSFERS OUT	165,145	165,145	.00	.00	.00	165,145.00	.0%
TOTAL EXTENDED SCHOOL PROGRAM		471,258	473,758	418,824.02	324,215.21	31,571.92	23,362.06	95.1%
TOTAL REVENUES		-6,595,000	-6,602,500	-5,009,929.23	12,775.26	.00	-1,592,570.77	
TOTAL EXPENSES		7,066,258	7,076,258	5,428,753.25	311,439.95	31,571.92	1,615,932.83	

06/03/2020 14:46  
leslieh

Williamson County Schools  
YTD

P 5  
glytdbud

FOR 2020 11

ACCOUNTS FOR: 177	EDUCATION CAPITAL PROJECTS	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000	REVENUES	-399,097,811	-825,680,707	-750,645,188.16	-85,347.32	.00	-75,035,518.55	90.9%
82330	OTHER DEBT SERVICE	0	2,400,000	2,400,000.00	.00	.00	.00	100.0%
91300	EDUCATION CAPITAL OUTLAY	610,481,749	852,448,350	675,415,118.72	4,574,074.86	60,237,251.92	116,795,979.08	86.3%
	TOTAL EDUCATION CAPITAL PROJECTS	211,383,938	29,167,643	-72,830,069.44	4,488,727.54	60,237,251.92	41,760,460.53	-43.2%
	TOTAL REVENUES	-399,097,811	-825,680,707	-750,645,188.16	-85,347.32	.00	-75,035,518.55	
	TOTAL EXPENSES	610,481,749	854,848,350	677,815,118.72	4,574,074.86	60,237,251.92	116,795,979.08	

06/03/2020 14:46  
leslieh

Williamson County Schools  
YTD

P 6  
glytdbud

FOR 2020 11

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	236,468,717	58,901,978	-96,085,092.91	39,565,311.28	75,347,233.49	79,639,837.27	-35.2%

\*\* END OF REPORT - Generated by Leslie Holman \*\*

1320 West Main Street, Suite 202  
 Franklin, TN 37064-3700  
 (615) 472-4000  
 fax (615) 472-4190



To: Leslie Holman *LH*  
 From: Kirk Elliott  
 Date: June 2, 2020  
 RE: Purchasing Report

**Contains bid projects for the month of May 2020**

The following is a summary of pertinent bid data for inclusion with the Board Materials to be reviewed at the next meeting. The summary is in order of ascending bid sequence numbers and not necessarily by date. Pursuant to Board Policy this summary reports recent RFB's (Request for Bids) and RFP's (Request for Proposals) that were administered by the WCS Purchasing Department. As always any purchasing - bid project that may require Board action should appear on the Board Agenda. The projects listed below do not require Board action at the present time and are listed here for your information. If further details are needed please contact the Purchasing Department to review any of the related bid - project files. In addition to the projects listed in this monthly report the WCS Purchasing Department continues to review, approve and process numerous daily purchase orders that encompass day to day operations as well as negotiate renewals of previously bid contracts.

<b>QB #1209</b>	<b>Paving Project - Independence High School Lot A</b>	
<b>Project</b>	This project consists paving Parking Lot A at Independence High School.	
<b>Department/Director</b>	Maintenance, Adam Christopher	
<b>Architect or Engineer</b>	Enoch Jarrell, Huddleston Steele Engineering	
<b>Bid Opening</b>	Friday, May 22, 2020 at 2:00 p.m.	
<b>Bidders Solicited for this Project</b>	<b>Name of Company</b>	<b>Bid Amount</b>
	Gibbs Brothers	\$348,521.00
	Jarrett Paving	
	<b>Rogers Group</b>	<b>\$249,850.00</b>
	Sessions Paving	\$294,216.00
<b>Awarded</b>	<b>Rogers Group</b>	

<b>RFB #1211</b>	<b>Oak View School Sewer Connections</b>	
<b>Project</b>	This project consists of a new connection to sewer at the Oakview Elementary School	
<b>Department/Director</b>	Maintenance, Adam Christopher	
<b>Architect or Engineer</b>	Steven Jones, Water Management Services	
<b>Advertised</b>	Monday May 18, 2020 in the Tennessean	
<b>Bid Opening</b>	Thursday, May 28, 2020 at 10:30 a.m.	
<b>Bidders Solicited for this Project</b>	<b>Name of Company</b>	<b>Bid Amount</b>
	Civil Constructors	
	<b>Contracting Services, Inc.</b>	<b>\$69,320.00</b>
	Dynamis, Inc.	
	Gillespie Construction Enterprises	
	J & H Corp	
	Mid State Constructrion	\$249,885.00
	Romach Construction	
	Roy Joe Angel Construction Co.	
	Underground Pipe & Construction	
W & O Construction Company, Inc.		
<b>Awarded</b>	<b>Contracting Services, Inc.</b>	

