



Williamson County Board Work Session

August 12, 2021 6:00 PM

Support Services Building - Professional Development Room

1. Call to Order

2. Consent Agenda

- a. Approval of the June 21, 2021, School Board Meeting Minutes
- b. Approval of the August 10, 2021, Special Called School Board Meeting Minutes
- c. Board Policies - Second Reading
 - I. 5.1082 Telework
- d. Approval of the 2021-2022 Annual Agenda
- e. Recommendation for Fieldtrip Fee Requests
- f. Approval of 2021-22 Sick Bank Trustees
- g. Approval of Outstanding Purchase Orders for School Activity Funds
- h. Approval of Applications and Budgets for IDEA, Part B and IDEA Pre-School Supplemental Grants (American Rescue Plan Act)
- i. Approval of City of Spring Hill Right of Way and Easement-Bucker Lane
- j. Approval of Thompson's Station Right of Way Dedication-Clayton Arnold Road

3. Superintendent's Report (45 minutes)

4. Operations Report (5 minutes)

5. Board Chair Report (10 minutes)

6. New Business

- a. 2021-2022 School Board Budget (10 minutes)
 - I. General Purpose School Fund Amendment 08.21 Carry Forward Reserves \$138,518.65
 - II. General Purpose School Fund Amendment 08.21 Safe Schools Grant \$391,729.37

- III. General Purpose School Fund Amendment 08.21 State Grant Carryover \$9,936.
- IV. General Purpose School Fund Amendment 08.21 Governors Give Grant \$717,420.
- V. General Purpose School Fund Amendment 08.21 Transition Grant \$39,512.
- VI. Extended School Program Fund Amendment 08.21 Child Care Covid Relief Grant \$ 56,000.
- VII. Education Capital Projects Fund 08.21 Intracategory Fairview High Stadium \$146,942.88
- VIII. Education Capital Projects Fund 08.21 Intracategory Trinity Walking Trail \$162,000.

b. Approval of Application and Budget for ESSER 3.0 (Elementary and Secondary School Emergency Relief)

c. Board Policies-First Reading (Recommend First and Final Reading)

- I. 3.211 New Project Planning
- II. 3.220 Access to Private Facilities (New)
- III. 4.101 Instructional Standards (New)
- IV. 4.204 Summer Instructional Programs (New)
- V. 4.213 Family Life Education
- VI. 4.301 Interscholastic Athletics
- VII. 5.106 Application and Employment
- VIII. 5.802 Qualifications and Duties of the Superintendent of Schools
- IX. 5.117 Teacher Tenure
- X. 5.200 Separation Practices for Tenured Teachers
- XI. 5.201 Separation Practices for Non-Tenured Teachers
- XII. 6.200 Attendance

d. Superintendent Goals (Annual Agenda Item)

7. Monthly Reports & Miscellaneous Information

- a. July 2021 End of the Month Financials
- b. June and July Purchasing Reports
- c. 2021-2022 Organizational Chart (Annual Agenda Item)
- d. Overnight - No Cost Field Trips
- e. Strategic Plan III 5 8 - District level PD Support provided on STEM/ Computational thinking for elementary
- f. Strategic Plan III 5 9 - School level high school 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 administration for turnaround school level training.

- g. Strategic Plan I 2 12 - Develop a series of leadership courses open to all in classified positions.
- h. Strategic Plan II 9 9 - Explore feasibility of creating blended learning courses
- i. ESSER 3.0 Reports



Williamson County School Board Meeting
June 21, 2021 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:32 PM.

Mrs. Jennifer Aprea:	Present
Mr. Dan Cash:	Present
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Present
Mrs. Candace Emerson:	Present
Mr. Brad Fiscus:	Absent
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: 11, Absent: 1.

1. Call to Order

- a. Record Attendance
- b. Pledge of Allegiance

Madam Chair Garrett called on the two Williamson County Sheriff's Deputies, Randy Purcell and Jody Cooper, to lead the Pledge of Allegiance, followed by a moment of silence.

2. Items of Particular Public Interest (Public Comment)

Janet Shouse spoke regarding racial diversity and support for Superintendent Golden.

Justin Kanew spoke regarding diversity and inclusion.

Marisa Novak spoke regarding Wit and Wisdom.

Karrie Marren spoke regarding non-profits.

Debbie Pace spoke regarding Wit and Wisdom.

Susan Masie spoke regarding Wit and Wisdom.

Sally Berg spoke regarding Wit and Wisdom.

Kimberly Calcote spoke regarding Wit and Wisdom.

Jen Baker spoke regarding Wit and Wisdom.

Lynn Holcome spoke regarding Wit and Wisdom.

Sharon Blount spoke regarding Wit and Wisdom.

Terry Sinclair spoke regarding Wit and Wisdom.

Marisa Diploth spoke regarding Wit and Wisdom.

Angie Colvin spoke regarding Wit and Wisdom.

Leigh Marshar spoke regarding Wit and Wisdom.

Michelle Sutton spoke regarding Wit and Wisdom.

Hunter Brown spoke regarding reviewing and approving textbooks.

Shanna Lively spoke regarding Wit and Wisdom and not extending Superintendent Golden's contract.

Chara Dixon spoke regarding Wit and Wisdom.

Nebia Hulos spoke regarding Wit and Wisdom.

Andreia Meek spoke regarding Wit and Wisdom.
 Cindy Rudolph spoke regarding textbook adoption concerns.
 Robin Steenman spoke regarding Wit and Wisdom.
 Jim Bickwell spoke regarding Superintendent Golden's contract extension.
 David Holladay spoke regarding Superintendent Golden's contract extension.
 Mich Schreiber spoke regarding Superintendent Golden's contract extension.
 Aimee Decastro spoke regarding Wit and Wisdom.
 Patty Canter spoke regarding discipline.
 Jenni Halterman spoke regarding health freedom.
 Steve Hurinenko spoke regarding Wit and Wisdom.
 David Huddleston spoke regarding Superintendent Golden.
 T. Le spoke regarding diversity in schools.
 Christine Flutt spoke regarding support of Superintendent Golden's contract and Fostering Healthy Solutions.
 Alanna Truss spoke regarding DEI and Superintendent Golden.
 Emily Paisley spoke regarding Wit and Wisdom and Superintendent Golden.
 Shannon Hill spoke regarding Wit and Wisdom.
 Robert Lewis spoke regarding Wit and Wisdom and support of Superintendent Golden's contract extension.
 Jeff Stewart spoke regarding the renewal of Superintendent Golden's and Fostering Healthy Solutions contract extension.
 Amy Cook spoke regarding the renewal of Superintendent Golden's contract and diversity.

3. Superintendent Contract Review and Extension (Annual Agenda Item)

Madam Chair Garrett presented Superintendent Golden's contract for review and extension.

Motion Passed: Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eric Welch.

Mr. Brad Fiscus:	Absent
Mrs. Jennifer Aprea:	Yes
Mr. Jay Galbreath:	Nay
Ms. Sheila Cleveland:	Yes
Mrs. Candace Emerson:	Abstain (With Conflict)
Mr. Rick Wimberly:	Yes
Mr. Eric Welch:	Yes
Mr. KC Haugh:	Yes
Mrs. Nancy Garrett:	Yes
Mrs. Angela Durham:	Yes

Mr. Dan Cash:	Nay
Mr. Eliot Mitchell:	Yes

Yes: 8, Nay: 2, Absent: 1, Abstain (With Conflict): 1

4. Approval of Agenda

Madam Chair Garrett presented the Agenda for approval.

Motion Passed: Motion by Mr. Eric Welch to approve. A second was made by Mr. Eliot Mitchell.

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

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mrs. Jennifer Aprea: Yes

Yes: 11, Nay: 0, Absent: 1

5. Approval of Consent Agenda

Madam Chair Garrett presented the Consent Agenda for approval.

Motion Passed: Motion by Mr. KC Haugh to approve. A second was made by Mr. Eric Welch.

Mr. Brad Fiscus: Absent

Ms. Sheila
Cleveland: Yes

Mrs. Candace
Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Yes: 11, Nay: 0, Absent: 1

a. Approval of the May 17, 2021, School Board Meeting Minutes

b. Board Policies - Second Reading

I. 3.604 Public Records Request

II. 5.100 Personnel Goals (New)

III. 5.202 Separation Practices for Classified Employees

IV. 6.405 Medicines

c. Policy for Deletion - Second Reading

I. 5.3051 Families First Coronavirus Response Act

d. Approval of 2021-2022 SACC Tuition Fees

e. Approval Holy Family Catholic Church Lease of Nolensville Elementary School

6. Communications to the Board

a. Superintendent's Report

Superintendent Golden thanked the School Board for extending his contract until June 2025. He spoke about the hard work of our board, teachers, and staff this school year. Golden stated how proud he is of our faculty, "How we serve our students is permanent. It takes constant attention."

He reminded the School Board that the staff is going through a reconsideration of Wit and Wisdom. Golden said "We are going to be respectful of all students. Everyone deserves respect. We are going to do the right thing by our students. We're doing that as a reflection of your leadership."

Superintendent Golden reviewed the Fostering Healthy Solutions schedule. FHS has the month of July to complete their work for us.

1. To review our policies, procedures, our handbooks and make recommendations for changes.

2. To make recommendations on some strategic goals that we can develop and action steps related to those strategic goals.

Golden talked about the ESSER 3.0 money from the federal government through the state. A questionnaire out to families for input about how to use that funding. He stated that the County Commission will vote on our budget on July 12. He thanked Commissioner Tunnicliffe for attending the meeting and the commitment he has made to the schools.

Golden concluded with "We are going to be professional, respectful, and truthful with the community throughout this process. Thank you for your support."

b. District Update

I. Student, Staff and School Spotlights

In Student Spotlights, Ravenwood High's Matthew Liu, Ravenwood High's Kyle Brown and Brentwood High's Lukas Bowman were recognized for earning a perfect composite score on their ACT exams.

Student-athletes around the district brought home State titles from the Tennessee Secondary School Athletic Association (TSSAA) Spring Fling Tournament. Ravenwood High's Jackson Stone and Ethan Eisenhauer are the TSSAA Boys Division I Large Doubles State champions. The Ravenwood High boys tennis team is the Division I Large Team State champions. The boys tennis coach is Chris Bates. Also from Ravenwood, Reghan Grimes is the Track and Field Girls Division I Large Shot Put and Discus State champion. Her classmate Jordan Rayl is the Track and Field Girls Division I Large 800 Meter Run State champion. They are both coached by Peter Mueller.

From Brentwood High, Bronwyn Harris, Peyton Strauss, Cary Pautienus and Anna Banovac won the Track and Field Girls Division I Large 4x800 Meter State title. Brentwood High's Hollan Powers is the Track and Field Girls Division I Large Outdoor Pentathlon and Pole Vault State champion. Camille Williams, Logan Brownfield, Hollan Powers and Anna Banovac also won the Track and Field Girls Division I Large 4x400 Meter Relay State Championship. Brentwood High's girls track and field team won the Girls Division I Large Team State Championship. The team is coached by Joe Fedoris.

Fairview High's Ryan Keeton is the Track and Field Boys Division I Small 800 Meter Run State champion. His coach is Cory Phillips. Independence High's Jayne Halterman is the Track and Field Girls Division I Large 1,600 Meter Run State champion, and Nolensville High's Elise Dobson is the Track and Field Girls Division I Large High Jump State champion. Jayne is coached by Megan Hardin, and Elise is coached by Brooke Koblitz.

c. Board Chair Report

Madam Chair Garrett reminded the Board Members that we serve all the families, students, staff, and other stakeholders in our community, according to the Board Code of Ethics. Garrett stated that the Board should model civility and respect with all, even those with whom we disagree.

7. New Business

a. 2020-2021 School Board Budget

I. Approval General Purpose Fund Amendment 06.21 Bridge Camps Grant - \$1,121,768.91

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose Fund Amendment 06.21 Bridge Camps Grant in the amount of \$1,121,768.91.

Motion Passed: Motion by Mr. KC Haugh to approve. A second was made by Mr. Dan Cash.

Mr. Brad Fiscus:	Absent
Mrs. Candace Emerson:	Yes
Mr. Rick Wimberly:	Yes
Mr. Eric Welch:	Yes
Mr. KC Haugh:	Yes
Mrs. Nancy Garrett:	Yes
Mrs. Angela	Yes

Durham:
Mr. Dan Yes
Cash:
Mr. Eliot Yes
Mitchell:
Mrs.
Jennifer Yes
Aprea:
Mr. Jay Yes
Galbreath:
Ms. Sheila Yes
Cleveland:

Yes: 11, Nay: 0, Absent: 1

II. Approval General Purpose Fund Amendment 06.21 Learning Camps Grant - \$2,710,768.72

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose Fund Amendment 06.21 Learning Camps Grant in the amount of \$2,710,768.72.

Motion Passed: Motion by Mr. Eric Welch to approve. A second was made by Mr. Rick Wimberly.

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

Yes: 11, Nay: 0, Absent: 1

III. Approval General Purpose Amendment 06.21 STREAM Mini Camps Grant - \$774,505.35

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose Fund Amendment 06.21 STREAM mini Camps Grant in the amount of \$774,505.35.

Motion Passed: Motion by Mrs. Jennifer Aprea to approve. A second was made by Mrs. Candace Emerson.

Mr. Brad Absent
Fiscus:
Mr. Eric Yes
Welch:
Mr. KC Yes
Haugh:
Mrs. Nancy Yes

Garrett:
 Mrs. Angela Durham: Yes
 Mr. Dan Cash: Yes
 Mr. Eliot Mitchell: Yes
 Mrs. Jennifer Aperia: Yes
 Mr. Jay Galbreath: Yes
 Ms. Sheila Cleveland: Yes
 Mrs. Candace Emerson: Yes
 Mr. Rick Wimberly: Yes

Yes: 11, Nay: 0, Absent: 1

IV. Approval General Purpose Amendment 06.21 Childcare COVID Relief Grant - \$56,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose Fund Amendment 06.21 Childcare COVID Relief Grant in the amount of \$56,000.

Motion Passed: Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Candace Emerson.

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

Yes: 11, Nay: 0, Absent: 1

V. Approval General Purpose Fund 06.21 Final Year-End Intra-category Adjustments

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose Fund 06.21 Final Year-End Intra-Category Adjustments.

Motion Passed: Motion by Mr. Rick Wimberly to approve. A second was made by Mrs. Jennifer

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

Yes: 11, Nay: 0, Absent: 1

VI. Approval Central Cafeteria Fund 06.21 Final Year-End Intra-category Adjustments

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Central Cafeteria Fund 06.21 Final Year-End Intra-Category Adjustments.

Motion Passed: Motion by Mr. Eric Welch to approve. A second was made by Mr. Eliot Mitchell.

Mr. Brad Fiscus:	Absent
Mrs. Nancy Garrett:	Yes
Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Yes
Mrs. Jennifer Aprea:	Yes
Mr. Jay Galbreath:	Yes
Ms. Sheila Cleveland:	Yes
Mrs. Candace Emerson:	Yes
Mr. Rick Wimberly:	Yes
Mr. Eric	Yes

Welch:

Mr. KC Yes

Haugh:

Yes: 11, Nay: 0, Absent: 1

VII. Approval Extended School Program Fund 06.21 Final Year End Intra-category Adjustments

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Extended School Program Fund 06.21 Final Year-End Intra-Category Adjustments.

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

Mr. Brad Fiscus: Absent

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Yes: 11, Nay: 0, Absent: 1

b. Approval of PECCA Memorandum of Understanding and Salary Charts (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of PECCA Memorandum of Understanding and Salary Charts (Annual Agenda Item).

Motion Passed: Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Candace Emerson.

Mr. Brad Fiscus: Absent

Mr. Eliot Mitchell: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy: Yes

Garrett:

Mrs. Angela
Durham: Yes

Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

c. Approval of Differentiated Pay Plan (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of Differentiated Pay Plan (Annual Agenda Item).

Motion Passed: Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. Eric Welch.

Mr. Brad Fiscus: Absent

Mrs. Jennifer
Aprea: Yes

Mr. Jay
Galbreath: Yes

Ms. Sheila
Cleveland: Yes

Mrs. Candace
Emerson: Yes

Mr. Rick
Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy
Garrett: Yes

Mrs. Angela
Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Yes: 11, Nay: 0, Absent: 1

d. Approval of School Board Meeting Dates for 2021-2022 (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the School Board Meeting Dates for 2021-2022 (Annual Agenda Item).

Motion Passed: Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. KC Haugh.

Mr. Brad Fiscus: Absent

Mr. Jay
Galbreath: Yes

Ms. Sheila
Cleveland: Yes

Mrs. Candace
Emerson: Yes

Mr. Rick
Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy
Garrett: Yes

Mrs. Angela
Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mrs. Jennifer Yes

Aprea:

Yes: 11, Nay: 0, Absent: 1

e. 2019 – 2020 Additional Tenure Recommendation D. Moore

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the 2019-2020 Additional Tenure Recommendation of D. Moore.

Motion Passed: Motion by Mrs. Jennifer Aprea to approve. A second was made by Mrs. Candace Emerson.

Mr. Brad Fiscus: Absent

Ms. Sheila
Cleveland: Yes

Mrs. Candace
Emerson: Yes

Mr. Rick
Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy
Garrett: Yes

Mrs. Angela
Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mrs. Jennifer
Aprea: Yes

Mr. Jay
Galbreath: Yes

Yes: 11, Nay: 0, Absent: 1

f. Board Policies - First Reading

I. 5.1082 Telework

Madam Chair Garrett called on Superintendent Golden, who recommended approval of Board Policy 5.1082 Telework on first reading.

Motion Passed: Motion by Mr. KC Haugh to approve. A second was made by Mrs. Jennifer Aprea.

Mr. Brad
Fiscus: Absent

Mr. Rick
Wimberly: Yes

Mr. Eric
Welch: Yes

Mr. KC
Haugh: Yes

Mrs. Nancy
Garrett: Yes

Mrs. Angela
Durham: Yes

Mr. Dan
Cash: Yes

Mr. Eliot
Mitchell: Yes

Mrs.
Jennifer Aprea: Yes

Mr. Jay
Galbreath: Yes

Ms. Sheila Yes

Cleveland:

Mrs.

Candace Yes

Emerson:

Yes: 11, Nay: 0, Absent: 1

Motion Failed: Motion by Mr. Eliot Mitchell to strike the end of line 7 through the beginning of line 9. To modify line 9 to the primary residence.. A second was made by Mrs. Jennifer Aprea.

Mr. Brad
Fiscus: Absent

Mrs.
Candace Yes

Emerson:
Mr. Rick
Wimberly: Nay

Mr. Eric
Welch: Nay

Mr. KC
Haugh: Nay

Mrs. Nancy
Garrett: Nay

Mrs. Angela
Durham: Yes

Mr. Dan
Cash: Nay

Mr. Eliot
Mitchell: Yes

Mrs.
Jennifer Yes

Aprea:
Mr. Jay
Galbreath: Nay

Ms. Sheila
Cleveland: Nay

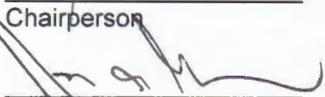
Yes: 4, Nay: 7, Absent: 1

8. Adjournment

There being no further business, Madam Chair Garret adjourned the meeting at 9:06 pm.



Chairperson



Superintendent



Special Called Board Meeting
August 10, 2021 6:00 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:03 PM.

Mrs. Jennifer Aprea:	Present
Mr. Dan Cash:	Present
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Absent
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.

1. Call To Order

a. Pledge of Allegiance

Madam Chair Garrett asked Sheriff's Deputy David Hellstrom to lead the Pledge of Allegiance, followed by a moment of silence.

b. Record Attendance

Madam Chair Garrett asked School Board Members to record their attendance.

2. Items of Particular Public Interest (Public Comment)

The following spoke during the Public Comment section of the meeting. They all spoke to the one agenda item, COVID-19 Safety Protocols.

Calita Perkins, Shelby Rollins, Jim Keffer, Michael Miller, Jennifer Keard, Michelle Soll, Jessica Stutts, David Gilbert, Chelsea Medley, Angela Zuill, Britt Maxwell, Aimaolhi Ahonkhai, Maya Neely, Jennifer King, Sarah Essary, Nick Schreiber, Justin Pride, MaryJane Brown, Tiffany Grier, Drew Flansbaum, Elizabeth Story, Kyle Weaver, Colleen Vanderkolk, LeighAllyn Baker, Thomas Mitchell, Daniel Jordan, David Holliday, Jonathan Wells, Clay Travis

3. New Business

a. COVID-19 Safety Protocols

To require masks for students, staff and visitors at the elementary grade levels inside all buildings and buses effective Thursday, August 12, 2021 and to end on Tuesday, September 21, 2021 at 11:59 p.m.

Teachers who are safely distanced (at least 6 feet) may remove their masks. Exemptions from 2020-2021 will be grandfathered and allow staff and students to exempt with the same set of exemptions, religion and health.

Motion Passed: Motion by Mr. Rick Wimberly As Amended - To require masks for students, staff and visitors at the elementary grade levels inside all buildings and buses effective Thursday, August 12, 2021 and to end on Tuesday, September 21, 2021 at 11:59 p.m. Teachers who are safely distanced (at least 6 feet) may remove their masks. Exemptions from 2020-2021 will be grandfathered and allow staff and students to exempt with the same set of exemptions, religion and health.. A second was made by Mr. Eliot Mitchell.

Mrs. Angela Durham: Absent

Mr. Eric Welch: Absent

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Nay

Mr. Rick Wimberly: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mr. Dan Cash: Nay

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Nay

Yes: 7, Nay: 3, Absent: 2

Motion Failed: Motion by Mr. Dan Cash to defer the action. A second was made by Mrs. Candace Emerson.

Mrs. Angela Durham: Absent

Mr. Eric Welch: Absent

Mr. Eliot Mitchell: Nay

Mr. Brad Fiscus: Nay

Mrs. Jennifer Aprea: Nay

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Nay

Mrs. Candace Emerson: Yes

Mr. Rick Wimberly: Nay

Mr. KC Haugh: Nay

Mrs. Nancy Garrett: Nay

Mr. Dan Cash: Yes

Yes: 3, Nay: 7, Absent: 2

Motion Failed: Motion by Mrs. Jennifer Aprea to amend - to include temporary mask requirement for anyone age under 12 who doesn't have the choice to be vaccinated yet. A second was made by Mr. Eliot Mitchell.

Mrs. Angela Durham: Absent
Mr. Eric Welch: Absent
Mr. Brad Fiscus: Yes

Mrs. Jennifer Aperia: Yes
Mr. Jay Galbreath: Nay
Ms. Sheila Cleveland: Nay
Mrs. Candace Emerson: Nay
Mr. Rick Wimberly: Yes
Mr. KC Haugh: Nay
Mrs. Nancy Garrett: Yes
Mr. Dan Cash: Nay
Mr. Eliot Mitchell: Yes

Yes: 5, Nay: 5, Absent: 2

Motion Passed: Motion by Mr. Jay Galbreath to amend - to end on Tuesday, September 21, 2021, at 11:59 p.m.. A second was made by Mr. Dan Cash.