<b>RFB #1212</b>	<b>Alterations to WCS-ALC Facility</b>	
<b>Project</b>	This project consisted of separating a wall in order to make additional classroom space.	
<b>Department/Director</b>	Maintenance, Adam Christopher	
<b>Architect or Engineer</b>	Keaton Pettit, Johnson + Bailey Architects	
<b>Advertised</b>	Monday, April 6, 2020 in the Tennessean	
<b>Bid Opening</b>	Friday, April 29, 2020 at 10:30 a.m.	
<b>Bidders Solicited for this Project</b>	<b>Name of Company</b>	<b>Bid Amount</b>
	American Constructors	
	Dowdle Construction	\$59,694.93
	Fellowship Construction	
	Flow Construction	
	Ikon Construction	
	Orion Building Corp.	
	R. C. Matthews	
	R. G. Anderson	
	Rock City Construction	
	<b>Romach Construction</b>	<b>\$55,000.00</b>
	Sain Construction	
	Southland Constructors	
T. W. Frierson Contractor		
<b>Awarded</b>	<b>Romach Construction</b>	

1320 West Main Street Suite 202  
Franklin, Tennessee 37064-3700  
Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: June 2, 2020

RE: Strategic Plan Update  
Strategic Commitment: I  
Goal: 1  
Action Step: Develop a Comprehensive Retention Plan

Status Report:

Retention of our employees continues to be a priority. Our plan includes: Offering competitive compensation; engaging our staff with learning and professional development; and providing opportunities for growth within the district.

For the 2019-20 school year, the board adopted a teacher compensation plan that demonstrated a commitment to not only hiring the best teachers, but to offering competitive compensation to our current teachers. Last year the board also adopted the third phase of a classified employee salary schedule that aligned WCS with competing school districts and some industry. We will continue to evaluate compensation and recommend salary schedule adjustments to remain competitive with the market. A component of the compensation is WCS benefits. Staff continues to work with the county to explore options for retirees to be offered some medical insurance upon their retirement.

All teachers that are new to WCS are assigned a building level mentor, and early career educators are assigned a district level mentor as well. Research on this program indicates that the early career teachers developed quality professional relationships with their mentors that included feeling supported and provided with meaningful professional feedback. With many teachers leaving the profession in the first few years, our mentors provide critical support to develop and encourage those early in their career. This is a practice that sets WCS apart from many of our competing districts.

All teachers are provided with quality professional development opportunities through the teaching and learning team and from outside resources. Teachers who are interested in school administration are offered the opportunity to apply to the Aspiring Administrator Leadership Academy. This is an opportunity for teachers with at least three years of teaching experience.

This spring, WCS implemented a program for classified staff to earn their teaching license through a partnership with Lipscomb University at very low cost the employee. Twenty employees were selected through an application process. They will be placed in a hard to fill teaching position with WCS while participating in the program over three semesters and are committed to teaching for a period of time upon completion of the program.

1320 West Main Street Suite 202  
Franklin, Tennessee 37064-3700  
Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



## MEMORANDUM

TO: Williamson County School Board

FROM: Leslie Holman, Assistant Superintendent of Finance/CFO

DATE: 06/02/2020

RE: Strategic Plan Update  
Strategic Commitment: II  
Goal: 2  
Action Step: 2

### Status Report:

Pursue partnerships and apply for available grants to secure nontraditional revenue.

With the assistance of the Erin Caceres, the Board has applied for and received many grants this year including the latest CARES act funds and FEMA reimbursements for related COVID expenses. The following grants were obtained (outside the normal grants we receive each year) during 2019-2020:

Received:

AAA Driver Safety Grant (\$5,000)  
TVA/Batelle STEM Grant (\$5,000)  
Read to be Ready (\$42,000)  
TDOE STEM Grant (\$30,000)  
TDOE Early Post-Secondary Grant (\$20,000)  
REC/VEX Robotics Grant (\$15,000)  
TN Arts Commission Grant (\$3,000)  
GIVE Grant (\$841,320)

Did not receive:

TDEC VW settlement grant  
American Theatre Wing Grant