Mrs. Angela Durham: Absent
Mr. Eric Welch: Absent
Mrs. Jennifer Aperia: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Candace Emerson: Yes
Mr. Rick Wimberly: Yes
Mr. KC Haugh: Yes
Mrs. Nancy Garrett: Nay
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Yes: 9, Nay: 1, Absent: 2

Motion Passed: Motion by Mr. Jay Galbreath to amend - All teachers who are safely distanced (at least 6 feet) may remove their masks. We will grandfather in exemptions from the 2020-2021 schools year and allow staff and students to be exempt with the same set of exemptions, religion, and health.. A second was made by Mr. Dan Cash.

Mrs. Angela Durham: Absent
Mr. Eric Welch: Absent

Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Candace Emerson: Nay
Mr. Rick Wimberly: Yes
Mr. KC Haugh: Yes
Mrs. Nancy Garrett: Nay
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Nay

Mrs. Jennifer Aperia: Yes
Yes: 7, Nay: 3, Absent: 2

4. Adjournment

There being no further business, Madam Chair Garrett adjourned the meeting at 9:51 pm.



Chairperson



Superintendent

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Telework	Descriptor Code: 5.1082	Issued Date: 06/15/20
		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 position
6 are required. An employee's participation in the program will be both initiated and ended at the discretion
7 of the supervisor and/or the Superintendent of Schools. *For the employee to be eligible for telework
8 arrangements, the employee's primary residence shall be located in the state of Tennessee, and the
9 employee must telework from the primary residence located in the state of Tennessee. Employee shall
10 notify his/her supervisor and the Assistant Superintendent of Human Resources at least thirty (30)
11 working days prior to relocating to another state.*

12 *Telework arrangements are not to be considered a universal employee benefit or right. No employee is
13 entitled to or guaranteed the opportunity to a telework arrangement. The Superintendent is responsible
14 for the continued successful operations of Williamson County Schools and thus the Superintendent has
15 the sole discretion to designate positions and/or individuals for telework arrangements. Termination of
16 a teleworking arrangement by the Superintendent, or his/her designee, is not grievable to the Board.*

17 **WORK ENVIRONMENT**

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

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

22 *Telework arrangements do not change the conditions of employment or required compliance with laws
23 and policies. Employees working via a telework arrangement are subject to the same policies, statutes,
24 and procedures applicable to all employees including, but not limited to, time and attendance and leave
25 policies.*

26 *If approved for telework arrangement, the employee is expected to maintain appropriate levels of
27 productivity and quality of work. If working from a home-based location, the employee will be expected
28 to make arrangements which allow the work site to be a productive work environment during the agreed
29 upon work hours. If a decline in performance is noted, the arrangement will be canceled.*

1 *Williamson County Schools will not be responsible for any additional costs associated with alternate*
2 *work locations such as utilities, home maintenance, etc. The employee will be responsible for any tax*
3 *implications of a home-based work location. For a home-based work location, the employee will be*
4 *responsible for providing insurance coverage for equipment, supplies, etc. provided by the employee.*
5 *The employee will be responsible for compliance with any local zoning ordinances or other restrictions*
6 *related to maintaining a home-based work site. Williamson County Schools will not be liable for any*
7 *finances, penalties, taxes or other expenses that may accrue as a result of any violation of applicable*
8 *restrictions.*
9

Williamson County Board of Education

Annual Agenda - Approval based on Board Policy 1.4031

2021-2022

August

- Board Approval of Sick Leave Bank Trustees
- Approval of Outstanding Purchase Orders for School Activity Funds
- Approval of Annual Agenda
- Review of Organizational Chart
- Superintendent Goals

September

- Elect School Board Chairman & Vice Chairman (Board Policy 1.400)
- Approval of Collaborative Conferencing Team
- Public Hearing on Family Life Program Every Three Years (2016, 2019, 2022...)
- Adoption and Approval of Board Goals / Affirm Strategic Plan
- Approval of Calendar Committee Membership for Board
- Approval of Board Parameters School Calendar (Board Policy 1.800)

October

- Superintendent and Chairman to Develop a Budget Preparation Calendar by November 1 of Each School Year (Board Policy 2.200)

November

- Adopt a Code of Ethics (Board Policy 1.106) (moved from October)
- Review of Board Norms (Board Policy 1.107) (moved from October)
- Board Approval of Textbook Adoption Committee(s)
- Capital Improvement Plan Development
- LEA Compliance Report – Due November 30

December

January

- Board approval of Proposed School Year Calendar (Board Policy 1.800)
- Policy Committee Report on Annual Review of Board Policies
- Board Approval of Open and/or Closed Zones

February

- Approval of Family Tuition Rate
- Approval of School Fees
- Board Annual Approval of Acceptable Use Guidelines – (Board Policy 5.404p)

March

- Board Approval of Next Year's Operational Budgets and Capital Requests
- Board Approval for High School Courses and Special Course Applications
- Board Approval of Textbooks Adoption Committee Recommendation
- ~~Teen Pregnancy Rate (Board Policy 4.213 Family Life Education)~~

April

- Board Approval of Facilities Use Fee Schedule (Board Policy 3.206)
- ENCORE Summer Enrichment Program Fees
- Tenure Recommendations of Superintendent to Board

May

- Board Evaluation of Superintendent
- Board Approval of ESEA Grants
- High Performing School District Flexibility Act (Every 3 years 2017, 2020, 2023, 2026...)

June

- Superintendent Contract Review and Extension
- Board Approval of PECCA Memorandum of Understanding
- Differentiated Pay Plan
- Evaluation of Board Goals/Affirm Strategic Plan
- Approval of School Board Meeting Dates

July

School Board Field Trip Approval Report

(Field Trips With Student Fees over \$100)

Trip ID	Trip Date	Return Date	Approved	Origin	Trip Name	Trip Type	Activity Type	#	Destination
30367	6/23/2021	6/26/2021	5/17/2021	Brentwood High	UCA Camp	Athletic Trip	Varsity Cheer	42	University of Alabama in Huntsville
Notes/Fees over100 - \$400 per student approximately. No WCS bus needed.									
30371	6/23/2021	6/26/2021	5/17/2021	Brentwood High	UCA Camp	Athletic Trip	JV Cheer	42	University of Alabama in Huntsville
Notes/Fees over100 - \$400 per student approximately. No WCS bus needed.									
30453	6/23/2021	6/26/2021	6/1/2021	Brentwood Middle	UCA Camp	Athletic Trip		51	University of Alabama in Huntsville
Notes/Fees over100-Cost per student is \$365.00 No bus required,parents driving athlete to and from camp									
30408	7/26/2021	7/30/2021	5/24/2021	Centennial High	CHS Football Cheer	Athletic Trip	9th - 12th grade	32	Panama City Beach Cheer Camp
Notes/Fees over100 - \$425.00 per athlete and are fundraising to help with the cost. No driver or bus needed. They are driving down with parents									
30559	1/13/2022	1/17/2022	8/11/2021	Mill Creek Middle	Junior Theatre Festival	Academic Field Trip	Drama	38	Cobb Galleria
Notes/Fees over100. The cost per student is anticipated to be up to \$950. Fundraising will occur to offset the cost to the students. We will leave right after school on Jan. 13th. We need to leave by 3:00 pm to drive to Atlanta, GA. We are trying to add the Georgia Aquarium on Jan. 17th from 9:00-12:00 but it isn't accepting it. We will be using a Charter Bus for transportation. NO WCS Bus Drivers Needed. We also will be driving to various restaurants and locations around the Cobb Galleria for the Venue. Cost includes JTF registration, food, transportation, venue, etc. i-Theatrics is currently working on continual COVID safety protocol. They just finished a successful run in Houston TX where we wore face masks and had 2,000 in attendance.									
30352	10/12/2021	10/16/2021	8/11/2021	Sunset Middle	Universal Studios	Band Trip	Concert	100	Universal Studios Florida
Notes/Fees over100. \$850.00 per student. We will fundraiser by selling mums, citisaver coupon books, chili dinner, candles and cookies throughout the school year to off set costs. The actual departure for the trip would be at 6:00 AM on the 12th and we would arrive in Florida at around 8:00 PM on the same day. The actual departure for home from the trip would be on the 16th at 6:00 AM arriving back in Nolensville at around 8:00 PM. The workshop would happen on October 13, which would require an October 12 departure to keep from driving overnight. We will abide by whatever the CDC and School board requires at the time of departures when it come to masking and social distancing. We can move the trip to the spring if we need, but the workshops fill up fast and so does the amusement park. I am shooting for the fall to avoid family spring break trips and the crowds as much as possible.									

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Franklin, Tennessee 37064-3700
Phone (615) 472-4000
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Website: <http://www.wcs.edu>



MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: August 16, 2021

RE: Sick Bank Trustee Recommendation for 2021-22

Pursuant to Williamson County Board of Education policy 5.3021, Educator Sick Leave Bank – Teacher, the teacher sick leave bank shall be administered by a committee of sick leave trustees. WCEA appoints and approves educators for the Educator Sick Bank Committee. Both of the educators served last year, one in his second term and the other in her third term and are recommended to serve another term. The Board of Education is responsible for appointing two of its members to the committee. Mr. Golden or his designee will chair the committee. Committee membership recommended for approval for the 2021-22 school year is as follows.

Certified Sick Bank

KC Haugh (3rd year to serve)
Angela Durham (2nd year to serve)

2 WCEA Representatives

Kerry Vaughn (2nd year to serve)
Celeste Grider (3rd year to serve)

Staff recommends approval.

MEMORANDUM

Date: July 21, 2021

To: Williamson County Board of Education Members

From: Cindy Darnell
Internal Audit
Budget and Finance Department

Re: Approval of Outstanding Purchase Orders for School Activity Funds

The Tennessee Internal School Uniform Accounting Policy Manual, Section 5, Title 3 (page 5-16) notes *“the local board must approve accounts payable that will not be liquidated during the current fiscal year.”* Attached you will find a list of all purchase orders issued by schools to be paid by school funds which were not liquidated as of June 30, 2021.

The reason that a particular item has not been liquidated varies by order, however, the most common reason is that the order and/or invoice was not received as of the cutoff date required for reporting the information. There are also occasions when an order must be placed during June, but the goods will not be shipped until school resumes. Although the Manual calls for reporting *accounts payable*, we are disclosing all open purchase orders in the event that goods are shipped or invoices received prior to June 30, 2021 without sufficient time to liquidate or in the bookkeeper’s absence, thus generating accounts payable.

The attached list includes the purchase order number, vendor, purchase order amount, and the reason the order has not been liquidated. Also included is the account information to include name, number and type of account that the purchase order is charged against. When “G” is noted, the account listed is a general fund expenditure account; “R” indicates a restricted account.

As noted in the Manual, please review and approve the attached list of outstanding purchase orders issued during the 2020-2021 school year that will be paid, upon delivery of goods, confirmation of delivery and presentation of an invoice, during the 2021-2022 school year. If you have any questions related to the attached list or the requirements of the Tennessee Internal School Uniform Accounting Policy Manual, please feel free to contact me by email at cynthia.darnell@wcs.edu or by telephone at 472-4015.

Thank you for your assistance in this matter.

School	Vendor	PO Number	Account (Number & Description)	Fund (General or (R)estricted)	Amount	Reason Not Liquidated
Elementary Schools						
BES	FOLLETT SCHOOL SOLUTIONS	10818	913.000 BOOKFAIR/LIBRARY	R	479.56	ITEMS NOT RECEIVED
BES Total					\$ 479.56	
CCES	AMAZON	22-3479	906.935 BUILDING ENHANCEMENTS	R	59.99	INVOICE NOT RECEIVED
CCES	AMAZON	22-3480	907.000 PTO PROFESSIONAL DEV	R	18.89	INVOICE NOT RECEIVED
CCES	WALMART	22-3476	912.000 RECYCLING	R	208.52	INVOICE NOT RECEIVED
CCES	WALMART	22-3476	401.001 ADMINISTRATIVE EXPENSE	G	59.70	INVOICE NOT RECEIVED
CCES	SCHOOLMATE	22-3418	402.200 CLASS FEES	G	1,749.75	ITEMS NOT RECEIVED
CCES	SYSTEM INTERGRATION	22-3462	906.920 PTO TECHNOLOGY	R	24,163.56	ITEMS NOT RECEIVED
CCES	WEST MUSIC	22-3400	904.000 MUSIC	R	1,057.50	ITEMS NOT RECEIVED
CCES	AMAZON	22-3470	901.000 PTO POOLED	R	598.15	ITEMS NOT RECEIVED
CCES Total					\$ 27,916.06	
CES	FOLLETT	2970	907.666 PTO SHANNON MEADOW	R	750.00	ITEMS NOT RECEIVED
CES	FOLLETT	2973	920.666 LIBRARY DONATION	R	300.00	ITEMS NOT RECEIVED
CES	OFFICE DEPOT	2975	907.804 PTO/ADMINISTRATION	R	162.38	ITEMS NOT RECEIVED
CES Total					\$ 1,212.38	
CGES	SCHOOL DATEBOOKS	10041	405.003 YEARBOOK	R	604.55	ITEMS NOT RECEIVED
CGES	SCHOOL TOOL BOX	10040	906.000 PTO	R	578.33	ITEMS NOT RECEIVED
CGES Total					\$ 1,182.88	
CSES	CBI	391	901.000 RESTRICTED DONATIONS	R	362.38	ITEMS NOT RECEIVED
CSES	MID SOUTH RECREATION, INC	415	901.000 RESTRICTED DONATIONS	R	5,545.00	ITEMS NOT RECEIVED
CSES Total					\$ 5,907.38	
HBES	System Integrations	2282	927.000 Donation for replacement	R	8,054.52	ITEMS NOT RECEIVED
HBES Total					\$ 8,054.52	
HEMS	MATHEWS TEAM SPORT	3343	601.000 ATHLETICS	R	4,620.00	ITEMS NOT RECEIVED
HEMS	VARSITY	3400	612.000 CHEER FEES	R	3,674.30	ITEMS NOT RECEIVED
HEMS	CHEEKWOOD GOLF	3410	601.000 ATHLETICS	R	320.00	INVOICE NOT RECEIVED
HEMS Total					\$ 8,614.30	
LES	SYSTEM INTEGRATIONS	20782	917.000 DONATIONS FROM PTO	R	32,218.08	ITEMS NOT RECEIVED
LES	GOPHER	20767	917.000 DONATIONS FROM PTO	R	40.45	ITEMS NOT RECEIVED
LES Total					\$ 32,258.53	
LVES	COMMTECH	2121	905.009 FUN RUN	R	2,613.55	ITEMS NOT RECEIVED
LVES Total					\$ 2,613.55	
NES	FOLLETT	931	908.000 BOOK FAIR	R	1,729.89	ITEMS NOT RECEIVED
NES	STENHOUSE PUBLISHER	933	928.000 EXONMOBIL GRANT	R	571.16	ITEMS NOT RECEIVED
NES	BSN SPORTS	938	905.020 2020/2021 NES WISH LIST	R	1,076.26	ITEMS NOT RECEIVED

NES	CENTRAL TECHNOLOGIES	940	905.020 2020/2021 NES WISH LIST	R	50,869.00	ITEMS NOT RECEIVED
NES	AMAZON	943	905.020 2020/2021 NES WISH LIST	R	383.98	INVOICE NOT RECEIVED
NES	BSN SPORTS	944	912.000 HOLY FAMILY DONATION	R	11,211.04	ITEMS NOT RECEIVED
NES	HERFF JONES	947	415.002 YEARBOOK EXPENSE	G	75.00	INVOICE NOT RECEIVED
NES Total					\$ 65,916.33	
OVES	FOLLETT SCHOOL SOLUTIONS	68-1671	930.000 CELEBRATION BOOK CLUB	R	90.00	ITEMS NOT RECEIVED
OVES	FOLLETT SCHOOL SOLUTIONS	68-1671	414.042 LIBRARY LOST/DAMAGED BOOK	G	183.66	ITEMS NOT RECEIVED
OVES Total					\$ 273.66	
SES	BOOKSOURCE	2026	932.003 PTO BUDGET	R	538.50	ITEMS NOT RECEIVED
SES	SCHOOL DATEBOOKS	2041	404.001 BOOKSTORE EXPENSE	G	1,574.44	ITEMS NOT RECEIVED
SES Total					\$ 2,112.94	
SSES	FOLLETT	7676	904.000 LIBRARY 906.700 PTO DONATION/906.000 PTO	R	525.00	ITEMS NOT RECEIVED
SSES	CENTRAL TECHNOLOGIES,INC.	7679	POOLED	R	39,130.00	ITEMS NOT RECEIVED
SSES	MID-SOUTH RECREATION	7687	906.000 PTO POOLED	R	160.00	ITEMS NOT RECEIVED
SSES Total					\$ 39,815.00	
TSES	Mid-South Recreation	652	905.000 PTO Restricted Funds	R	2,466.00	ITEMS NOT RECEIVED
TSES Total					2,466.00	
WGES	GREAT SOUTHERN RECREATION	2978	407.000 DONATION EXP	G	750.00	INVOICE NOT RECEIVED
WGES Total					\$ 750.00	

Middle Schools

BMS	MATHEWS TEAM SPORTS	365	610.000 VOLLEYBALL	R	1,290.00	ITEMS NOT RECEIVED
BMS	SCHOOL DATEBOOKS	384	402.029 AGENDAS	G	5,059.77	ITEMS NOT RECEIVED
BMS	AMRO MUSIC	388	901.000 BAND	R	47.73	INVOICE NOT RECEIVED
BMS	PLAYSCRIPTS	398	803.000 DRAMA	R	304.67	ITEMS NOT RECEIVED
BMS	MATHEWS TEAM SPORTS	407	601.000 ATHLETICS	R	3,324.00	ITEMS NOT RECEIVED
BMS	MATHEWS TEAM SPORTS	408	601.000 ATHLETICS	R	3,240.00	ITEMS NOT RECEIVED
BMS	ROBOTICS EDUCATION	420	814.000 ROBOTICS	R	259.76	INVOICE NOT RECEIVED
BMS	THEATRICAL RIGHTS	427	803.000 DRAMA	R	700	INVOICE NOT RECEIVED
BMS	FLINN SCIENTIFIC	428	906.007 PTO/SCHOOL EQUIPMENT	R	2,500.00	ITEMS NOT RECEIVED
BMS	VARSITY	431	612.000 CHEER	R	3,271.96	INVOICE NOT RECEIVED
BMS	CBI	433	906.007 PTO/SCHOOL EQUIPMENT	R	29,251.50	INVOICE NOT RECEIVED
BMS	MATHEWS TEAM SPORTS	437	402.007 INST/GYM HEALTH	G	3,447.60	ITEMS NOT RECEIVED
BMS	CONN SELMER	441	901.000 BAND	R	97	INVOICE NOT RECEIVED
BMS	BUREAU OF EDUCATION	444	906.005 PTO/PROF DEV	R	279	INVOICE NOT RECEIVED
BMS	AMAZON	445	606.000 TENNIS	R	226.22	INVOICE NOT RECEIVED
BMS	AMAZON	446	903.000 BEP	R	1,035.59	ITEMS NOT RECEIVED
BMS Total					\$ 54,334.80	

FMS	MATHEWS TEAM SPORTS	33-3813	609 SOFTBALL	R	2,066.00	INVOICE NOT RECEIVED
FMS	HARPEETH VALLEY GOLF CENTER	33-3905	605.000 GOLF	R	500.00	INVOICE NOT RECEIVED
FMS	OFFICE DEPOT	33-3927	903.001 BEP SCHOOL POOLED	R	329.17	INVOICE NOT RECEIVED
FMS	MATHEWS TEAM SPORTS	33-3949	604.000 FOOTBALL	R	3,410.00	ITEMS NOT RECEIVED
			602.002 BASKETBALL - BOYS 601.000			
FMS	MATHEWS TEAM SPORTS	33-3953	ATHLETICS	R	504.00	ITEMS NOT RECEIVED
FMS	MATHEWS TEAM SPORTS	33-3957	610.000 VOLLEYBALL	R	495.00	ITEMS NOT RECEIVED
FMS	MATHEWS TEAM SPORTS	33-3958	604.000 FOOTBALL	R	3,045.90	ITEMS NOT RECEIVED
FMS Total					\$	10,350.07
GMS	VARSITY	88585	623.000 JV CHEER	R	658.70	ITEMS NOT RECEIVED
GMS	WILLIAMS FINE VIOLIN	88590	704.000 STRINGS	R	60.00	INVOICE NOT RECEIVED
GMS	AMAZON	88595	702.000 DRAMA	R	78.33	INVOICE NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	88745	601.000 ATHLETICS	R	4,235.00	ITEMS NOT RECEIVED
GMS	AMAZON	88836	704.000 STRINGS	R	50.00	INVOICE NOT RECEIVED
GMS	AMAZON	88837	805.000 CI3T	R	2,400.00	INVOICE NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	88838	601.000 ATHLETICS	R	3,300.00	ITEMS NOT RECEIVED
GMS	AMAZON	88844	620.000 INVEST	R	200.00	INVOICE NOT RECEIVED
GMS	NASHVILLE READY MIX, INC	88848	601.000 ATHLETICS	R	1,750.00	INVOICE NOT RECEIVED
GMS	VARSITY	88849	621.000 FOOTBALL CHEER	R	500.00	INVOICE NOT RECEIVED
GMS	COLUMBUS PERCUSSION	88853	700.000 BAND	R	1,789.00	ITEMS NOT RECEIVED
GMS	WENGER CORP	88856	700.000 BAND	R	358.00	ITEMS NOT RECEIVED
GMS	CAPITAL ONE	88859	620.000 INVEST	R	89.62	INVOICE NOT RECEIVED
GMS	GRASSLAND LANDSCAPING	88866	601.000 ATHLETICS	R	600.00	INVOICE NOT RECEIVED
GMS	AMAZON	88867	905.000 LMC	R	15.00	ITEMS NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	88868	601.000 ATHLETICS	R	900.00	ITEMS NOT RECEIVED
GMS	AMAZON	88761	903.042 BEP OLDHAM, SUSAN	R	50.00	INVOICE NOT RECEIVED
GMS	JW PEPPER	88854	700.000 BAND	R	289.74	ITEMS NOT RECEIVED
GMS	AMRO MUSIC STORE, INC	88855	700.000 BAND	R	2,056.00	ITEMS NOT RECEIVED
GMS	FORKS DRUM CLOSET	88860	700.000 BAND	R	720.00	ITEMS NOT RECEIVED
GMS Total					\$	20,099.39
LMS	MATHEWS TEAM SPORTS	260	611.000 BOYS SOCCER	R	6.00	BACKORDERED ITEM
LMS	MATHEWS TEAM SPORTS	264	604.000 FOOTBALL	R	915.20	ITEMS NOT RECEIVED
LMS	VARSITY SPIRIT FASHIONS	278	612.100 CHEER 2021-22	R	2,114.50	ITEMS NOT RECEIVED
LMS	AMAZON CAPITAL SERVICES	282	612.100 CHEER 2021-22	R	249.54	ITEMS NOT RECEIVED
LMS	TITUS LAWN SERVICE	279	601.000 GENERAL ATHLETICS	R	850.00	SERVICE NOT PERFORMED
LMS Total					\$	4,135.24
MCMS	VARSITY SPIRIT FASHION	2402	#613.010 DANCE TEAM FUNDRAISE	R	\$3,540.50	ITEMS NOT RECEIVED
MCMS Total					\$	3,540.50

PMS	TRACTOR SUPPLY	41-4824	601.000 ATHLETIC	R	150.00	INVOICE NOT RECEIVED
PMS	FUSIONSITE	41-5212	601.000 ATHLETIC	R	240.00	INVOICE NOT RECEIVED
PMS	FERGUSON ENTERPRISES	41-5252	601.000 ATHLETIC	R	192.45	ITEMS NOT RECEIVED
PMS	AMAZON	41-5286	801.000 PBIS	R	30.00	INVOICE NOT RECEIVED
PMS	MATHEWS TEAM SPORTS	41-5289	601.000 ATHLETIC	R	307.50	ITEMS NOT RECEIVED
PMS	MATHEWS TEAM SPORTS	41-5296	601.000 ATHLETIC	R	13,825.00	ITEMS NOT RECEIVED
PMS	MATHEWS TEAM SPORTS	41-5295	601.000 ATHLETIC	R	3,450.00	ITEMS NOT RECEIVED
PMS	SHOWTIME PROMOTIONS	41-5301	602.104 CHEER	R	432.00	ITEMS NOT RECEIVED
PMS	SHOWTIME PROMOTIONS	41-5301	602.105 CHEER	R	432.00	ITEMS NOT RECEIVED
PMS	SHOWTIME PROMOTIONS	41-5303	601.000 CHEER COACHES GEAR	R	72.00	ITEMS NOT RECEIVED
PMS Total					\$	19,130.95
SSMS	ASAP AWARDS	5108	603.00 BASEBALL	R	200.00	INVOICE NOT RECEIVED
SSMS	MATHEWS TEAM SPORTS	5099	606.00 TENNIS	R	481.00	INVOICE NOT RECEIVED
SSMS Total					\$	681.00
TSMS	VARSITY	943	613.000 DANCE TEAM	R	3,265.76	ITEMS NOT RECEIVED
TSMS	VARSITY	944	612.00 CHEERLEADING	R	177.00	ITEMS NOT RECEIVED
TSMS	MATHEWS TEAM SPORTS	957	601.000 ATHLETICS	R	253.00	ITEMS NOT RECEIVED
TSMS	MATHEWS TEAM SPORTS	955	601.000 ATHLETICS	R	100.50	ITEMS NOT RECEIVED
TSMS Total					\$	3,796.26
WMS	FOLLETT SCHOOL SOLUTIONS	3617	917.000 LIBRARY	R	428.10	ITEMS NOT RECEIVED
WMS	CENTRAL TECHNOLOGIES, INC.	3629	937.000 BRENTWOOD CITY DON	R	3,913.00	ITEMS NOT RECEIVED
WMS	SAM'S CLUB	3645	725.000 STUDENT COUNCIL	R	125.00	INVOICE NOT RECEIVED
WMS	SAM'S CLUB	3661	725.000 STUDENT COUNCIL	R	35.00	INVOICE NOT RECEIVED
WMS	VARSITY SPIRIT FASHIONS	3683	612.000 CHEERLEADING	R	1,570.15	ITEMS NOT RECEIVED
WMS	MATHEWS TEAM SPORTS	3689	601.000 ATHLETICS	R	995.00	ITEMS NOT RECEIVED
WMS	PURCHASE POWER	3693	401.000 ADMINISTRATIVE	G	550.00	INVOICE NOT RECEIVED
WMS	LEE'S PARKING PERMITS	3702	401.000 ADMINISTRATIVE	G	280.15	ITEMS NOT RECEIVED
WMS	SCHOLASTIC INC.	3681	402.000 INSTRUCTIONAL	G	2,563.78	ITEMS NOT RECEIVED
WMS	1ST DAY SCHOOL SUPPLIES	3701	402.000 INSTRUCTIONAL	G	1,500.00	ITEMS NOT RECEIVED
WMS Total					\$	11,960.18

High Schools

BHS	HOME DEPOT	11115	908.000 CITY OF BRENTWOOD FUND	R	\$170.00	ITEMS NOT RECEIVED
BHS	BRENTWOOD RENTAL AND SALES	11122	927.000 THEATRE PRODUCTIONS	R	\$125.00	ITEMS NOT RECEIVED
BHS	B AND H PHOTO-VIDEO	11248	908.901 CITY OF BRENTWOOD-BAND	R	\$291.60	ITEMS NOT RECEIVED
BHS	VARIOUS VENDORS	11534	830.000 STUDENT SENATE	R	\$50.02	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11545	601.106 GIRLS SOCCER UNIFORMS	R	\$3,000.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11545	610.000 GIRLS SOCCER FUND	R	\$3,060.00	ITEMS NOT RECEIVED
BHS	NANCY EVANS FLOORING	11557	601.000 ATHLETICS	R	\$1,900.00	SERVICE NOT PERFORMED

BHS	HERFF JONES	11558	932.000 YEARBOOK FUND	R	\$2,500.00	ITEMS NOT RECEIVED
BHS	RIDDELL/ALL AMERICAN SPORTS	11581	601.075 FOOTBALL GAME EQUIPMENT	R	\$5,395.00	ITEMS NOT RECEIVED
BHS	PLASTIC SUPPLY MFG	11592	401.000 ADMINISTRATIVE EXPENSE	G	\$319.58	ITEMS NOT RECEIVED
BHS	WENGER CORP	11595	901.000 BAND FUND	R	\$95.58	ITEMS NOT RECEIVED
BHS	BANDWAGON MUSIC AND REPAIR	11596	901.000 BAND FUND	R	\$266.40	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11598	601.079 FOOTBALL MISC	R	\$600.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11600	614.000 VOLLEYBALL FUND	R	\$554.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11601	614.000 VOLLEYBALL FUND	R	\$1,380.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11602	614.000 VOLLEYBALL FUND	R	\$454.00	ITEMS NOT RECEIVED
BHS	VARSITY SPIRIT FASHIONS	11603	632.000 DANCE TEAM FUND	R	\$1,988.45	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11605	601.079 FOOTBALL MISC	R	\$77.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11608	601.076 FOOTBALL UNIFORMS	R	\$2,126.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11609	601.076 FOOTBALL UNIFORMS	R	\$1,965.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11612	601.076 FOOTBALL UNIFORMS	R	\$465.00	ITEMS NOT RECEIVED
BHS	NEW ENGLAND WOOD LOCKER	11613	601.000 ATHLETICS	R	\$2,075.53	ITEMS NOT RECEIVED
BHS	NEW ENGLAND WOOD LOCKER	11613	607.000 FOOTBALL FUND	R	\$7,500.00	ITEMS NOT RECEIVED
BHS	NEW ENGLAND WOOD LOCKER	11613	908.620 CITY OF BRENTWOOD-ABC	R	\$5,374.47	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11614	601.076 FOOTBALL UNIFORMS	R	\$6,000.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11614	607.000 FOOTBALL FUND	R	\$8,920.00	ITEMS NOT RECEIVED
BHS	VEX ROBOTICS	11615	838.000 ROBOTICS FUND	R	\$1,288.11	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11616	601.106 GIRLS SOCCER UNIFORMS	R	\$50.13	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11616	601.109 GIRLS SOCCER MISC	R	\$476.87	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11617	610.000 GIRLS SOCCER FUND	R	\$2,014.00	ITEMS NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	11618	601.000 ATHLETICS	R	\$120.00	ITEMS NOT RECEIVED
BHS Total					\$	60,601.74
CHS	KROGER	7750	924.000 STAFF APPRECIATION	R	50.00	INVOICE NOT RECEIVED
CHS	HUDL	7792	601.301 EQUIPMENT - GA	R	11,100.00	ITEMS NOT RECEIVED
			601.655 CHEER VAR BASKETBALL - GA			
CHS	VARISITY SPIRIT FASHIONS	7814	601.656 CHEER VAR FOOTBALL - GA	R	4,893.10	ITEMS NOT RECEIVED
			601.655 CHEER VAR BASKETBALL - GA			
CHS	BOATHOUSE SPORTS	7818	601.656 CHEER VAR FOOTBALL - GA	R	810.95	ITEMS NOT RECEIVED
CHS	MATHEWS TEAM SPORTS	7822	601.652 BASKETBALL - GA	R	4,158.00	ITEMS NOT RECEIVED
CHS	TWINE GRAPHIC DESIGN	7823	401.006 COUGAR CREW EXPENSES	G	980.68	ITEMS NOT RECEIVED
CHS	BALFOUR	7828	715.000 GRADUATION	R	23.31	ITEMS NOT RECEIVED
CHS Total					\$	22,016.04
FVHS	Varsity Spirit	6299	601.000 ATHLETICS	R	4,239.42	ITEMS NOT RECEIVED
FVHS	Varsity Spirit	6303	401.000 ADMINSTRATIVE EXPENSE	G	2,793.50	ITEMS NOT RECEIVED
			612.000 CHEER	612.005		
FVHS	Wright's Media	6275	CHEERLEADING EDGE FR	R	645.00	ITEMS NOT RECEIVED

FVHS	WCBOE	6102	612.000 CHEER	R	2,224.80	INVOICE NOT RECEIVED
FVHS	Jacob Coners	6308	605.011 BASEBALL CONCESSIONS	R	450.00	SERVICE NOT PERFORMED
FVHS Total					\$ 10,352.72	
IHS	MATHEWS TEAM SPORTS	8232	601.009 GA-MISC.	R	4,500.00	ITEMS NOT RECEIVED
IHS	WESSEX TUBAS	8276	801.000 BAND	R	3,079.50	ITEMS NOT RECEIVED
IHS	WESSEX TUBAS	8276	402.001 GENERAL EQUIP/SOFTWARE	G	6,500.00	ITEMS NOT RECEIVED
IHS	TREASURER-GENERAL,MOFW	8329	818.000 JROTC	R	152.00	ITEMS NOT RECEIVED
IHS	VARSITY SPIRIT FASHIONS	8384	631.000 VARSITY FOOTBALL CHEER	R	6,500.00	ITEMS NOT RECEIVED
IHS	EDUCATIONAL PRODUCTS	8397	842.000 FRESHMAN ACADEMY	R	4,884.15	ITEMS NOT RECEIVED
IHS	BSN SPORTS	8412	608.000 TRACK-GIRLS	R	1,240.50	ITEMS NOT RECEIVED
IHS	BSN SPORTS	8416	608.000 TRACK-GIRLS	R	14,350.00	ITEMS NOT RECEIVED
IHS	CBI	8423	930.024 PTSO - LIBRARY FURNITURE	R	3,000.00	ITEMS NOT RECEIVED
IHS	CBI	8423	423.000 SCHOOLWIDE EXPENDITURES	G	4,717.65	ITEMS NOT RECEIVED
IHS	JOSH HOUSTON & ASSOC	8429	410.002 GRADUATION EXPENSES	G	200.00	INVOICE NOT RECEIVED
IHS	MATHEWS TEAM SPORTS	8443	601.009 GA-MISC	R	309.00	ITEMS NOT RECEIVED
IHS	RICHARDS AND RICHARDS	8452	401.000 ADMINISTRATIVE EXPENSE	G	434.00	INVOICE NOT RECEIVED
IHS	EDUCATIONAL PRODUCTS	8454	842.000 FRESHMAN ACADEMY	R	400.45	ITEMS NOT RECEIVED
IHS	MIRACLE METHOD	8455	423.000 SCHOOLWIDE EXPENDITURE	G	4,158.00	ITEMS NOT RECEIVED
IHS	VARITY SPIRIT FASHIONS	8461	615.000 DANCE	R	1,112.90	ITEMS NOT RECEIVED
IHS	MATHEWS TEAM SPORTS	8462	601.126 VOLLEYBALL UNIFORMS	R	2,146.00	ITEMS NOT RECEIVED
IHS	AP EXAMS	8463	410.001 AP EXAM EXPENSES	G	110,000.00	INVOICE NOT RECEIVED
IHS	G S IRRIGATION	8464	601.006 GA-FIELD MTC	R	1,000.00	ITEMS NOT RECEIVED
IHS	MATHEWS TEAM SPORTS	8466	601.166 XC-UNIFORMS	R	1,566.00	ITEMS NOT RECEIVED
IHS	OFFICE DEPOT	8467	401.003 OFFICE SUPPLIES	G	131.57	ITEMS NOT RECEIVED
IHS	ON PROMO	8468	842.000 FRESHMAN ACADEMY	R	1,070.00	ITEMS NOT RECEIVED
IHS	SOUTHEAST IMPRESSIONS	8469	842.000 FRESHMAN ACADEMY	R	3,500.00	ITEMS NOT RECEIVED
IHS Total					\$ 174,951.72	
PHS	AMAZON	30882	608.000 BASEBALL FUNDRAISER	R	69.95	ITEMS NOT RECEIVED
PHS	SPORTS IMPORTS	30916	601.000 ATHLETICS	G	84.00	ITEMS NOT RECEIVED
PHS	MATHEWS TEAM SPORTS	30898	601.000 ATHLETICS	G	2,508.00	ITEMS NOT RECEIVED
PHS	MATHEWS TEAM SPORTS	30897	601.000 ATHLETICS	G	2,500.00	ITEMS NOT RECEIVED
PHS	SUPERIOR METAL BUILDINGS, LLC	30589	601.000 ATHLETICS	G	5,630.00	ITEMS NOT RECEIVED
PHS Total					\$ 10,791.95	
RnHS	COLLEGE BOARD	1020	419.036 AP STUDIO ART TEST EXPENSE	G	85.00	INVOICE NOT RECEIVED
RnHS	COLLEGE BOARD	1020	419.009 AP ART HISTORY TEST FEE	G	170.00	INVOICE NOT RECEIVED
RnHS	COLLEGE BOARD	1020	419.008 AP ENV SCI TEST EXPENSE	G	425.00	INVOICE NOT RECEIVED
RnHS	COLLEGE BOARD	1020	419.002 AP COMP SCI A TEST EXP	G	680.00	INVOICE NOT RECEIVED
RnHS	COLLEGE BOARD	1020	419.047 AP US HISTORY TEST EXPENSE	G	1,020.00	INVOICE NOT RECEIVED
RnHS	COLLEGE BOARD	1020	419.025 AP HUMAN GEOG TEST EXP	G	2,635.00	INVOICE NOT RECEIVED

RnHS	WALSWORTH PUBLISHING CO	1071	405.001 YEARBOOK EXPENSE	G	5,200.00	INVOICE NOT RECEIVED
RnHS	UNIVERSAL MUSIC PUBLISHING	1091	718.013 REN UNDER STARS EXPENSE	R	200.00	INVOICE NOT RECEIVED
RnHS	KOBALT MUSIC GROUP	1092	718.013 REN UNDER STARS EXPENSE	R	100.00	INVOICE NOT RECEIVED
RnHS	AMAZON	1093	410.004 GRADUATION FEE EXPENSE	G	18.98	INVOICE NOT RECEIVED
RnHS Total					<u>\$</u>	<u>10,533.98</u>

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: August 16, 2021

RE: Approval of ePlan's American Rescue Plan (ARP) Act Funds (Supplemental Grants) for Individuals with Disabilities Education Act (IDEA, Part B, and IDEA Pre-School)

This memo is to request the approval of the FY2022 Federal Fund 142 ePlan Application for ARP (American Rescue Plan) Act IDEA, Part B, and IDEA Pre-School Grants and Budgets with the following statement, allowing superintendent approval of revisions and amendments:

"The Williamson County Board of Education approves the FY2022 ePlan Application and Budget for the American Rescue Plan Act IDEA, Part B, and IDEA Pre-School Grants 2022, and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests."

These grants have been made available to Williamson County Schools for expenditures related to COVID-19 currently for \$1,991,667.66 for IDEA, Part B, and \$132,781.45 for IDEA Pre-School. The grants are one-time funds to be spent over a period of two years with same requirements as traditional IDEA Funds. A Budget Summary will be presented for each grant at the September meeting.



MEMORANDUM

August 3, 2021

To: Williamson County Board of Education

CC: Jason Golden, Superintendent of Schools
Mark Samuels, P.E., Assistant Superintendent of Operations

From: Eric J. Gardner, P.E., Director of Facilities & Construction

Re: Buckner Lane Right-of-Way (ROW) and Easement Request

The City of Spring Hill is proposing to widen Buckner Lane from Duplex Road north to Buckner Road. The widening consists of two lanes in either direction, a center turn lane, right turn lanes and various intersections, multi-use trail on the west side, and sidewalk on the east side. Traffic signals will be installed at intersections, including Twin Lakes Drive and Spring Station Drive. To complete the project, the City will acquire ROW and easements from property owners along Buckner Lane, including Williamson County Board of Education (WCBOE) property at Spring Station Drive (see attached exhibit).

The City is requesting to acquire the following from WCBOE:

Right-of-Way	0.196 Ac
Public Drainage Easement	0.117 Ac
Slope Easement	0.064 Ac
Temporary Construction Easement	0.098 Ac

Staff recommends approval.



MEMORANDUM

August 2, 2021

To: Williamson County Board of Education

CC: Jason Golden, Superintendent of Schools
Mark Samuels, P.E., Assistant Superintendent of Operations

From: Eric J. Gardner, P.E., Director of Facilities & Construction

Re: Clayton Arnold Road Right-of-Way (ROW) dedication

As part of the design of the Thompson Station Elementary and Middle School project, WCS was required to make improvements to Clayton Arnold Road by the Town of Thompson's Station Planning Commission. The roadway improvements consisted of turn lanes into the school entrance and a left turn lane for Allenwood Road. WCS purchased property from two adjacent property owners for ROW to complete the improvements.

At this time, the property acquisition and roadway improvements have been completed and the property can now be dedicated to the Town of Thompson's Station to complete the site plan requirements. The attached Quitclaim Deeds were prepared by the Town's attorney and reviewed by WCS's attorney and myself. Also attached are the Exhibits describing the ROW to be dedicated.

Staff recommends approval.

THIS INSTRUMENT PREPARED BY:

ANDREW E. MILLS, ESQ.
Reynolds, Potter, Ragan & Vandivort, PLC
Attorneys-at-Law
210 East College Street
Dickson, Tennessee 37055

**This firm did not conduct a title search, issue a title opinion letter,
or issue title insurance regarding the sale of this property.**

Address of New Owners:

Town of Thompson's Station
P.O. Box 100
Thompson's Station, Tennessee 37179

Send Tax Bills To:

Same

Map / Parcel

p/o 145/015.00

QUITCLAIM DEED

FOR AND IN CONSIDERATION of One And No/100ths (\$1.00) Dollar, to me paid, the receipt of which is hereby acknowledged, and other considerations hereinafter mentioned, we, **The Williamson County Board of Education** by these presents do transfer and quitclaim unto the **Town of Thompson's Station**, a municipal government duly formed under the laws of the State of Tennessee, its heirs and assigns, the following described tract or Parcel of land, lying and being situated in the Eleventh Civil District of Williamson County, Tennessee, and more particularly bounded and described as follows:

A TRACT OF LAND IN THE 11TH CIVIL DISTRICT OF WILLIAMSON COUNTY, TOWN OF THOMPSON'S STATION, TENNESSEE, BEING PART OF THE PARCEL NUMBER 15.00 AS SHOWN ON WILLIAMSON COUNTY PROPERTY MAP NUMBER 145, BEING BOUNDED ON THE NORTH AND EAST BY THE REMAINDER OF THE PAULETTE SWEENEY CLEMONS PROPERTY OF RECORD IN BOOK 1445, PAGE 811, REGISTER'S OFFICE FOR WILLIAMSON COUNTY (R.O.W.C.), TENNESSEE, ON THE SOUTH BY THE LIZ AUSDENMOORE PROPERTY OF RECORD IN BOOK 2639, PAGE 111, R.O.W.C., TENNESSEE AND ON THE WEST BY CLAYTON ARNOLD ROAD (RIGHT-OF-WAY VARIES) AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT AN IRON ROD (NEW) WITH CAP STAMPED "REGAN-SMITH" IN THE EASTERLY RIGHT -OF-WAY OF SAID CLAYTON ARNOLD ROAD (30 FEET FROM THE CENTERLINE), SAID IRON ROD BEING IN THE SOUTHERLY LINE OF THE MBSC BRIDGEMORE, LLC PROPERTY (PROPOSED SCHOOL SITE) OF RECORD IN BOOK 6038, PAGE 898, R.O.W.C., TENNESSEE AND BEING THE NORTHERLY CORNER OF OPEN SPACE 3097 AS SHOWN ON THE FINAL PLAT ENTITLED "BRIDGEMOORE VILLAGE, SECTION 3C" OF RECORD IN PLAT BOOK P61, PAGE 34, R.O.W.C., TENNESSEE, THENCE, WITH SOUTHERLY LINE OF THE SAID BRIDGEMORE, LLC PROPERTY (PROPOSED SCHOOL SITE) AND A JOG IN THE EASTERLY RIGHT-OF-WAY DEDICATION

OF THE AFORESAID BRIDGEMORE VILLAGE, SECTION 3 FINAL PLAT, NORTH 81 DEGREES 45'29" WEST, 5.00 FEET TO A POINT IN THE EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD; THENCE,

WITH THE EASTERLY RIGHT-OF-WAY OF SAID CLAYHTON ARNOLD ROAD, THE WESTERLY LINE OF THE SAID MBSC BRIDGEMORE, LLC PROPERTY (PROPOSED SCHOOL SITE) FOR THE NEXT TWO (2) CALLS:

1. WITH A CURVE TO THE LEFT HAVING A RADIUS OF 75025.00 FEET, AN ARC LENGTH OF 540.09 FEET, A CENTRAL ANGLE OF 00 DEGREES 24'45" AND A CHORD BEARING AND DISTANCE OF NORTH 08 DEGREES 06" 20" EAST 540.09 FEET TO AN IRON ROD (OLD) WITH CAP STAMPED "GERSHAM-SMITH & PARTNERS"; THENCE,
2. NORTH 07 DEGREES 55'04" EAST 237.82 FEET TO AN IRON ROD (OLD) WITH CAP STAMPED "TOMLIN", THE SOUTHWESTERLY CORNER OF THE SAID LIZ AUSDENMOORE PROPERTY; THENCE,

CONTINUING WITH THE EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD, THE WESTERLY LINE OF THE SAID LIZ AUSDENMOORE PROPERTY, NORTH 07 DEGREES 30"54' EAST 211.32 FEET TO AN IRON ROD (OLD) WITH CAP STAMPED "TOMLIN", A COMMON CORNER WITH THE SAID PAULETTE SWEENEY CLEMONS PROPERTY, THE POINT OF BEGINNING; THENCE,

LEAVING THE EXISTING EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD, WITH A NEW LINE SERVING THE SAID PAULETTE SWEENEY CLEMONS PROPERTY FOR THE NEXT TWO (2) CALLS:

1. SOUTH 03 DEGREES 38' 56" WEST 232.48 FEET TO AN IRON ROD (NEW) WITH CAP STAMPED "RAGAN-SMITH",
2. SOUTH 07 DEGREES 26'26" WEST 19.19 FEET TO AN IRON ROD (NEW) WITH CAP STAMPED "RAGAN-SMITH" IN THE NORTHERLY LINE OF SAID LIZ AUSDENMOORE PROPERTY; THENCE,

WITH THE NORTHERLY LINE OF SAID LIZ AUSDENMOORE PROPERTY, NORTH 78 DEGREES 07' 53" WEST 15.72 FEET TO THE POINT OF BEGINNING AND CONTAINING 2,107 SQUARE FEET OR 0.05 ACRES, MORE OR LESS.

Being the same property conveyed to The Williamson County Board of Education by Warranty Deed by Paulette Sweeney Clemons, dated June 28, 2017 and

of record in Book 7122, Pages 911-913, in the Register's Office for Williamson County, Tennessee.

IN WITNESS WHEREOF, I have hereunto set my hand and signature, this _____ day of June, 2021.

The Williamson County Board of Education

STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)

I, a Notary Public of the State and County aforesaid, certify that _____, _____ for The Williamsons County Board of Education, with whom I am personally acquainted or who were proved on the basis of satisfactory evidence to me to be the person described in and who executed the foregoing instrument, personally appeared before me and acknowledged under oath that he executed the foregoing instrument as his free act and deed for the purposes therein contained.

Witness my hand and notarial seal at office in the State and County aforesaid, this ____ day of June, 2021.

NOTARY PUBLIC

My Commission Expires: _____

STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)

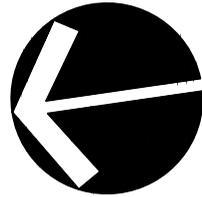
I hereby swear of affirm that the actual consideration for this transfer is \$0.00.

AFFIANT

Subscribed and sworn to before me this _____ day of June, 2021.

NOTARY PUBLIC

My Commission Expires: _____



(TN-NAD83)



LEGEND

- IRON ROD (NEW)
(5/8"X18" W/CAP STAMPED
RAGAN SMITH & ASSOCIATES)
- IR(O) IRON ROD (OLD)
- CM(O) CONCRETE MONUMENT (OLD)
- SQ.FT. SQUARE FEET
- AC. ACRES
- R.O.W.C.T. REGISTER'S OFFICE FOR
WILLIAMSON COUNTY, TN
- R.O.W. RIGHT-OF-WAY

MAP 145, PARCEL 15.00
**PAULETTE SWEENEY
CLEMONS**
BOOK 1445, PAGE 811,
R.O.W.C.T.

MAP 145, PARCEL 15.03
LIZ AUSDENMOORE
BOOK 2639, PAGE 111,
R.O.W.C.T.

PROPOSED SCHOOL SITE
MAP 145, PARCEL 14.01
MBSC BRIDGEMORE, LLC
BOOK 6038, PAGE 898,
R.O.W.C.T.

3034

3033
BRIDGEMORE VILLAGE
SECTION 3C
PLAT BOOK P61, PAGE 34,
R.O.W.C.T.

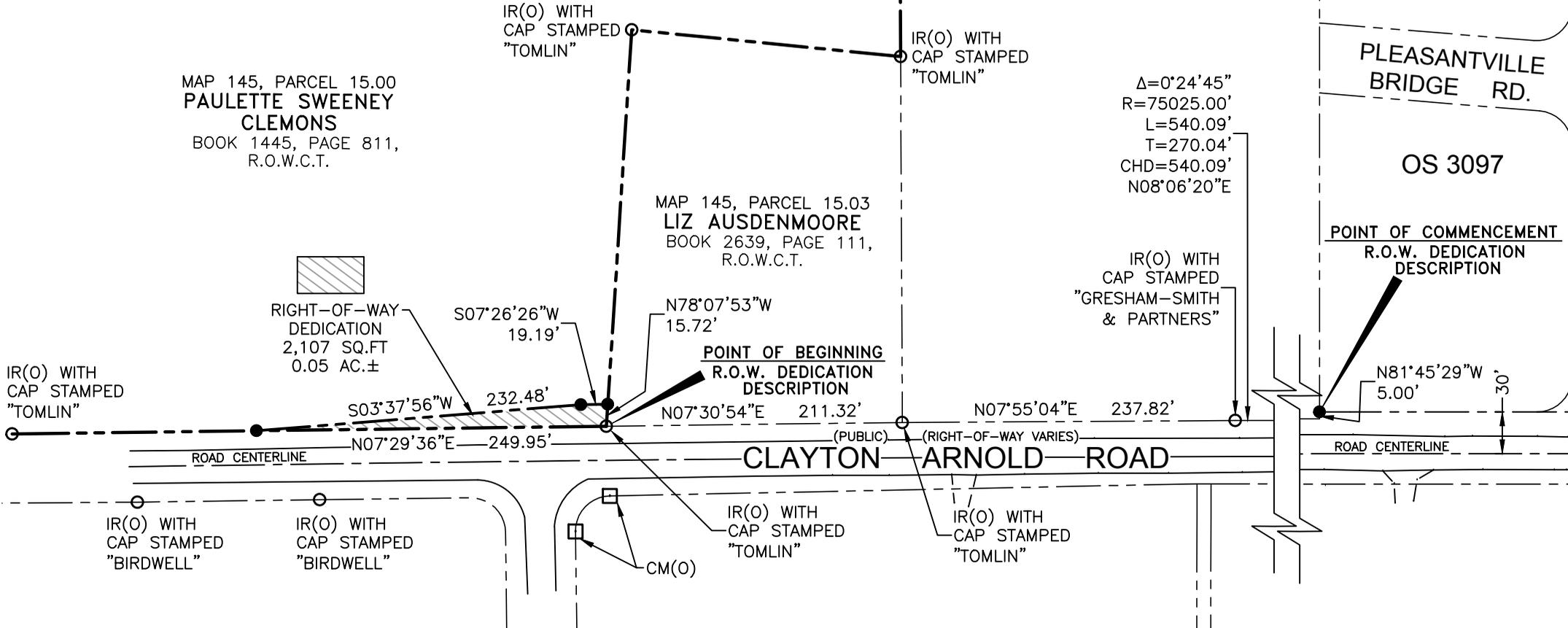
3032

PLEASANTVILLE
BRIDGE RD.

OS 3097

POINT OF COMMENCEMENT
R.O.W. DEDICATION
DESCRIPTION

ROAD NEST ROBBINS



$\Delta=0^{\circ}24'45''$
 $R=75025.00'$
 $L=540.09'$
 $T=270.04'$
 $CHD=540.09'$
 $N08^{\circ}06'20''E$

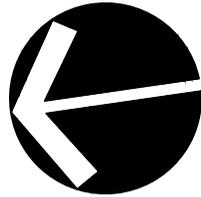
IR(O) WITH
CAP STAMPED
"GRESHAM-SMITH
& PARTNERS"

N81°45'29"W
5.00'

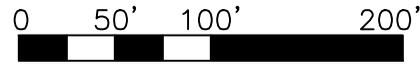
DATE	MAY 18, 2016
APPROVED:	CJM
DRAWN:	DDB
SCALE:	1" = 100'
JOB NO.	11-052
WK. ORDER	0471

**PAULETTE SWEENEY
CLEMONS PROPERTY**
11TH CIVIL DISTRICT OF WILLIAMSON COUNTY,
TOWN OF THOMPSON'S STATION, TENNESSEE
R.O.W. DEDICATION - SHEET 1 OF 1

RAGAN SMITH
LAND PLANNERS • CIVIL ENGINEERS
LANDSCAPE ARCHITECTS • SURVEYORS
CHATTANOOGA
1410 COWART STREET
CHATTANOOGA, TN 37408
(423) 491-9400
www.ragansmith.com



(TN-NAD83)



LEGEND

- IRON ROD (NEW)
($\frac{5}{16}$ "X18" W/CAP STAMPED
RAGAN SMITH & ASSOCIATES)
- IR(O) IRON ROD (OLD)
- CM(O) CONCRETE MONUMENT (OLD)
- SQ.FT. SQUARE FEET
- AC. ACRES
- R.O.W.C.T. REGISTER'S OFFICE FOR
WILLIAMSON COUNTY, TN
- R.O.W. RIGHT-OF-WAY

PROPOSED SCHOOL SITE
MAP 145, PARCEL 14.01
MBSC BRIDGEMORE, LLC
BOOK 6038, PAGE 898,
R.O.W.C.T.

MAP 145, PARCEL 15.00
**PAULETTE SWEENEY
CLEMONS**
BOOK 1445, PAGE 811,
R.O.W.C.T.

MAP 145, PARCEL 15.03
LIZ AUSDENMOORE
BOOK 2639, PAGE 111,
R.O.W.C.T.



RIGHT-OF-WAY
DEDICATION
3,332 SQ.FT
0.08 AC.±

$\Delta=0^{\circ}24'45"$
 $R=75025.00'$
 $L=540.09'$
 $T=270.04'$
 $CHD=540.09'$
 $N08^{\circ}06'20"E$

IR(O) WITH
CAP STAMPED
"GRESHAM-SMITH
& PARTNERS"

POINT OF BEGINNING
R.O.W. DEDICATION
DESCRIPTION

$S78^{\circ}07'53"E$
15.72'
 $S07^{\circ}26'26"W$
210.26'
 $N07^{\circ}30'54"E$
211.32'

$N82^{\circ}01'46"W$
15.95'
 $N07^{\circ}55'04"E$
237.82'

(PUBLIC) (RIGHT-OF-WAY VARIES)

CLAYTON ARNOLD ROAD

POINT OF COMMENCEMENT
R.O.W. DEDICATION
DESCRIPTION

$N81^{\circ}45'29"W$
5.00'

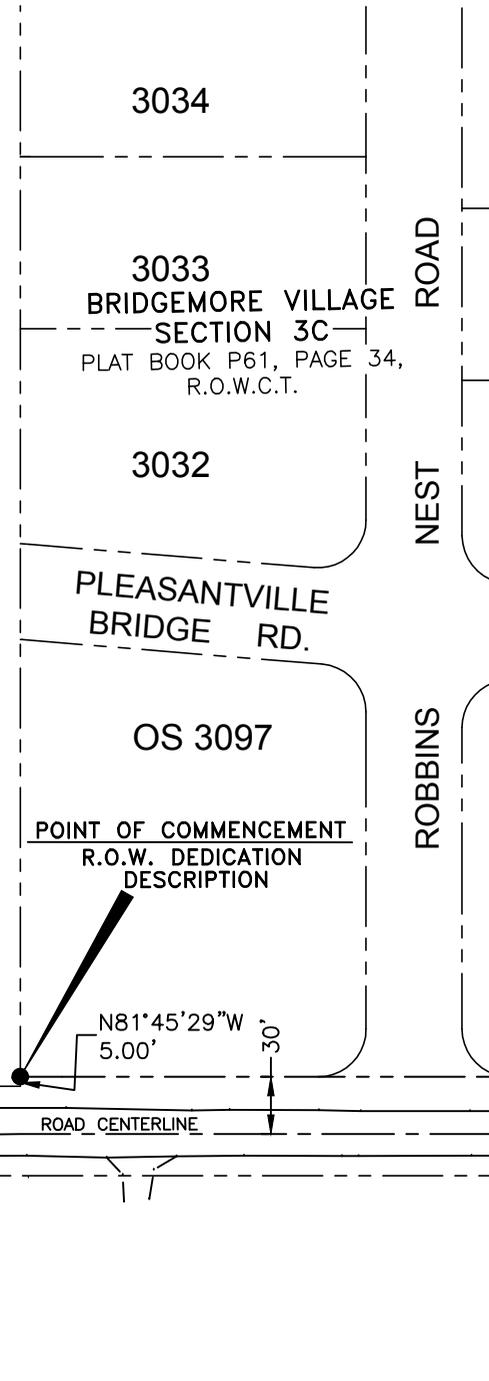
ROAD CENTERLINE

IR(O) WITH
CAP STAMPED
"BIRDWELL"

CM(O)

IR(O) WITH
CAP STAMPED
"TOMLIN"

IR(O) WITH
CAP STAMPED
"TOMLIN"



RAGAN SMITH

LAND PLANNERS • CIVIL ENGINEERS
LANDSCAPE ARCHITECTS • SURVEYORS
CHATTANOOGA
1410 COWART STREET
NASHVILLE, TN 37206
(615) 244-8891
www.ragansmith.com • (423) 486-8406

**LIZ AUSDENMOORE
PROPERTY**
11TH CIVIL DISTRICT OF WILLIAMSON COUNTY,
TOWN OF THOMPSON'S STATION, TENNESSEE
R.O.W. DEDICATION - SHEET 1 OF 1

DATE	MAY 18, 2016
APPROVED:	CJM
DRAWN:	DDB
SCALE:	1" = 100'
JOB NO.	11-052
WK. ORDER	0471

THIS INSTRUMENT PREPARED BY:

ANDREW E. MILLS, ESQ.
Reynolds, Potter, Ragan & Vandivort, PLC
Attorneys-at-Law
210 East College Street
Dickson, Tennessee 37055

**This firm did not conduct a title search, issue a title opinion letter,
or issue title insurance regarding the sale of this property.**

Address of New Owners:

Town of Thompson's Station
P.O. Box 100
Thompson's Station, Tennessee 37179

Send Tax Bills To:

Same

Map / Parcel

p/o 145/015.03

QUITCLAIM DEED

FOR AND IN CONSIDERATION of One And No/100ths (\$1.00) Dollar, to me paid, the receipt of which is hereby acknowledged, and other considerations hereinafter mentioned, we, **The Williamson County Board of Education** by these presents do transfer and quitclaim unto the **Town of Thompson's Station**, a municipal government duly formed under the laws of the State of Tennessee, its heirs and assigns, the following described tract or Parcel of land, lying and being situated in the Eleventh Civil District of Williamson County, Tennessee, and more particularly bounded and described as follows:

A TRACT OF LAND IN THE 11TH CIVIL DISTRICT OF WILLIAMSON COUNTY, TOWN OF THOMPSON'S STATION, TENNESSEE, BEING PART OF PARCEL NUMBER 15.03 AS SHOWN ON WILLIAMSON COUNTY PROPERTY MAP NUMBER 145. BEING BOUNDED ON THE NORTH BY THE PAULETTE SWEENEY CLEMONS PROPERTY OF RECORD IN BOOK 1445, PAGE 811, REGISTER'S OFFICE FOR WILLIAMSON COUNTY (R.O.W.C.), TENNESSEE ON THE EAST BY THE REMAINDER OF THE LIZ AUSDENMOORE PROPERTY OF RECORD IN BOOK 2639, PAGE 111, R.O.W.C., TENNESSEE ON THE SOUTH BY THE MBSC BRIDGEMOORE, LLC PROPERTY OF RECORD IN BOOK 6038, PAGE 898, R.O.W.C., TENNESSEE AND ON THE WEST BY CLAYTON ARNOLD ROAD (RIGHT-OF-WAY VARIES) AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT AN IRON ROD (NEW) WITH CAP STAMPED "RAGAN-SMITH" IN THE EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD (30 FEET FROM THE CENTERLINE), SAID IRON ROD BEING IN THE SOUTHERLY LINE OF THE SAID MBSC BRIDGEMORE LLC PROPERTY (PROPOSED SCHOOL SITE) AND BEING THE NORTHWESTERLY CORNER OF OPEN SPACE 3097 AS SHOWN ON THE FINAL PLAT ENTITLED "BRIDGEMORE VILLIAGE, SECTION 3C" OF RECORD IN PLAT BOOK P61, PAGE 34 R.O.W.C., TENNESSEE; THENCE, WITH THE SOUTHERLY LINE OF THE SAID

BRIDGEMORE, LLC PROPERTY (PROPOSED SCHOOL SITE) AND A JOG IN THE EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD SHOWN AS A RIGHT-OF-WAY DEDICATION ON THE AFORESAID BRIDGEMORE VILLAGE, SECTION 3 FINAL PLAT, NORTH 81 DEGREES 45' 29" WEST. 5.00 FEET TO A POINT IN THE EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD; THENCE,

WITH THE EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD, THE WESTERLY LINE OF THE SAID MBSC BRIDGEMORE, LLC PROPERTY (PROPOSED SCHOOL SITE) FOR THE NEXT TWO (2) CALLS:

1. WITH A CURVE TO THE LEFT HAVING A RADIUS OF 75025.00 FEET, AN ARC LENGTH OF 540.09 FEET A CENTRAL ANGLE OF 00 DEGREES 24' 45" AND A CHORD BEARING DISTANCE OF NORTH 08 DEGREES 06' 20" EAST, 540.09 FEET TO AN IRON ROD (OLD) WITH CAP STAMPED "GRESHAM-SMITH & PARTNERS"; THENCE,
2. NORTH 07 DEGREES 55' 04" EAST, 237.82 FEET TO AN IRON ROD (OLD) WITH CAP STAMPED "TOMLIN", THE SOUTHWESTERLY CORNER OF THE SAID LIZ AUSDENMOORE PROPERTY, THE POINT OF BEGINNING; THENCE,

CONTINUING WITH THE EXISTING EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD, NORTH 07 DEGREES 30' 54" EAST, 211.32 FEET TO AN IRON ROD (OLD) WITH CAP STAMPED "TOMLIN", A COMMON CORNER WITH THE SAID PAULETTE SWEENEY CLEMONS PROPERTY; THENCE,

LEAVING THE EXISTING EASTERLY RIGHT-OF-WAY OF SAID CLAYTON ARNOLD ROAD, WITH THE SOUTHERLY LINE OF THE SAID CLEMONS PROPERTY, SOUTH 78 DEGREES 07' 53" EAST, 15.72 FEET TO AN IRON ROD (NEW) WITH CAP STAMPED "RAGAN-SMITH"; THENCE,

LEAVING THE SOUTHERLY LINE OF THE SAID CLEMONS PROPERTY, WITH A NEW LINE SERVING THE SAID LIZ AUSDENMOORE PROPERTY, SOUTH 07 DEGREES 26' 26" WEST, 210.26 FEET TO AN IRON ROAD (NEW) WITH CAP STAPLED "RAGAN-SMITH" IN THE NORTHERLY LINE OF THE SAID MBSC BRIDGEMORE, LLC PROPERTY (PROPOSED SCHOOL SITE); THENCE,

WITH THE NORTHERLY LINE OF THE SAID MBSC BRIDGEMOORE, LLC PROPERTY (PROPOSED SCHOOL SITE) NORTH 82 DEGREES 01' 46" WEST, 15.96 FEET TO THE POINT OF BEGINNING AND CONTAINING 3,332 SQUARE FEET OR 0.08 ACRES, MORE OR LESS.

Being the same property conveyed to The Williamson County Board of Education by Warranty Deed by Liz Ausdenmoore, dated July 7, 2017 and of record

in Book 7122, Pages 911-913, in the Register's Office for Williamson County, Tennessee.

IN WITNESS WHEREOF, I have hereunto set my hand and signature, this _____ day of June, 2021.

The Williamson County Board of Education

STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)

I, a Notary Public of the State and County aforesaid, certify that _____, _____ for The Williamsons County Board of Education, with whom I am personally acquainted or who were proved on the basis of satisfactory evidence to me to be the person described in and who executed the foregoing instrument, personally appeared before me and acknowledged under oath that he executed the foregoing instrument as his free act and deed for the purposes therein contained.

Witness my hand and notarial seal at office in the State and County aforesaid, this ____ day of June, 2021.

NOTARY PUBLIC

My Commission Expires: _____

STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)

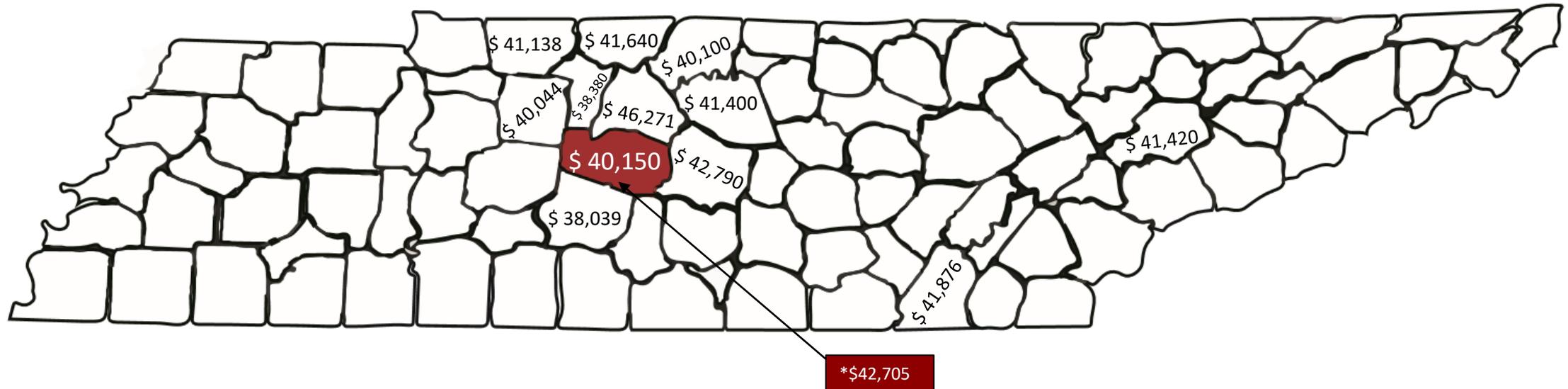
I hereby swear of affirm that the actual consideration for this transfer is \$0.00.

AFFIANT

Subscribed and sworn to before me this _____ day of June, 2021.

NOTARY PUBLIC

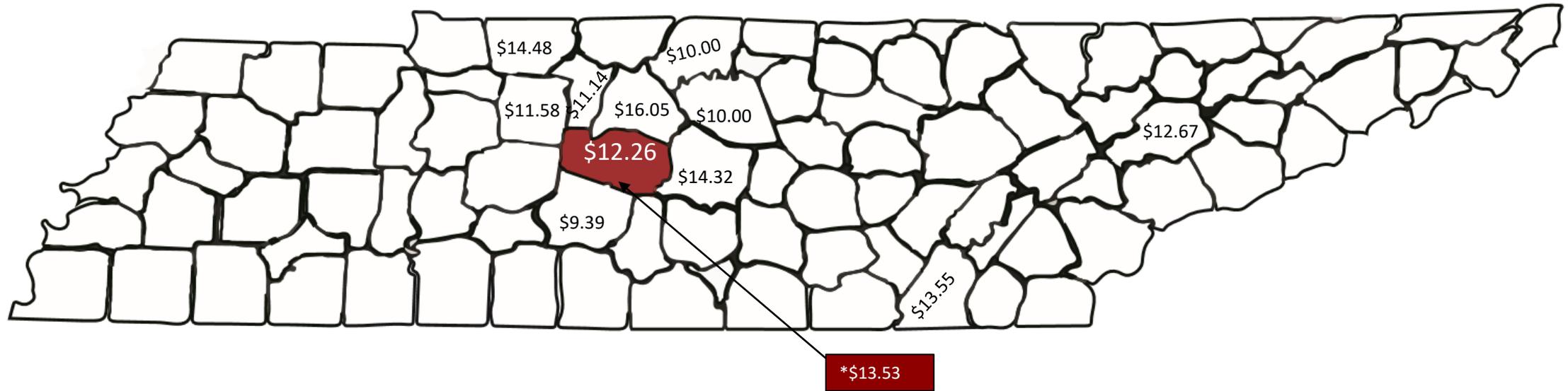
My Commission Expires: _____



New Teacher Starting Salary 21/22 SY (zero years experience)

Davidson	\$46,271	Montgomery	\$41,138
Rutherford	\$42,790	Williamson	\$40,150
*Franklin Sp.	\$42,705	Sumner	\$40,100
Hamilton	\$41,876	Dickson	\$40,044
Robertson	\$41,640	Cheatham	\$38,380
Knox	\$41,420	Maury	\$38,039
Wilson	\$41,400		

Sorted by highest salary
8/6/2021



Teacher Assistants (SPED) Starting Hourly Salary 21/22 SY (zero years experience)

Davidson	\$16.05	Dickson	\$11.58
Montgomery	\$14.48	Cheatham	\$11.14
Rutherford	\$14.32	Sumner	\$10.00
Hamilton	\$13.55	Wilson	\$10.00
*Franklin Sp.	\$13.53	Maury	\$9.39
Williamson	\$12.26		
Knox	\$12.67		

Sorted by highest salary
8/6/2021



Food Service Associate Starting Hourly Salary 21/22 SY (zero years experience)

Davidson	\$15.30	Dickson	\$10.51
Rutherford	\$13.27	Wilson	\$10.50
Williamson	\$11.91	Cheatham	\$10.20
*Franklin Sp.	\$11.72	Sumner	\$10.00
Montgomery	\$11.43	Hamilton	\$9.54
Maury	\$11.00	Knox	\$8.65

Sorted by highest salary
8/6/2021



Bus Driver Starting Hourly Salary 21/22 SY (zero years experience)

*Franklin Sp.	\$20.08	Cheatham	\$15.73
Williamson	\$19.23	Dickson	\$13.95
Wilson	\$17.90	Rutherford	\$13.75
Maury	\$16.52	Sumner	\$12.12
Montgomery	\$16.27	Hamilton	Contract
Davidson	\$16.05	Knox	Contract



Catalog Final Report prepared for
Williamson County Schools



Summary

In February of 2021 Williamson County Schools engaged FHS to provide DEI workshops, evaluate school culture, and provide a customized cultural strategic plan. After four months of immersion into WCS culture and hearing from all who desired to share, it is our pleasure to provide our findings and recommendations. The information gathered was instrumental in identifying strengths, weaknesses, gaps, and opportunities for improvement in WCS operations. FHS exercised multiple avenues by which to accomplish this goal. During discovery, FHS provided:

- Workshops for school administrators and district leaders
- Document and handbook reviews
- Listen and learn sessions with email submissions
- Surveys, including a SWOT Analysis
- School visits

Data results show strengths: in academia, rigor is evident; resources within the county exist to provide insight and education; district level policies show intention to provide a safe learning environment for students. Weaknesses include: limited awareness of cultural differences and history; no formal bias training mechanism for employees; a lack of consistency in systems, policies, and procedures; and limited diversity among leadership and across the county. Opportunities: enhancement of communications and publications highlighting diversity and inclusion; improve student engagement for all students to ensure inclusion versus isolation; expand employee diversity; celebration of individual and group uniqueness; intentional efforts to increase post secondary educational and vocational opportunities; reset school culture. Threats: lack of accountability in policy implementation to ensure student safety at all levels throughout WCS; deeply-rooted institutional systems that directly impact matters of diversity, equity, and inclusion; lack of professional development in managing student behaviors; lack of diverse hires and the retention of those new hires; reputation among communities of color poses a hostile environment if issues are not adequately addressed; students sacrifice safety for educational advancement.

Data collected during discovery also points to a county divided in opinions and experiences. While many support WCS's efforts to make its culture inclusive, there are those who oppose those efforts. Parents and stakeholders expressed disdain for *Wit and Wisdom* curriculum and condemned Critical Race Theory. Parents and stakeholders also praised the long overdue attention to cultural differences and shared devastating stories of racism without consequence experienced at school. There were also those who admitted to blindspots and welcomed education and awareness for all.

At the leadership level, it is unclear what measures are in place to ensure compliance of WCS board policies and procedures. Handbooks lack consistency of information, policies, processes, and procedures. They are independently structured without a framework or format making them difficult to follow. Measures to ensure compliance with policies and procedures should require annual monitoring.

Feedback from teachers and administrators centered around the need for training, support, and accountability, while some pushed back on the need for DEI, stating there was "only a problem if you go looking for one with that agenda." While there were competing arguments, the thing everyone agreed on is that "every student deserves a safe place to learn, grow, and get prepared for the world." Some shared the importance of cultural awareness and respect being taught at home, while others recognized the need for discipline and accountability at school due to the lack of such lessons being taught at home. Still, everyone agreed that students need a safe place to report misbehavior when it occurs and need to do so without the fear of retaliation or their experiences being dismissed (which there were examples provided). One parent shared, "while the primary responsibility of WCS is to educate students, that education should include a high bar for character, respect, and empathy."



In conclusion, feedback received includes support for diversity initiatives, opposition to Critical Race Theory, praise for their voices being heard, and a push to stop diversity efforts immediately. It is clear that multiple perspectives exist among WCS constituents/stakeholders, and these perspectives manifest into the current culture of WCS, a county divided.

Based on the findings, Williamson County Schools will benefit greatly from a culture reset and an extensive cultural strategic plan. FHS recommends implementation and oversight of the plan be executed immediately using an external DEI professional. For the purpose of this summarized report, we present the following recommendations.

Recommendations

1. Policy/Handbook

- a. Create a template for both student and teacher handbooks to ensure all handbooks contain the same information, standards, procedures, and processes.
- b. Revise student handbooks to ensure a consistent, systematic approach to policies and processes. All handbooks (for each school) should contain the same information across WCS. Handbooks should be available and easily retrievable for students and parents in print and on websites.
- c. Revise teacher handbooks to contain consistent language and inclusive processes for all student expectations. All handbooks (for each school) should contain the same information across WCS.
- d. Revise all WCS handbooks to reflect clear and consistent policies on bullying and harassment.

2. Disciplinary Action

- a. Review each school's discipline records to ensure consequences are fair and equitable.
- b. Monitor reports connected to classroom discipline; communicate with parents involved to build trust, demonstrate transparency, and encourage resolve.

3. Communication

- a. Offer a safe space for students to report incidents of abuse, bullying, and/or harassment. This should include a weblink versus an email to allow for anonymous submission.
- b. Clearly articulate new processes to employees prior to disseminating information to parents/constituents. Doing the opposite creates mistrust and signals a lack of support and transparency. Provide as much information as possible to parents concerning their children. Be proactive, not reactive to situations when they arise. For example: explore a few resources such as "Possip," "Remind," and "Class Mojo."
- c. Create a pipeline for open communication to hear the voices of WCS - students, parents, and employees. This pipeline should be two-way communication to hear from parents, students, and employees to answer questions and concerns.
- d. Create more avenues to communicate with parents and evaluate the effectiveness of communication mediums with faculty, staff, and the community. For example: utilize summer and orientation to introduce new expectations, accountability measures, and communication channels.



4. Resources & Culture

- a. Provide support for counselors to access various post-graduation opportunities to include diversity of majors, flexibility of university choices, as well as non-college career opportunities.
- b. Partner with Conexion Americas, Nashville LGBT Chamber, API Middle Tennessee, as a resource for minority populations. Tennessee Educators of Color Alliance is a great resource for employees.
- c. Increase diversity hires in teaching and leadership levels. Focus efforts on culture, support, and professional development to increase retention rates for diversity hires.
- d. Identify and implement multiple literature options to include all nationalities for all students to experience the culture of their classmates.
- e. Cultivate relationships with community organizations that specialize in all areas of a whole child approach.
- f. Engage counties and districts with higher populations of ethnic diversity for collaboration and innovation.
- g. Build relationships with diverse institutions, organizations, and communities for exposure and employment opportunities.

5. Training & Accountability

- a. Implement initial, intermediate, and high-level (intense) diversity education for all WCS employees annually.
- b. Create systems to track efforts and measure outcomes from training to ensure accountability of all initiatives.
- c. Implement a 360 Survey annually to assess performance of staff and leadership.
- d. Document experiences with implementing new DEI strategies to set an example for other districts to follow.

6. Diversity, Equity, and Inclusion

- a. Adopt a universal definition for diversity, equity, and inclusion. This should be used across all WCS campuses. All employees, leaders, students, and parents should know this is the definition of choice used for WCS. For example: In developing your definitions, remember inclusivity involves more than race and gender; DEI is a practice in daily behavior, attitude, and understanding of inclusive practices. Simply put, DEI is the fair treatment, value and respect of all people. Diversity is not a checkbox for a completed task.
- b. Implement the cultural strategic plan provided, which was created with the assistance of WCS leaders, teachers, and students.

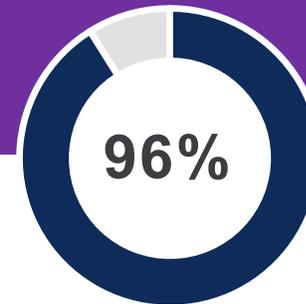
Thank you for allowing FHS to walk beside you on this critical step in your journey forward. We are available to answer any questions and/or concerns you may have to ensure your full satisfaction of the materials presented. We also look forward to walking beside you as you continue making progress along the way.

Spring
2021
TCAP and
AP Trends





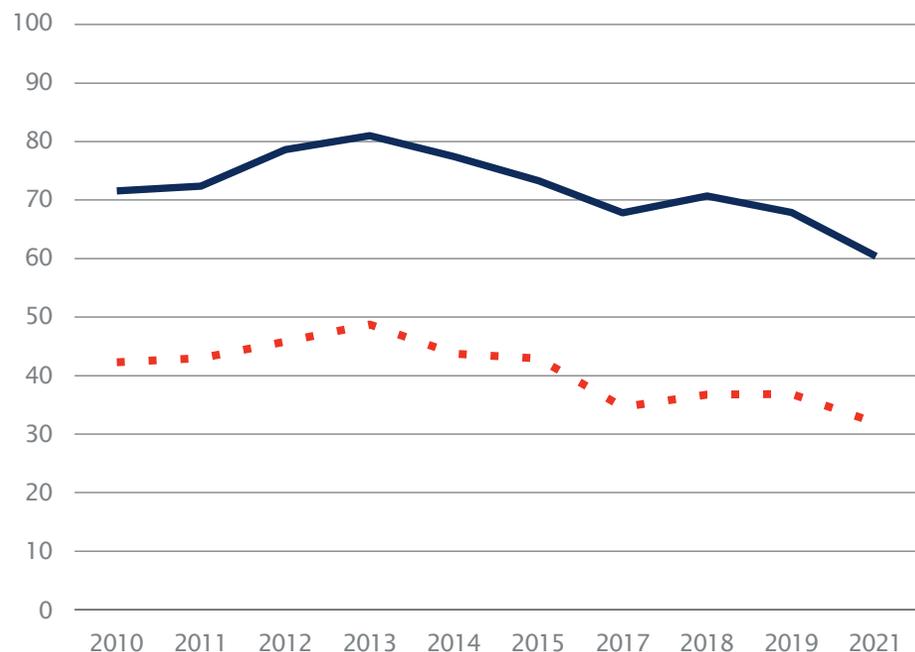
ELA: Grade 3



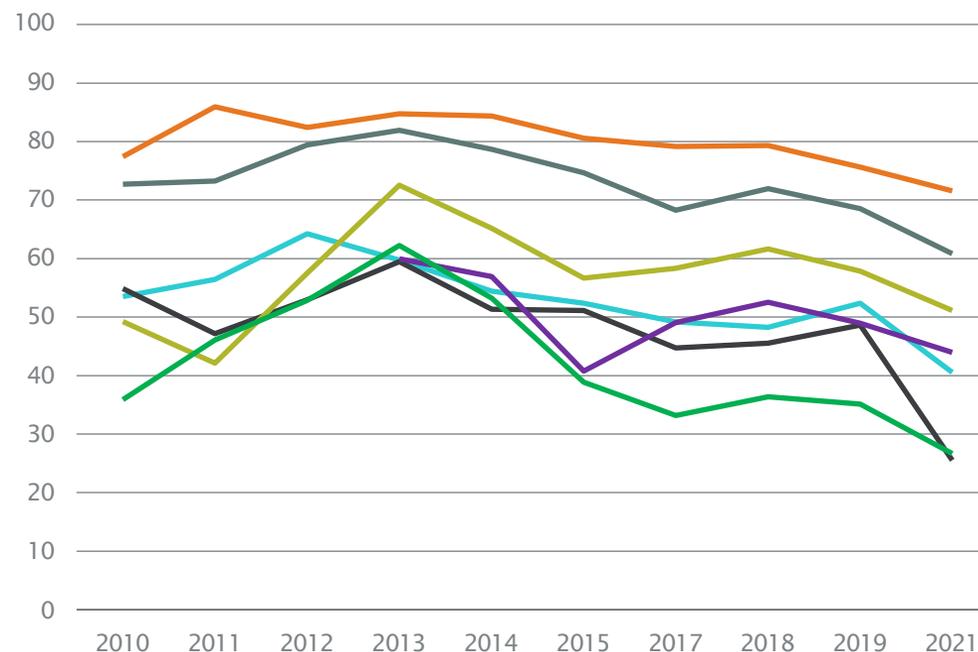
Williamson County Schools

2021 TCAP District Participation Rate

District Proficiency vs. State



District Student Group Proficiency



2021 Proficiency

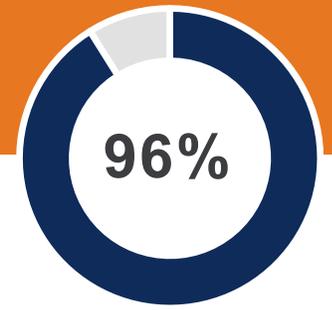
All TN Students	32.0%
All District Students	60.4
Asian	71.6
Black / African American	40.6
Hispanic / Latino	51.2
White	60.9
Economically Disadvantaged	25.6
Students w Disabilities	26.7
English Learners	44

PRIMARY OPERATING MODEL

In Person



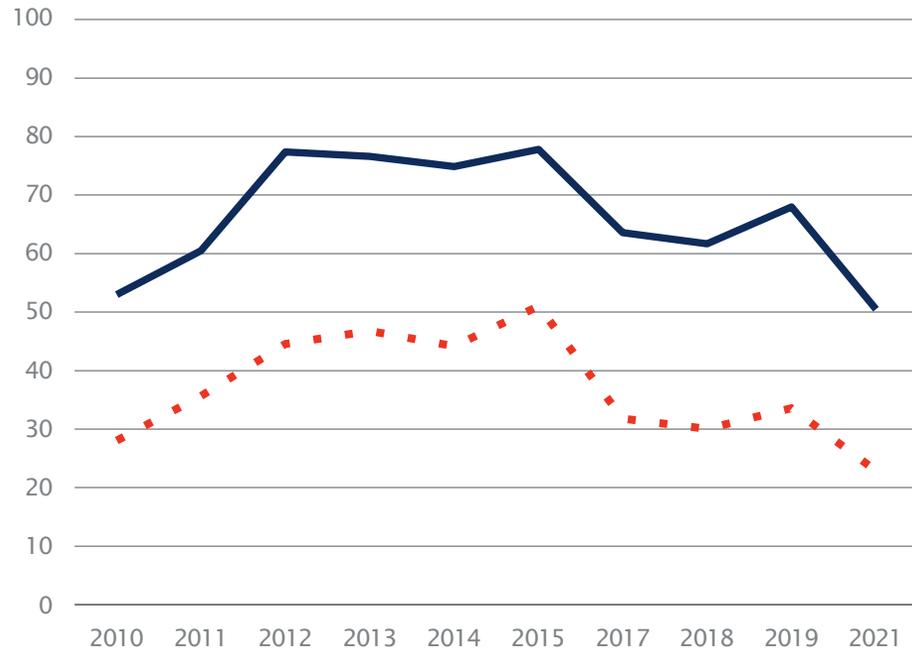
MATH: Grade 7



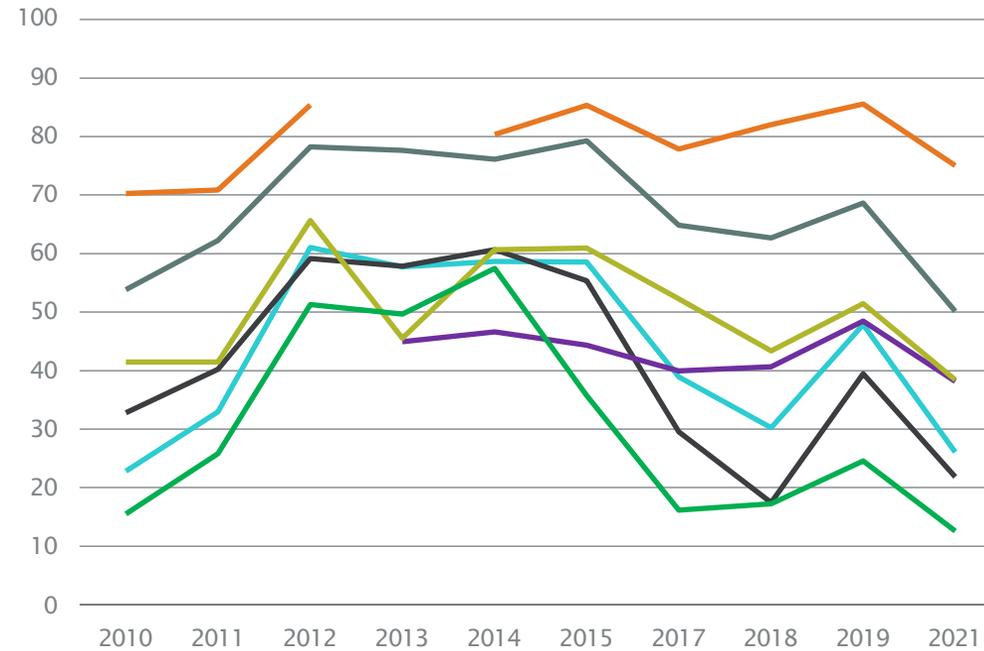
Williamson County Schools

2021 TCAP District Participation Rate

District Proficiency vs. State



District Student Group Proficiency



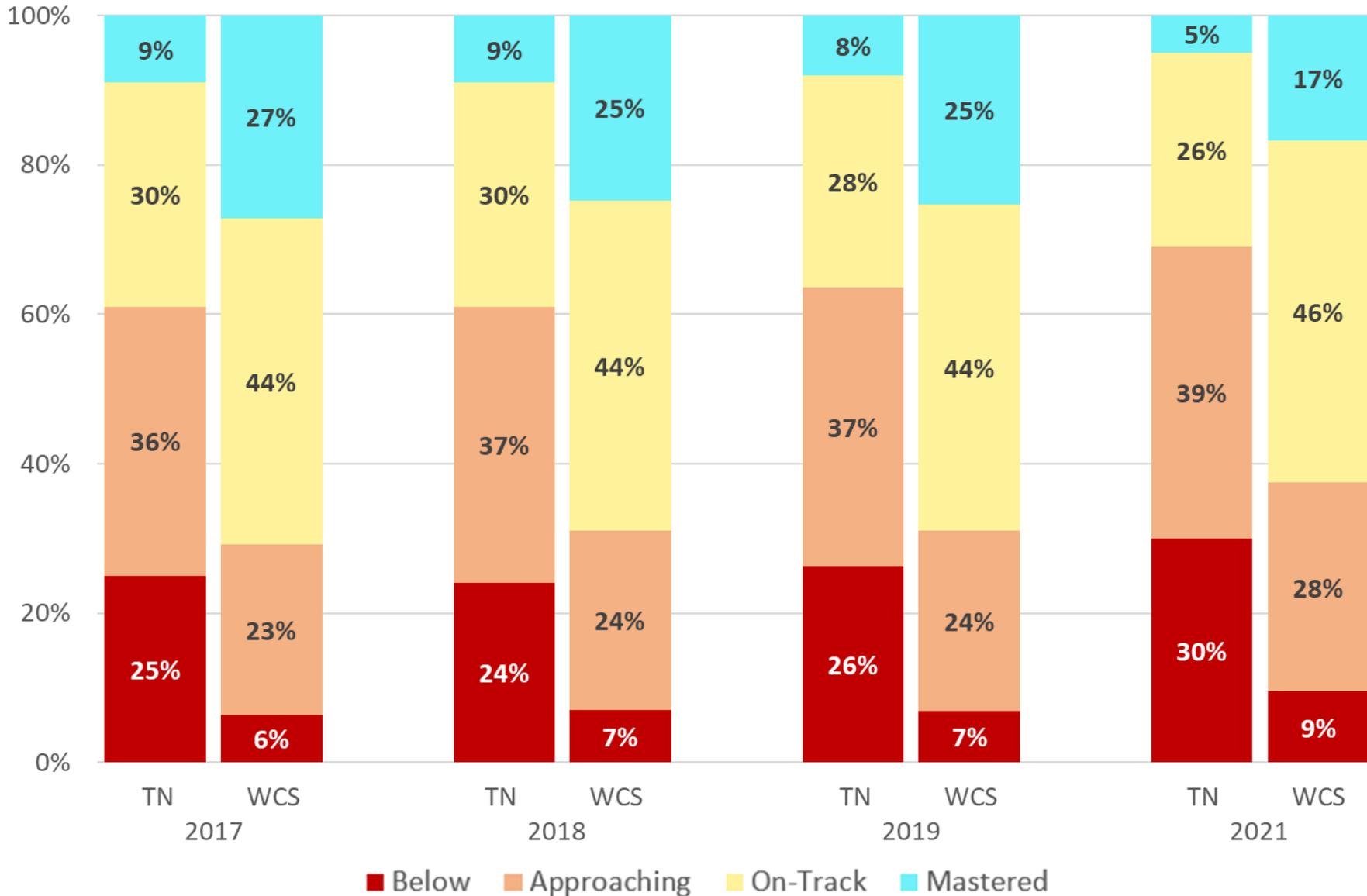
2021 Proficiency

All TN Students	22.9%
All District Students	50.5
Asian	75.1
Black / African American	26.1
Hispanic / Latino	38.5
White	50.2
Economically Disadvantaged	21.9
Students w Disabilities	12.6
English Learners	38.2

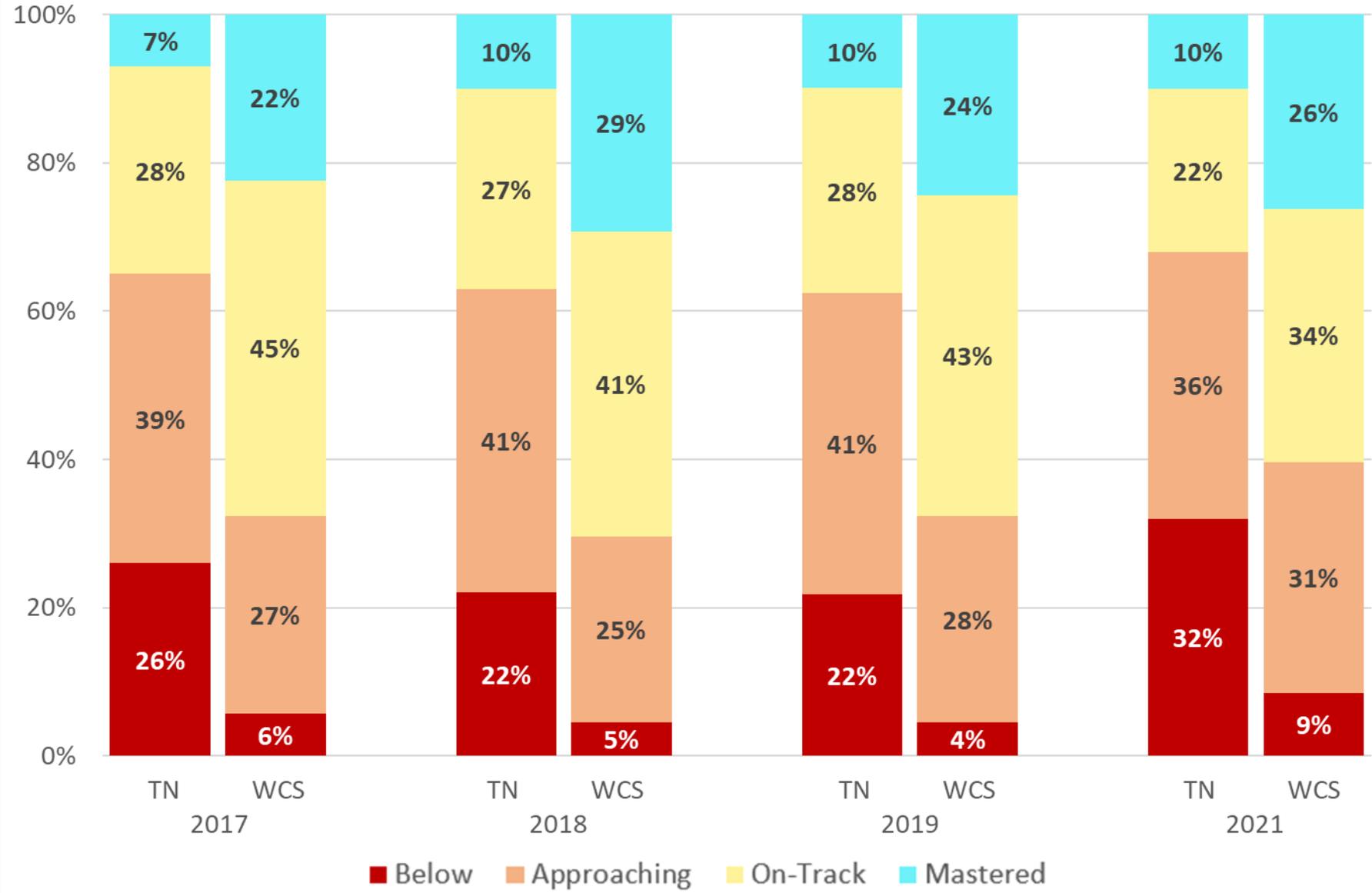
PRIMARY OPERATING MODEL

In Person

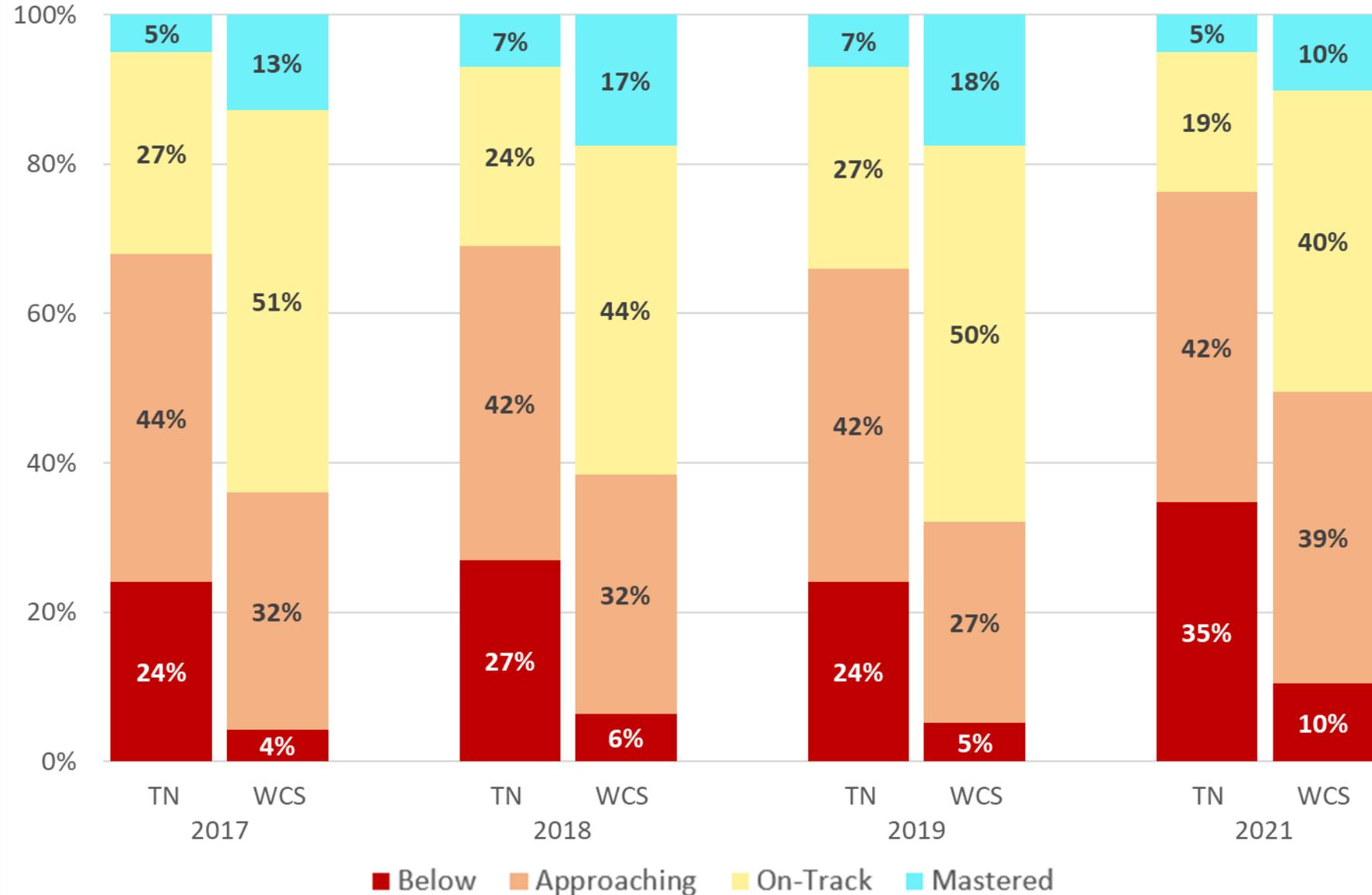
TCAP Spring Achievement and End of Course - All Grades/Subjects
 (State & District Comparison)



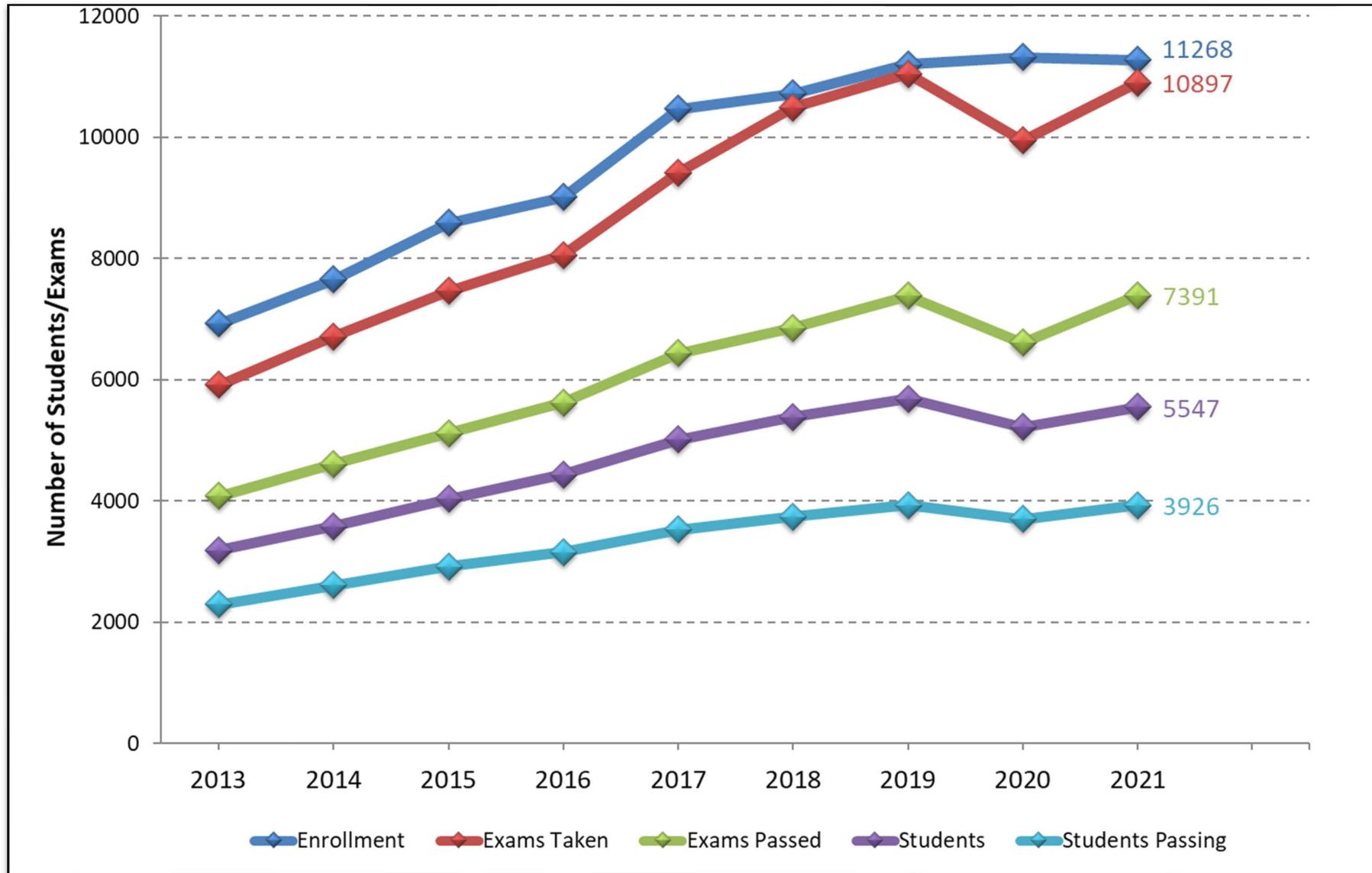
TCAP Spring Achievement - Grade 3 English / Language Arts
 (State & District Comparison)



TCAP Spring Achievement - Grade 7 Mathematics (State & District Comparison)



Williamson County Schools Advanced Placement Trends 2013-2021 (2021 Incomplete)





To: Board of Education
From: Rachel Farmer, CFO *RF*
RE: Budget Amendments and Resolution for 2021-2022
Date: August 12, 2021

The following budget amendments for the 2021-2022 fiscal year will require your approval only.

General Purpose School Fund Amendments:

08.21.Carryforward Reserves

This amendment reallocates funds donated or designated for specific purposes in the prior year, which are carried forward to the current budget for expenditure. **\$138,518.65**

08.21.Safe Schools Grant

We received funds last year from a State Safe Schools Grant which we are using to fund security measures at the schools. We receive the funds on a reimbursement basis and the amount we are appropriating is for the remaining encumbered funds from 2021. **\$391,729.37**

08.21.State Grant Carryover

Last year we received a grant for post-secondary for the purpose of expanding the Teaching as a Profession (TAP) program. We did not spend all of the funds last year and need to reappropriate the remaining balance into the 21-22 budget. **\$9,936**

08.21.Governors Give Grant

In partnership with Columbia State, the CTE department was awarded the Governors Give Grant in 2019-2020 that will be used for a Mobile Cyber Security unit for the CTE Department. This amendment allows this grant to be carried forward to this year where the expenditures will be made. **\$717,420**

08.21.Transition Grant

We have received funds for a few years for a transition grant that pays a portion of a transition teacher's salary and for 3 mentors. It operates on an October – September year and this amount places the carryover funds in the accounts that need to reflect expenses not yet covered with the 2021-22 Budget. **\$39,512**

Extended School Program Fund Amendment:

08.21.Child Care Covid Relief Grant

Last year we received a grant for The Extended School Program Fund to help with cleaning and other responses to Covid. The funds were not spent last year and this amendment reallocates those funds to the appropriate expenditures within the 21-22 budget. **\$56,000**

Education Capital Projects Fund:

08.21.Intracategory. Fairview.High.Stadium

As turf field was being installed at Fairview High, it was determined the track was in disrepair and needed replacing. There are funds within unencumbered general funds to pay for this project. **\$146,942.88**

08.21.Intracategory.Trinity Walking.Trail

A walking trail at Trinity Elementary was partially funded last year and this request is to fund the full amount needed to complete the project. There are funds within unencumbered rural funds to pay for this project. **\$162,000**

Staff recommends approval of the amendments.

Amendment

AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL BUDGET FOR CARRY FORWARD RESERVES RESTRICTED FOR VARIOUS PURPOSES

WHEREAS, the Board partners with various entities who have contributed funds during the year and restricted funds for various purposes; and

WHEREAS, the following amounts remained unspent/unencumbered at the end of the prior year and need to be carried forward to the current year as follows: Principals Banquet fund (**\$13,989.22**); MTSU tuition account (**\$51,555.15**) and Wilco Athletic Events (**\$72,974.28**).

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on August 16, 2021, approve the following funds and amend the **2021-2022** General Purpose School Fund as follows:

Revenue

141-30000-347550 Assigned for Education \$138,518.65

Expenditures

141-72320-539920-320-P7501 OCS-Superintendent \$13,989.22

141-72230-539900-385-P7010 Other Contracted Services 51,555.15

141-72210-549900-350-P3123 Other Materials and Supplies 72,974.28

\$138,518.65 \$138,518.65

Action Taken:

School Board

Yes___ No___

Amendment

**AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL FUND BUDGET BY \$391,729.37
FOR SCHOOL SAFETY GRANT**

WHEREAS, during the budget prep for the 2020-21 budget, we applied and received a Safe Schools Grant which we are using for safety enhancements in our schools; and

WHEREAS, we did not use all funds awarded last year and we must budget the remaining grant for the current fiscal year.

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on August 16, 2021, approve and amend the **2021-2022** General Purpose School fund budget in the following manner:

Revenue		
141.465900.G2280	Other State Funds	\$391,729.37
Expenditure		
141.72130.549900.457.00.00.G2280	Other Materials and Supplies	\$1,974.91
141.72620.570100.457.00.00.G2280	Capital Outlay- Safety	\$389,754.46

ACTION TAKEN:
School Board

For _____ Against _____

08.21.Safe Schools Carry over.docx

Amendment:

**REAPPROPRIATING TO THE 2021-22 GENERAL PURPOSE SCHOOL FUND BUDGET BY
\$9,936 IN STATE GRANT FUNDS FOR EARLY POSTSECONDARY EXPANSION**

WHEREAS, the Board of Education applied for and received a Post-Secondary grant in 19-20 to give high schools funds to expand and diversify the Teaching as a Profession (TAP) program; and

WHEREAS, there were funds left to be used for an education summit in the fall of 2020; and

WHEREAS, all of the funds were not spent on the summit and a balance remained, and

WHEREAS, the State agreed to allow the funds to carryover for one additional year; and

WHEREAS, no local funds will be necessary;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on August 16, 2021, approve and amend the **2021-2022** General Purpose School Fund budget as follows:

Revenue

141-346550 Committed for Education \$9,936

Expenditure

141.71300.549900.G5603 Other Materials and Supplies \$6,936

141.71300.559900.G5603 OC- Other Scholarships _____ \$3,000

\$9,936 \$ 9,936

School Board Vote

Yes _____

No _____

Amendment:

**AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL FUND BUDGET BY \$717,420
FOR THE GOVERNORS GIVE GRANT**

WHEREAS, during the budget prep for the 2019-2020 budget, we applied and received a Governors Give Grant to be used to purchase equipment, materials, and supplies for a Mobile Cyber Security unit to be used in a CTE program; and

WHEREAS, we did not use all funds awarded in prior years and we must budget the remaining grant for the current fiscal year; and

WHEREAS, ownership of the equipment will occur during the current year; and

WHEREAS, no local funds will be necessary;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on August 16, 2021, approve and amend the **2021-2022** General Purpose School fund budget in the following manner:

Revenue 141.469800.385.G5604	Other Government Units- Columbia State Pass through	\$717,420	
Expenditure 141.71300.573000.385.G5604	Vocational (CTE) Inst equipment		\$717,420
	Total	\$717,420	\$717,420

School Board Vote

Yes _____

No _____

Amendment

AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL FUND BUDGET BY \$39,512 FOR STATE TRANSITION GRANT

WHEREAS, we applied and received a State Transition grant for the School Support Department which funds a portion of a transition teacher and 3 workplace readiness mentors; and

WHEREAS, these funds run on an October -September timeline like federal funds and we need to appropriate the carry over funds for the months of July through September;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on August 16, 2021, approve and amend the **2021-2022** General Purpose School fund budget in the following manner:

Revenue

141-40000-471390-000-00-31-00-00-G7250	OTHER STATE FUNDS	\$39,512
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Expenditure

141-71200-520100-389-00-00-00-00-G7250	SOCIAL SECURITY	1,400
141-71200-520400-389-00-00-00-00-G7250	RETIREMENT	2,318
141-71200-521200-389-00-00-00-00-G7250	EMPLOYER MEDICARE	350
141-71200-520600-389-00-00-00-00-G7250	LIFE INSURANCE	15
141-71200-520700-389-00-00-00-00-G7250	MEDICAL INSURANCE	2,700
141-71200-520800-389-00-00-00-00-G7250	DENTAL INSURANCE	150
141-71300-518900-389-00-00-00-00-G7250	OTHER SALARIES & WAGES	14,772
141-71300-520100-389-00-00-00-00-G7250	SOCIAL SECURITY	1,000
141-71300-520400-389-00-00-00-00-G7250	RETIREMENT	750
141-71300-521200-389-00-00-00-00-G7250	EMPLOYER MEDICARE	250
141-71300-520600-389-00-00-00-00-G7250	LIFE INSURANCE	50
141-71300-520700-389-00-00-00-00-G7250	MEDICAL INSURANCE	15,357
141-71300-520800-389-00-00-00-00-G7250	DENTAL INSURANCE	400
		<hr/>
		\$39,512 \$39,512

ACTION TAKEN:
School Board

For _____ Against _____

Amendment:

**AMENDING THE 2021-2022 EXTENDED SCHOOL PROGRAM FUND BUDGET BY \$56,000
FOR THE CHILD CARE COVID RELIEF GRANT**

WHEREAS, during the 2020-2021 fiscal year, we applied and received the Tennessee Department of Human Services and The Community Foundation of Middle Tennessee partnered to assist licensed TDOE child care agencies through Child Care COVID Relief Grants; and

WHEREAS, the grant was not approved until late June of 2021; and

WHEREAS, no expenditures were made in prior fiscal year leaving a balance that needs to be carried forward into the current year's budget.

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on August 16, 2021, approve and amend the **2021-2022** Extended School Program Fund budget as follows:

Revenue		
146.40000.449900.000.00.32	Other Local Revenues	\$56,000
Expenditures		
146.73300.516400	Attendants	\$ 26,631
146.73300.520100	Social Security	\$ 1,651
146.73300.520400	State Retirement	\$ 1,332
146.73300.521200	Employer Medicare	\$ 386
146.73300.549900	Other Supplies and Materials	\$ 13,000
146.73300.579000	Other Equipment	\$ <u>13,000</u>
	Total	\$ 56,000

School Board Vote

Yes____ **No**____

To: Board of Education
From: Rachel Farmer, Chief Financial Officer *rf*
RE: Intra-category transfer – Fairview High Track
Date: August 12, 2021



Last year we approved the funding of replacing the football field at Fairview High with turf. During the design phase of the Fairview High multipurpose field renovation, it was determined the rubberized surface of the track would need to be replaced. The recommendation was to remove the existing track and replace with a new one. Funds were available for the project from contingency. The Principal supports this request. Staff recommends approval of the transfer.

From:

177.91300.579920.510.00.C4925 Contingency \$146,942.88

To:

177.91300.57046.610.35.00.C3211 Bldg Improvement Athletics \$146,942.88

**ACTION TAKEN
SCHOOL BOARD**

Yes____ No____

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

Cc: Rachel Farmer, Assistant Superintendent of Budget and Finance
Laurette Carle, Executive Director of Teaching, Learning and Assessment

DATE: August 16, 2021

RE: Approval of ePlan's American Rescue Plan Act (ARPA) of 2022 Allocated through the Elementary and Secondary School Emergency Relief Fund (ESSER 3.0)

This memo is to request the approval of the FY2022 Federal Fund 142 ePlan Application for ESSER 3.0, (American Rescue Plan Act, ARPA) and Budget with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2022 ePlan Application and Budget for the Elementary and Secondary Emergency School Relief 3.0, American Rescue Plan Act (ARPA) of 2022, and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

This grant has been made available for expenditures related to COVID-19 currently for \$5,333,354.19 to Williamson County Schools. We propose ESSER 3.0 be spent for (1) learning loss intervention, (2) digital learning support, and (3) mental health services for students. The grant will be spent over a period of three years. The application form and a budget summary are attached.

Staff recommends approval.

DISTRICT: _____

Public Plan - Federal Relief Spending



In response to COVID-19, the US Congress passed several pieces of legislation that sent billions in relief funding to states. Tennessee received \$4.2 billion for K-12 funding to be spent before 2024. This is the district's plan for spending, in compliance with federal law.

General Information

LEA Name		Director of Schools	
Address			
Phone #	()	-	
District Website <i>(where plan is posted):</i>			

Students & Enrollment

Mission & Vision				
Grades Served		# of Schools	Total Student Enrollment	
Race/ Ethnicity	American Indian/Alaska Native	%	Asian	%
	Black/African American	%	Hispanic	%
	Native Hawaiian/Pacific Islander	%	White	%
	Multiracial	%		
Economically Disadvantaged	%	English learners	%	
Students with Disabilities	%	Foster	%	
Students Experiencing Homelessness	%	Students in Military Families	%	
Migrant	%	Students with High-Speed Internet at Home	%	

Accountability

View the District Report Card:	
--------------------------------	--

Funding

ESSER 1.0 Allocation	\$	ESSER 2.0 Allocation	\$	ESSER 3.0 Allocation	\$
ELC Allocation	\$	Students Experiencing Homelessness Allocation:		\$	
TOTAL ALLOCATION:					\$
Possible Infrastructure Allocation (projected as of May 24, 2021 as 80% of ESSER 2.0*):					\$

Summary of Requirements

	Yes	No
District Applied for TDOE Planning Grant to meet federal requirements (\$125,000 - \$200,000)?		
Community Engagement Template submitted and posted on website?		
Health and Safety Plan submitted and posted on website?		
Needs Assessment submitted and posted on website?		
Translations of Health and Safety Plan, Needs Assessment, and Public ESSER Plans posted?		
Spending Plan submitted in ePlan and available to public?		

How will the district plans to meet the requirement to spend 20% of ESSER 3.0 on direct services to students to address learning loss? *Note: If the district is fully participating in TN ALL Corps, then just write "TN ALL Corps Tutoring Program."*

Introduction

The federal relief funding is a significant opportunity for school districts in the state to **accelerate student achievement**. Outcomes achieved over these four years can set a policy and investment foundation for years to come. Tennessee is fortunate that public education did not face state budgetary cuts during the pandemic, instead experiencing a significant amount of additional state investment during the same time period. As such, we have a collective responsibility to invest strategically, monitor implementation, and report on quantifiable outcomes transparently.

The department believes that in order to demonstrate strong growth at the state and local levels, it remains important to **invest in a small number of high-impact items**, within a cohesive and aligned strategy. These investments should be rooted in research and best practice as the most critical for long-term student success.

The department's strategic plan, **Best For All**, outlines the critical and researched areas that must continue to be strengthened if all students are to continue to grow and thrive.¹ The department strongly encourages all LEAs to capitalize on this moment to create generational impact, lasting legacy, and a roadmap for investments that can and should be made in the future.

BEST FOR ALL
We will set all students on a path to success.

ACADEMICS
ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS
TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS
TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

¹ LEAs have the responsibility to allocate funds within the policies and rules set forth by the U.S. Department of Education.

Summary

ACADEMICS		
Topic	Amount Spent	Percentage of Total
Tutoring Programs	\$	%
Summer Programming (Supplement to State Funding)	\$	%
Early Reading (Pre-K – 3rd)	\$	%
Interventionists	\$	%
Other	\$	%

STUDENT READINESS		
Topic	Amount Spent	Percentage of Total
AP and Dual Credit/ Enrollment Courses	\$	%
High School Innovation	\$	%
Academic Advising	\$	%
Special Populations	\$	%
Mental Health	\$	%
Other	\$	%

EDUCATORS		
Topic	Amount Spent	Percentage of Total
Strategic Teacher Retention	\$	%
Grow Your Own	\$	%
Class Size Reduction	\$	%
Other	\$	%

FOUNDATIONS		
Topic	Amount Spent	Percentage of Total
Technology	\$	%
High-Speed Internet	\$	%
Academic Space: Facilities*	\$	%
Auditing and Reporting (1% min. recommended)	\$	%
Other	\$	%

ACADEMICS



All Tennessee students will have access to a high-quality education by learning to read and reading to learn with high-quality materials. This includes investments in Reading 360 (literacy) and TN ALL Corps (tutoring).

Description of strategic allocations to accelerate **Academic Achievement**, including how allocations support the investments identified in the district’s needs assessment:

High Dosage, Low Ratio Tutoring

Definition: Maximum ratios of 1:3 in elementary and 1:4 in high school, with at least 3 sessions per week

Grade Band	Number of Students	Percent of Students	Frequency per Week	Ratio Provided	Description of Services
Kindergarten		%			
1 st Grade		%			
2 nd Grade		%			
3 rd Grade		%			
4 th Grade		%			
5 th Grade		%			
6 th Grade		%			
7 th Grade		%			
8 th Grade		%			
9 th Grade		%			
10 th Grade		%			
11 th Grade		%			
12 th Grade		%			

	Yes	No
* Participating in TN ALL Corps?		
* Plan to use free high school tutoring services through TDOE?		

ACADEMICS *(continued)*

Summer Programming

Brief Description of Summer Programming (*Differentiate between [TN Learning Loss and Student Acceleration Act](#) and additional resources provided by the district*):

--

Grade Band	# of Students Served	% of Total Students Served	Weeks per Summer	Hours per Week	Description of Services
Elementary		%			
Middle		%			
High School		%			
HS Transition		%			

	Yes	No
--	-----	----

* Applied to TDOE for transportation grant?

Literacy

Link to **TN Foundational Literacy Skills Plan**: _____

Grade Band	Spending Amount Planned on...		Description
	Approved Instructional Materials	Professional Development	
Pre-K	\$	\$	
Elementary	\$	\$	
Middle	\$	\$	
High School	\$	\$	

	Yes	No
--	-----	----

* Participating in Reading 360 Summer Teacher PD (elementary)?

* Planning to participate in Reading 360 Advanced Literacy PD in Summer 2022 (secondary)?

* Participating in Reading 360 PK-12 Literacy Implementation Networks?

* Participating in Reading 360 Early Reading Implementation Networks?

* Participating in Ready4K with TDOE and the Governor’s Early Literacy Foundation?

* Using the Reading 360 Foundational Literacy Skills Curriculum Supplement and supports?

* Provided families with information on FREE at-home decodables?

* Using the free universal screener provided to districts?

* Considering use of free TDOE supplemental instructional materials for math (elementary)?

* Considering use of free TDOE math professional development, implementation support and networks?

ACADEMICS *(continued)*

Other: Academics

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			

STUDENT READINESS



Tennessee schools will be equipped to serve the academic and non-academic needs of all students by developing robust career pathway opportunities and connecting students to real-time support. This includes investments in articulated pathways for all students, innovative high schools linked to career opportunities and advanced coursework, and specialized supports for students who need them.

Description of strategic allocations to support **Student Readiness** and the **School-Related Supports** necessary to access high-quality instruction, including how allocations support the investments identified in the district’s needs assessment:

Middle and High School Opportunities

Item	Spending	Description of Services
AP and Dual Credit/Enrollment Opportunities	\$	
High School Innovation	\$	
Academic Advising	\$	
Other	\$	

	Yes	No
* Received an Innovative High School Grant?		
* Using or planning to use free ACT preparation courses?		
* Using or planning to use free and online AP Access for All?		
* Received an Early Postsecondary Expansion Grant?		
* Received a Middle School STEM and CTE Grant?		
* Received a STEM Designation?		
* Participating in the free Work Keys program?		
* Using or planning to use free STEAM Resource Hub?		
* Received a Governor’s Civics Seal Grant?		
* Plan to participate in computer science networks and related grants?		

STUDENT READINESS *(continued)*

Special Populations

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Economically Disadvantaged	\$		
Students with Disabilities	\$		
Students in Foster Care	\$		
Students Experiencing Homelessness	\$		
Migrant	\$		
Mental Health Supports	\$		
Other	\$		

	Yes	No
* Applied for and received a TDOE trauma informed school grant?		
* Will receive a supplemental grant for serving students experiencing homelessness?		
* Applied for and received the ELC grant to support health and wellness activities?		
* Planning to apply for mental health grants (\$100,000 - \$200,000)?		
* Applied for an IDEA Partnership Grant to support students with disabilities?		
* Plan to use attendance support to identify and re-engage missing students?		

Other: Student Readiness

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
	\$			
	\$			
	\$			
	\$			
	\$			

EDUCATORS



Tennessee will set a new path for the education profession. This includes investments in Grow Your Own programs, educator networks and pathways, and strategic compensation and recruitment efforts.

Description of strategic allocations to **Recruit, Retain and Support Educators and School Personnel**, including how allocations support the investments identified in the district's needs assessment:

Item	Spending	Expected Outcomes for Students as a Result of this Investment	Description of Services
Strategic Teacher Retention	\$		
Establishing Sustainable Teacher Recruitment Models	\$		
Class Size Reduction	\$		
Other	\$		

	Yes	No
* Participating in Grow Your Own?		
* Participating in Aspiring Assistant Principal Network?		
* Participating in Diverse Leaders Network?		
* Participating in Rural Principal Network?		
* Participating in Turnaround Principal Network?		
* Participating in Principal Supervisor Network?		
* Participating in TASL Academies?		
* Participating in TDOE Special Education and ESL additional endorsement grants?		
* Using the TN Teacher, Substitute and/or Teacher Job Connect and Job Board?		
* Encouraged participation in or actively utilized Best For All Central?		

EDUCATORS *(continued)*

Other: Educators

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			
	\$			

FOUNDATIONS



Description of strategic allocations to **Strengthen Structural Expectations**, including how allocations support the investments identified in the district's needs assessment:

Item	Spending Amount	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
Technology	\$			
High-Speed Internet	\$			
Academic Space: Facilities*	\$			
Monitoring, Auditing and Data Collection and Reporting	\$			
Other	\$			

	Yes
* Participated in the TDOE device grant program?	
* Participated in the TDOE connectivity grant?	
* Participating in the TDOE-T-Mobile partnership to increase high-speed internet?	

OTHER

Description of **Additional Strategies** designed to accelerate academic achievement:

Item	Spending	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
	\$			
	\$			
	\$			
	\$			
	\$			

Contingency Plans: Infrastructure Bill Passes and/or Initiatives with Remaining Funds

If a federal infrastructure bill passes, LEAs could receive an amount similar to that received under ESSER 2.0. Should this pass, districts may need to shift funds previously budgeted for infrastructure in ESSER 1.0, 2.0, and/or 3.0 to this new funding source. Therefore, LEAs should have contingency plans for how they would spend the balance remaining in ESSER funds. This will provide transparency for decision-making and allow for LEAs to make changes quickly, having already communicated intent, and limit concerns related to reversion of funds. This could also be used as contingency funding for projects that are unspent or underspent.

Item	Spending	Expected Outcomes for Students as a Result of this Investment	How Student Outcomes and/or Success will be Quantifiably Measured	Description of Services
	\$			
	\$			
	\$			
	\$			
	\$			

Monitoring, Auditing and Reporting

The LEA should outline how they will actively monitor their allocations; how they will conduct interim audits to ensure an appropriate application of funds; how they will collect and manage data elements required to be reported; and how they will report this information to the community. As a note, the department will be releasing guidance for required elements at the state and federal levels once clarified by the U.S. Department of Education. The department recognizes that this will be a significant requirement and strongly encourages districts to allocate at least 1% of their funding capacity toward monitoring, auditing and reporting. LEAs should outline their plans for this work in the space below.

Family and Community Engagement

The LEA should outline how they plan to meaningfully engage with families and communities throughout the life of the ESSER and other relief funds.

**Elementary and Secondary School Emergency Relief Budget
(ESSER III)
August 12, 2021**

<u>Budget Line Description</u>	<u>Budget Line</u>	<u>Amount</u>	<u>Total for Each</u>	<u>CARES ACT</u>		
			<u>Category</u>			
47401						
REVENUE		\$ 5,222,354				
Indirect cost 10.41%		471,296	471,296			
71100						
REGULAR INSTRUCTION						
Teachers	71100 116	2,793,421	} 51 stipends of \$1,350 to be paid to one digital learning lead at each school for 2 years.			
Supplements	71100 189	137,700				
Social Security	71100 201	181,730				
State Retirement	71100 204	301,905			162,417.15	
Employer Medicare	71100 212	42,501				
Life	71100 206	2,601		} 19.5 elementary and 6 secondary interventionists for 2 years		
Medical	71100 207	545,700				3,868,641.03
Dental	71100 208	25,500				
TOTAL REGULAR INSTRUCTION			4,031,058			
72130						
OTHER STUDENT SUPPORT						
Other Contracted Services	72130 399	720,000		contracted work for 4 Social Workers for 3 years (\$60,000 per worker/yr.)		
TOTAL OTHER STUDENT SUPPORT			720,000			
		<u>\$ 5,222,354</u>	<u>\$ 5,222,354</u>			

Williamson County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: New Project Planning	Descriptor Code: 3.211	Issued Date: 11/18/19
		Rescinds: 3.211	Issued: 08/15/16

1 SITE SELECTION

2 The Board shall have sole discretion with choosing sites for construction.¹ When determining where to
3 begin new projects, the Board shall consider the current and future populations of the area, transportation
4 routes, and accessibility to utilities.

5 ~~CHILDREN WITH DISABILITIES~~²

6 ~~Prior to the construction, remodeling, renovation, expansion, or modification of a school building for~~
7 ~~use by children with disabilities, plans, and specifications shall be submitted for review to the~~
8 ~~Commissioner of the Department of Education. Such plans and specifications shall meet federal~~
9 ~~requirements.~~

10 *BUILDING ACCESSIBILITY*²

11 *The construction, remodeling, renovation, expansion, or modification of a school building shall*
12 *comply with state and federal requirements regarding building accessibility.*

13 SCHOOL SIZES / STUDENT CAPACITIES

14 The Board establishes the following for schools and school sites:

	<u>Minimum Students</u>	<u>Maximum Students</u>
17 1. Elementary Schools	600	940
18 2. Middle Schools	600	1650
19 3. High Schools	1600	2200

20 Alternate grade configurations and school sizes may be recommended by the Superintendent and
21 approved by the Board. The primary guiding principle in school design must be the educational program
22 to be served.

23 The Superintendent and the staff are delegated the responsibility to approve building plans which best
24 reflect the above considerations.

25

26

1 EDUCATIONAL SPECIFICATIONS

2 To ensure that facilities being planned are designed to best implement the educational program, the
3 Superintendent of Schools shall provide for the establishment of educational specifications to apply
4 when planning and building school facilities.

5 These educational specifications shall be developed in a manner designed to provide involvement of
6 teachers, administrators, and other appropriate persons.

7 The educational specifications shall include the following information:

- 8 1. Facilities list outlining the grade structure of the facility, design capacity and list quantity and
9 size of all proposed education spaces;
- 10 2. The description of the curriculum and programs to be offered (science, math, computers,
11 technology, etc.);
- 12 3. Size and number of spaces required to support these populations engaged in those activities;
13
- 14 4. The relationships among areas of site and plant (band room and library, playing fields and
15 locker rooms, front office and general school control, etc.);
- 16 5. Special site considerations of aesthetics, (traffic patterns, cooperative community use, etc.); and
17
- 18 6. The descriptions, quantity and sizes of equipment to be included in the construction contract.
19
20
21
22
23

Legal References

1. TCA 49-2-203(a)(3); *Rutherford County Board of Education v. Rutherford County Commission*, 2000 Tenn. App. LEXIS 703
2. [28 CFR 36.201](#); [TRR/MS 0520-01-04-.01\(1\)](#)
~~TRR/MS 0520-01-04-.01(4)~~

Williamson County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Access to Private Facilities	Descriptor Code: 3.220	Issued Date:
		Rescinds:	Issued:

- 1 Students, employees, or teachers may request reasonable accommodations if they desire greater
- 2 privacy when using multi-occupancy restrooms or changing facilities located in the school building or
- 3 when using multi-occupancy sleeping quarters while attending a school-sponsored activity.¹
- 4 Such requests shall be submitted in writing to the principal, and any appeals regarding the principal's
- 5 decision shall be in accordance with state law.¹
- 6 The Superintendent of Schools shall develop an administrative procedure on access to private facilities.

Legal References

1. Public Acts of 2021, Chapter No. 452

Williamson County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or
3 federal law shall be taught.¹ The Superintendent of Schools shall develop administrative procedures to
4 implement this policy.

5 **STATE STANDARDS²**

6 Only Tennessee state standards shall be taught within the school district. The following are prohibited:

- 7 1. Instructional materials, textbooks, or supplemental materials created to align exclusively with
8 Common Core; or
9
10 2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise
11 identified as Common Core textbooks or instructional materials.

12 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

13 All curriculum and instructional programming implemented in the school district shall adhere to state
14 and federal laws. District employees shall not include or promote any concepts that would violate state
15 law when providing instruction, using instructional or supplemental materials, or when implementing
16 the instructional program and curriculum.¹

17 The Superintendent shall develop procedures to ensure that the district's instructional program
18 complies with state law.

Legal References

1. Public Acts of 2021, Chapter No. 205; Public Acts of 2021, Chapter No. 281; Public Acts of 2021, Chapter No. 471; Public Acts of 2021, Chapter No. 493
2. TCA 49-1-302(a)(8); TCA 49-1-314

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Summer Instructional Programs	Descriptor Code: 4.204	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The following programs will be made available to students:^{1,2}

- 3 1. Traditional summer school;
- 4
- 5 2. Learning loss bridge camps;
- 6
- 7 3. After-school learning mini camps (2021-2023); and
- 8
- 9 4. Summer learning camps (2021-2023).

10 These programs shall be organized and operated in accordance with state law as well as guidelines
11 provided by the Tennessee Department of Education. Funding for all programming shall be provided
12 for in the annual budget and take into account any available grants. The Board may adopt tuition rates
13 for those students attending a traditional summer school program.³

14 **SUMMER PROGRAMMING²**

15 The Superintendent of Schools shall present a recommended summer programming plan to the Board
16 each year, no later than November, outlining the following:

- 17 1. Courses offered;
- 18
- 19 2. Transportation;
- 20
- 21 3. Class size ratios;
- 22
- 23 4. Budget, including staff compensation;
- 24
- 25 5. School nutrition needs;
- 26
- 27 6. Staffing;
- 28
- 29 7. Enrollment criteria; and
- 30
- 31 8. Any additional necessary information.

- 1 **ATTENDANCE REQUIREMENTS²**
- 2 Priority students, as defined by state law, shall not be required to attend summer programs.

Legal References

1. TRR/MS 0520-01-03-.03(9)
2. Public Acts of 2021, Special Legislative Session,
Chapter No. 1
3. TCA 49-6-3003

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Family Life Education	Descriptor Code: 4.213	Issued Date:
		Rescinds:	Issued:

1 *General*

2 A family life education program shall be implemented within the school district in compliance with state
3 law.¹

4 A parent/guardian who chooses not to have a student participate in the family life education program
5 shall submit such request in writing to the principal. A student who is excused from the program shall
6 be assigned alternative health activities and shall not be penalized academically.

7 **FAMILY LIFE INSTRUCTION**

8 The curriculum for the family life education program shall, in a manner that is age-appropriate and
9 factually and medically accurate, include the following:²

- 10 1. Teach the skills needed to make healthy decisions in all aspects of marriage and family life;
- 11 12 2. Encourage sexual health by helping students understand how the whole person is affected by
13 sexual activity as well as other risk behaviors;
- 14 15 3. Provide information about human reproduction, including conception, birth, and prenatal care,
16 as well as the process of adoption and its benefits;
- 17 18 4. Provide information on the family unit and the responsibilities and consequences related to sexual
19 activity, including the challenges of single teen parenting;
- 20 21 5. Promote only sexual risk avoidance through abstinence and the positive results of avoiding sexual
22 activity;
- 23 24 6. Provide instruction on the detection, intervention, prevention, and treatment of child sexual
25 abuse, including such abuse that may occur in the home, and human trafficking in which a victim
26 is the child;
- 27 28 7. Provide instruction on the prevention of dating violence;
- 29 30 8. Encourage communication between parent(s)/guardian(s) and students; and
31

- 1 9. Address the legal aspects of sexual activity with emphasis on the rights of the student.
- 2 The family life education program shall be reviewed annually to ensure that the prohibited items of
- 3 instruction, as provided for in state law,³ are not included in the curriculum.

4 **TRAINING ON INSTRUCTION**

- 5 Personnel providing family life instruction shall receive training prior to presenting such instruction.
- 6 Personnel shall conduct such instruction with maturity and discretion.

Legal References

1. TCA 49-6-1302; Public Acts of 2021, Chapter No. 290
2. TCA 49-6-1304
3. TCA 49-6-1304(b)

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Family Life Education	Descriptor Code: 4.213	Issued Date: 06/17/19
		Rescinds: 4.2094	Issued: 06/04/14

1 The Superintendent of Schools shall report the pregnancy rate for Williamson County females ages 15
 2 to 17 annually to the Board. In the event the pregnancy rate for Williamson County females ages 15-17
 3 ever exceeds the threshold established by T.C.A. 49-6-1301, the following plan shall be implemented by
 4 WCS to comply with state law. Until the following plan becomes necessary, WCS shall continue to teach
 5 those aspects of family life embedded in the State curriculum.

6 1. The State curriculum framework for Health Education includes the following:

7 Grades K-5 Personal Wellness; Mental and Emotional Wellness; Disease Prevention;
 8 Safety; Human Growth and Development

9 Grades 6-8 Personal Wellness; Mental, Emotional, and Social Health; Safety and
 10 Prevention; Human Growth and Development; Substance Use and Abuse

11 Lifetime Wellness Personal Wellness; Mental, Emotional, and Social Health; First Aid and
 12 Safety; Human Growth and Development; and Substance Use and Abuse

13 2. In compliance with state law concerning the teaching of Lifetime Wellness, specific attention
 14 will be given to the following:¹

- 15 a. Family relationships and responsibilities.
- 16 b. Dating, courtship, peer pressure, and sexual abstinence.
- 17 c. Responsible sexual behavior and relationships.
- 18 d. Marriage and the family.
- 19 e. Male and female reproductive systems, including female reproductive cycles.
- 20 f. Contraception (birth control).
- 21 g. Prevention of HIV/AIDS, STDs, Hepatitis, and communicable diseases.
- 22 h. Pregnancy, childbirth, and delivery.
- 23 i. Parenthood and family responsibilities.

24
 25 3. The Board expects each school and teacher in grades K-8 to incorporate into the regular health
 26 instruction program appropriate activities and materials to provide instruction that meets the
 27 stated goals at each grade level in the family life strand of the State curriculum framework for
 28 Health Education.

29
 30 4. The Superintendent of Schools, appropriate administrative staff, school Principals, and teachers
 31 shall give special attention to the following issues and expectations:

- 1 a. Abstinence from sexual relations outside of marriage shall be the primary goal for
2 emphasis and expectation in teaching about all topics involved in family life instruction.
- 3 b. Instruction will be provided regarding all medically recommended methods of
4 contraception and disease prevention.
- 5 c. Instruction in contraception and disease prevention will be limited to the following:
6 i. Family planning shall be the focus, instead of birth control or contraception.
7 ii. Information provided in the approved textbooks, workbooks, and related
8 supplementary materials approved by the Board.
9 iii. Information provided in person by licensed medical professionals (M.D.s, R.N.s,
10 and state/county Health Department staff) from the community.
11 iv. Information provided by videotapes approved by the Board or video
12 presentations available via public broadcast media.
13 v. Abortion shall not be presented as a form of contraception.
- 14
- 15 d. Instruction regarding condoms will be limited as follows: Condoms may be cited as a
16 means of providing some protection for a sexually active person; however, the fact must
17 also be cited that condoms present an unpredictable, uncontrollable risk factor.
18 Condoms may not be visually portrayed, displayed, simulated, demonstrated, or
19 distributed to students. Printed or visual materials regarding condoms may not be
20 presented to students unless the printed material is included in the approved curriculum
21 guide or separately approved by the Board of Education.⁴
22
- 23 e. Abortion will be addressed as follows:
24 i. Not ever to be presented as a form of contraception.
25 ii. To be presented as a matter of choice exercised by the pregnant individual
26 within the framework of state and federal laws and considered only in
27 consultation with a licensed medical professional (M.D., R.N.).
28
- 29 f. Parents of students in classes involving family life instruction will be informed in
30 writing in advance about the topics to be covered, the materials to be used, and their
31 right to request to be excused (“opt out”) from these classes.
32
- 33 g. Any parent or guardian requesting the alternative or "opt-out" provision as noted above
34 will do so by filing a written request with the teacher and Principal. When a parent
35 requests for a student to “opt out” from a lesson or lessons, the student will be assigned
36 alternative reading and written health assignments to complete. Copies of the
37 assignment(s) will be provided to the student, parent, and Principal. The student will not
38 receive any penalty or negative effect on the class or course grade because of opting-
39 out, if the assigned alternative lessons are performed or completed in a timely and
40 satisfactory manner.

1. TCA 49-1-205; TCA 49-6-1302
2. TCA 49-6-1304, Public Acts of 2018, Chapter No. 609
3. TCA 49-6-1303
4. TCA 49-6-1304

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 06/17/19
		Rescinds: 4.301	Issued: 09/21/17

GENERAL PROVISIONS

All WCS school sponsored sports programs must be sanctioned by the Tennessee Secondary Schools Athletic Association (TSSAA), the Tennessee Middle Schools Athletic Association (TMSAA), or the Williamson Middle Athletic Association (WMAA).¹ In addition to the items listed below, all other district policies and procedures relating to school operations remain in effect for activities relating to school sponsored athletic events.

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated differently from another person, or otherwise be discriminated against in any athletic program of the school. Equal athletic opportunities shall be provided for members of both sexes.¹ Student athletes shall only be allowed to participate in athletic activities or events that align with the student's sex indicated on his/her original birth certificate.² The Superintendent of Schools/designee shall require the parent/guardian to provide the student's original birth certificate prior to participation in any interscholastic athletics. If the original birth certificate is not available or does not indicate the student's sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

All WCS school sponsored sports programs must be sanctioned by the Tennessee Secondary Schools Athletic Association (TSSAA) or the Tennessee Middle Schools Athletic Association (TMSAA).³ The Superintendent of Schools shall develop a code of conduct for all coaches to follow in order to ensure the health and safety of athletes.⁴

PROHIBITION AGAINST HAZING

Coaches, employees, and volunteers of the school district shall not encourage, permit, condone, or tolerate hazing activities.⁵

PHYSICAL EXAMINATIONS

Prior to the participation of interscholastic athletics, every student shall complete an annual physical examination.⁶ These activities include, but are not limited to, weight training outside of the instructional day, conditioning, open facilities, tryouts, practices, and athletic contests. Cost of the examination shall be borne by the parent or guardian of the student.

SCHEDULING CONFLICTS

No principal or teacher shall dismiss his/her school or any group of students for the purpose of attending the practice of any interscholastic sport during the school day without the written

1 *permission from the Board.* ⁷ *This does not prevent regular physical training lessons in the daily*
2 *school program.*

3
4 *Students shall not be required to attend a school athletic event, or event related to participation on a*
5 *school athletic team, if the event is on an official school holiday, observed day of worship, or*
6 *religious holiday. The student's parent/guardian shall notify the coach in writing three (3) full*
7 *school days prior to the event.* ⁸

8 ***SEVERE WEATHER***⁴

9 *Severe weather is any type of weather that could impede the safety of any athlete by compromising the*
10 *playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,*
11 *lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be*
12 *discussed with all players, coaches, and officials, if applicable.*

13 *All coaches who oversee or participate in outdoor training, practice, or competition shall annually*
14 *complete a heat illness prevention course approved by the Tennessee Department of Health as well as*
15 *receive training on activity modifications based on environmental conditions.*

16 *In addition to the provisions listed above, all other district policies and procedures relating to school*
17 *operations remain in effect for activities relating to school-sponsored athletic events.*

- 18
19 I. The Principal shall be responsible for the administration and control of the interscholastic athletic
20 program within his/her school.
21
22 a. The Principal or his designee is required to accompany an athletic team on its trips, and all trip
23 requests shall be made according to the procedures established by the Williamson County
24 Schools administration.
25
26 b. Coaches shall follow the chain of command procedures for Williamson County Schools for any
27 request related to athletics. Coaches must obtain a purchase order prior to committing the
28 district or any school to purchasing any products or service.
29
30 c. School athletics are to be coached by personnel employed by Williamson County Schools.
31 Such coaches are to be compensated only from Board funds, according to the current salary
32 schedule. Coaches shall not receive pay other than from Williamson County Schools for any
33 athletic-related services provided to any student who is or may be participating in that coach's
34 sport except that coaches may participate in school authorized clinics, camps, etc.
35
36 d. Any student, except as outlined below, shall be eligible to try out for any athletic team.
37 Academic and citizenship requirements for being a member of an athletic team shall be
38 carefully considered and developed to promote the welfare of the individual student. Only
39 students in grade 6-12 shall engage in interscholastic activities.
40
41 e. Students who move out of their school transportation zone but continue attendance in the
42 original school per board policy may continue to participate in athletics. The Board specifically
43 forbids recruiting of students in any fashion.

1
2 ~~f. Students must have a current athletic physical on file, based on TSSAA standards, before being~~
3 ~~allowed to participate in any extracurricular activity involving athletics in the Williamson~~
4 ~~County School System.² These activities include but are not limited to weight training outside~~
5 ~~of the instructional day, conditioning, open facilities, tryouts, practices, and athletic contests.~~
6 ~~Cost of the examination shall be borne by the parent or guardian of the student.~~
7

8 g. Schools may not schedule and students may not participate in any athletic team practice during
9 the school day.³ No student or faculty may be dismissed during the school day from school
10 premises or the regular activities of the student's or school's schedule in order to play an
11 athletic contest or interscholastic game without the written approval of the Superintendent of
12 Schools which will be reported to the Board. This restriction would NOT apply to
13 tournaments/play-off games scheduled by the TSSAA.
14

15 h. It shall be the responsibility of the parent(s) or guardian to provide health and hospitalization
16 insurance for all students participating in interscholastic athletics.⁴
17

18 ~~i. No person shall, on the basis of sex, be excluded from participation in, be denied the benefits~~
19 ~~of, be treated differently from another person, or otherwise be discriminated against in any~~
20 ~~athletic program of the school. Equal athletic opportunity shall be provided for members of~~
21 ~~both sexes.⁵~~
22

23 ~~j. Coaches and other employees of the school district shall not encourage, permit, condone or~~
24 ~~tolerate hazing activities as part of the athletic program.⁶~~
25

26 k. All fundraising requests related to school-sponsored athletic programs must adhere to WCS
27 Board policies governing fundraisers.
28

29 l. Schools may charge WCS Board authorized fees to students who choose to participate in
30 school-sponsored athletic activities.
31

32 II. Any sport not sanctioned by the TSSAA *or* TMSAA ~~or~~ WMAA sports is not school-sponsored and
33 is often referred to as a "club sport." Because they are not WCS programs, no school funds may be
34 used to support these individual or team sports programs.
35

36 a. Schools cannot provide a pay supplement to any individual who is acting as a coach for any
37 club sport.
38

39 b. While WCS employees may choose to serve as coaches for the separate legal entities managing
40 these club sports, at no time should the club sport responsibilities be performed during the
41 employee's regularly scheduled work day nor should release time ever be granted for the
42 employee to perform these duties or attend any club sport event.
43

44 c. If there is a student-led club associated with a club sport, it shall be established pursuant to
45 Board Policy 4.802, Student Equal Access.
46

- 1 d. Any organizer/coach of a high school club sport activity who wishes for participants to be
2 eligible to receive a waiver of the .5 elective P.E. credit must submit the appropriate form to the
3 school's athletic director for approval from the district office. Individual participants will have
4 the P.E. credit waived only after the activity has received the approval by district office staff
5 AND the individual students have submitted the appropriate form to his/her school counselor.
6
- 7 e. Schools may not charge any fees for participation in club sport activities.
8
- 9 f. All fundraising requests must adhere to WCS Board policies governing fundraisers.
10
- 11 g. Schools may not authorize student field trips for participation in club sport activities.
12
- 13 h. Schools may provide meeting/practice space for club sport activities in accordance with board
14 policy.
15
- 16 i. Club sports affiliated with Non-Profits may be included in school and district communication.
17
- 18 j. Students participating in club sport activities are subject to all school attendance rules and
19 procedures applicable to any other students.

20 High School Interscholastic Activities

21 The By-Laws of Tennessee Secondary School Athletic Association shall be adopted as a part of the
22 regulation for the operation and control of athletics in the high schools of Williamson County.

23 To be eligible to participate in the interscholastic athletic activities during any semester, the high
24 school student shall at least meet current TSSAA standards.

- 25 a. Any student classified as a second semester junior or as a senior who moves out of the county
26 may complete his/her senior year, with payment of tuition, and continue to participate in
27 athletics within the guidelines of the athletic governing body.
28
- 29 b. If a high school student is forced to withdraw from school or is prevented from enrolling in
30 school, due to *the student's* illness, ~~or his/her~~ accident, *or his/her disability*, ~~to the student,~~
31 the Principal *may request a ruling in regard to the student's eligibility, provided the student*
32 *was eligible at the time the illness or accident forced the student to withdraw or prevented the*
33 *student from enrolling in school. If ruled eligible, such a student shall be charged with a*
34 *semester of attendance for athletic purposes for the semester of non-attendance or*
35 *withdrawal.* ~~shall review the full details submitted by the student or his/her parent(s)~~
36 ~~concerning the student's illness or accident and make a ruling with regard to the student's~~
37 ~~eligibility provided the student was eligible at the time the illness or accident forced the student~~
38 ~~to withdraw or prevented the student from enrolling in school. (In the case of TSSAA athletics,~~
39 ~~the Principal may submit to the Executive Director of the TSSAA the full details and request a~~
40 ~~ruling with regard to the student's eligibility. If ruled eligible, such a student shall be credited~~
41 ~~with a semester of attendance for interscholastic athletic purposes for the semester of~~
42 ~~nonattendance or withdrawal.)~~

1 Middle School Interscholastic Athletics

2 The By-Laws of the Williamson Middle Athletic Association shall be adopted as part of the regulation
3 for the operation and control of athletics in the middle schools of Williamson County with the
4 exception of those middle schools that have elected to participate as members of the Tennessee Middle
5 Schools Athletic Association. Those schools shall be governed by the By-Laws of TMSAA.

6 *The By-Laws of Tennessee Middle School Athletic Association shall be adopted as a part of the*
7 *regulation for the operation and control of athletics in the middle schools of Williamson County.*

8 Eligibility for Middle School Athletics for those middle schools governed by WMSA will be
9 determined as follows:

10 *To be eligible to participate in the interscholastic athletic activities during any semester,*
11 *the middle school student shall at least meet current TMSAA standards.*

12 i. ~~The middle school student shall have passed (70 or above) four (4) academic~~
13 ~~subjects: communication arts (reading, language, spelling), math, science and~~
14 ~~social studies in the previous nine week grading period in order to be eligible to~~
15 ~~try out for a middle school athletic team. The previous nine-week grading period~~
16 ~~is the last nine-week period school was in session.~~

17 ii. ~~The following procedures should be used to determine eligibility to continue~~
18 ~~participation in a sport during sport season:~~

19 1. ~~Coaches will provide subject area teachers with names of student~~
20 ~~participants when teams are formed.~~

21 2. ~~Teachers will certify those students with a passing grade (70 or above) at~~
22 ~~the end of each established grading period.~~

23 3. ~~Students whose grades in any of the four (4) academic subjects listed~~
24 ~~above fall below 70 for the nine week period will be placed on~~
25 ~~probation. Students on probation may practice, but not dress out or play.~~
26 ~~As soon as the grade has improved to an average of 70 or above, the~~
27 ~~student will be allowed to participate on the team, except that a student~~
28 ~~shall not dress out or play for at least one (1) week after being placed on~~
29 ~~probation.~~

30 4. ~~For any student whose grade does not improve to an average of 70 or~~
31 ~~above in each of the four (4) academic subjects by the mid-term progress~~
32 ~~report, that student will be suspended from participation until the next~~
33 ~~nine-week grading period.~~

34 5. ~~Principals are responsible for enforcing “probation and ineligibility~~
35 ~~status”.~~

1 Eligibility for Middle School Athletics for those middle schools who are member of TMSAA will be
2 determined as follows:
3

- 4 a. The middle school student shall have been academically promoted to the next higher grade.
5 Any student repeating a grade is ineligible to participate. A student who is ineligible at the
6 beginning of the school year may gain eligibility the second semester by passing five (5)
7 subjects, or the equivalent, the preceding semester, provided the student is not repeating the
8 same grade.
9
- 10 b. If a middle school student is forced to withdraw from school or prevented from enrolling in
11 school, due to the student's illness, his/her accident, or his/her disability, the principal may
12 request a ruling in regard to the student's eligibility, provided the student was eligible at the
13 time the illness or accident forced the student to withdraw or prevented the student from
14 enrolling in school. If ruled eligible, such a student shall be charged with a semester of
15 attendance for athletic purposes for the semester of non-attendance or withdrawal.

Legal References

1. *34 CFR Section 106.41; 20 USCA Section 1681 et seq.*
2. *Public Acts of 2021, Chapter No. 40*
3. TRR/MS 0520-01-02-.08(1)
4. *Public Acts of 2021, Chapter No. 272*
5. *TCA 49-2-120*
6. *20 USCA Section 123h(c); TRR/MS 0520-01-13-.01(1)(a)*
7. *TCA 49-6-1002(a)*
8. *TCA 49-6-1002 (c)*

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Extracurricular Activities 4.300
Attendance 6.200

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Issued Date:
		Rescinds:	Issued:

1 APPLICATION

2 An individual desiring a position shall make application to the Superintendent of Schools on forms
3 developed by his/her office. To ensure the safety and welfare of students and staff, the district shall
4 require criminal history background checks and fingerprinting of applicants for teaching positions and
5 any other positions that require proximity to children.¹ If applying for a teaching position, the
6 Superintendent of Schools shall also check the applicant's license status in the State Board of
7 Education's database to determine if there is a hold on that applicant's license, and if so, the reasoning
8 behind the hold.²

9 Knowingly falsifying information shall be sufficient grounds for termination of employment and shall
10 also constitute a Class A misdemeanor which shall be reported to the District Attorney General for
11 prosecution.³

12 The Board may reimburse the applicant any costs incurred to perform these background checks and
13 fingerprinting if a position is offered and accepted .⁴

14 *Professional Employees*

15 The application shall include a transcript of credits earned at the colleges or universities attended along
16 with references from persons such as previous employers, college professors, and supervisors of
17 student teachers. Other information shall include whether such applicant has been dismissed for cause
18 from a school district.⁵ If previously employed by a local board of education, the applicant shall
19 provide evidence of acceptable resignation.

20 No person shall be employed:

- 21 1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board
22 of Education;⁶
- 23 2. Who has been identified by the Department of Children's Services as a perpetrator of child
24 abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat
25 to the health, safety, or welfare of children;⁷
- 26 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
27 of Health;⁷
- 28 4. Who does not present a physician's certificate showing a satisfactory health record or has any
29 contagious or communicable disease in such form that might endanger the health of school
30 children;⁸
- 31 5. Who refuses to take and subscribe to an oath to support the Constitution of the State of
32 Tennessee and of the United States of America;⁹

- 1 6. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
- 2 employment for cause; or
- 3 7. Who does not receive a satisfactory background check.¹⁰

4 *Support Employees*

5 No person shall be employed:

- 6 1. Who has any contagious or communicable disease in such form that might endanger the health
- 7 of school children;⁸
- 8 2. Who has been identified by the Department of Children's Services as a perpetrator of child
- 9 abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat
- 10 to the health, safety, or welfare of children;⁷
- 11 3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department
- 12 of Health;⁷
- 13 4. Who has not complied with the Immigration Reform and Control Act of 1986;¹¹
- 14 5. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from
- 15 employment for cause; or
- 16 6. Who does not receive a satisfactory background check.¹⁰

17 **EMPLOYMENT**

18 After checking references and receiving written recommendations, the Superintendent of Schools shall

19 hire and assign qualified applicants.

20 *Initial Employment for Professional Employees*

21 The Superintendent of Schools shall notify such person, in writing, of the offer and conditions of

22 employment. Upon receipt of employment notification, such person shall respond within the timeline

23 established by state law.¹² From the date of the written acceptance, such person is considered to be

24 under employment with the district and is subject to all rights, privileges, and duties.

Legal References

1. TCA 49-5-406
2. State Board of Education Policy 5.501
3. TCA 49-5-406(a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; Public Acts of 2021, Chapter No. 211
7. TCA 49-5-413(e)
8. TCA 49-5-404
9. TCA 49-5-405
10. TCA 49-5-413(a), (f)
11. Immigration Reform and Control Act of 1986; Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*
12. TCA 49-5-406(b)

Cross References

Orientation and Probation 5.107
Compensation Guides & Contracts 5.110
Recommendations and File Transfers 5.203
Qualifications and Duties of the Superintendent of Schools 5.802

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Hiring	Descriptor Code: 5.106	Issued Date: 03/19/18
		Rescinds: 5.106	Issued: 06/05/14

- 1 The Williamson County Board of Education holds the Superintendent of Schools responsible for the
2 initial employment of all employees in the Williamson County School System. TCA 49-2-301(f) (10).
3 The Principal's recommendation shall be submitted to the Superintendent of Schools. TCA 49-2-303(b)
4 (3). Specifically, it is the policy of this board to require all persons applying for positions that require
5 proximity to school children to state on their application whether or not they have been convicted of a
6 misdemeanor or a felony in the state of Tennessee or any other state. It is also required that those
7 applying for any teaching positions shall state on their application whether or not he or she has been
8 dismissed for any of the causes enumerated for dismissal in TCA 49-2-203 and/or 49-5-511.
- 9 Any person seeking employment with the Williamson County Board of Education is required to make
10 a full disclosure of any prior criminal record, misdemeanor or felony, and any prior dismissals from
11 employment for cause. Any applicant who knowingly falsifies information regarding a prior conviction
12 of a misdemeanor or felony or dismissal for cause from prior employment shall forfeit his/her office.
13 An applicant who claims a prior conviction to have been expunged may, at the discretion of the
14 Superintendent of Schools, be given 30 days to show proof of expungement. If proof of claimed
15 expungement is not provided within 30 days, the applicant shall forfeit his or her office. No person
16 shall be employed who has any contagious or communicable disease in such form that might endanger
17 the health of children, subject to the provisions of the Americans with Disabilities Act and any other
18 applicable law.
- 19 After checking references and receiving written recommendations from Principals and/or supervisors,
20 the Superintendent of Schools shall hire and assign qualified certificated applicants. The contract of
21 each support employee shall contain a statement regarding the required 90-day probationary period.
- 22 The Superintendent of Schools may disapprove any recommendation by a Principal or other
23 supervisor, but the Superintendent of Schools will not initially employ any personnel without the
24 recommendation of the Principal to whose school the person is to be assigned.
- 25 In order for an applicant to schedule an interview, an official signed application shall be submitted. It
26 shall be the sole responsibility of the applicant to see that transcripts and reference information, when
27 necessary, have been received by the Superintendent of Schools' office.
- 28 Opportunity for employment, as well as continuation and advancement in employment, shall be
29 afforded equally to members of all races, colors, sexes, religions, ages, national origins, and
30 individuals with disabilities or veteran status with regard for qualifications for the position involved.
- 31 The process of selection shall be free from pressures considered detrimental to the best conduct of the
32 school program, based on the following principles:

- 1 1. Ability to fulfill the responsibilities of the position efficiently as judged by all pertinent
2 standards is the sole basis of selection.
3
- 4 2. The use of political, social, or other pressures automatically disqualifies the applicant for the
5 position from any further consideration.

6 Applicants for positions in the school system who reside within the county will be given priority for
7 employment, provided such persons are equally qualified. However, the primary goal in hiring is to
8 locate and employ the best-qualified personnel possible.

9 A transcript of all college credits must be placed on file in the central office. This applies to all
10 professional personnel in the system. The professional staff personnel is also individually responsible
11 for filing with the central office, before receiving pay for advanced salary ratings, a transcript or grade
12 report of all college credits earned prior to September 1 of the school year for which any change in
13 salary rating is to be effective. However, this does not apply to those persons employed after the
14 opening of the regular school term, provided that such teachers shall be rated upon the basis of the
15 academic training earned at the time of employment, plus allowable experience, if any.

16 All applicants must meet the requirements of TCA 49-5-202, 49-2-203(a), 49-2-301(f), 49-2-303(b),
17 49-5-401, 49-5-402, 49-5-403, 49-5-404, 49-5-406, 49-5-407, 49-5-408, 49-5-411, Immigration
18 Reform and Control Act of 1986.

Williamson County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Qualifications and Duties of the Superintendent of Schools	Descriptor Code: 5.802	Issued Date: 09/16/19
		Rescinds: 5.802	Issued: 06/06/14

1 **REPORTS TO:** The Board of Education

2 **SUPERVISES:** All administrative and supervisory personnel in the district

3 **JOB GOAL:** To provide leadership in developing and maintaining the best possible educational
4 programs and services

5 **SCOPE OF RESPONSIBILITY:** The management responsibilities of the Superintendent of Schools
6 shall extend to all activities of the district, to all phases of the educational program, to all aspects of the
7 financial operation, to all facility management, and to the conduct of such other duties as may be assigned
8 by the Board. The Superintendent of Schools may delegate these duties together with appropriate
9 authority but may neither delegate nor relinquish ultimate responsibility for results or any portion of
10 accountability.

11 **ESSENTIAL FUNCTIONS**

12 **General Administrative**

13 1. Provides leadership in identification of priorities and assures that all activities reflect those
14 board-established priorities.

15 2. Prepares and recommends short and long-range plans for Board approval and implements those
16 plans when approved.

17 3. Prepares, in conjunction with the Chair, agenda recommendations relative to all matters
18 requiring board action, including all facts, information, options, and reports needed to assure
19 informed decisions. Provides advice and counsel to the Board on matters before it.

20 4. Attends all regular and special meetings of the Board and keeps a complete and accurate record
21 of the proceedings of all meetings of the Board and of its official acts.

22 5. Recommends drafts of new policies or changes to the Board. Anticipates potential problems.
23 Recommends policies or courses of staff action.

24 6. Develops administrative procedures to implement board policy or for the items deemed
25 necessary for the efficient operation of the schools and disseminates these procedures to
26 appropriate staff.

27 7. Keeps the Board informed regarding development in other districts or at state and national levels
28 that would be helpful to the district.

1 8. Ensures that all local, state, and federal standards for the health and safety of the students and
2 staff are maintained and that required reports are maintained.

3 9. Fulfills all statutory obligations and implements the education law of the State of Tennessee and
4 the rules and regulations of the State Board of Education.¹

5 **Financial Management**

6 1. Provides direction to and supervision of school business functions. Encourages development and
7 implementation of sound business practices. Continually assesses business practices to achieve
8 efficiency.

9 2. Prepares with the Chair of the Board, as members of the executive committee, the annual budget
10 and submits it to the Board for approval. Presents approved budget to the appropriate local
11 funding body for adoption.

12 3. Makes appropriate written reports for the Board, detailing all receipts and expenditures of the
13 public school funds, and submits them to the local funding body.

14 4. Ensures that funds are spent prudently by providing adequate control and accounting of the
15 district's financial and physical resources.

16 **Personnel Administration**

17 1. Establishes lines of authority which shall be approved by the Board and shown on the system
18 organization chart. Lines of authority shall not restrict the practical working relationships of all
19 staff members at all levels.

20 2. Employs such personnel as may be necessary within the limits of budgetary provisions and
21 recommends to the Board teachers who are eligible for tenure.

22 3. Develops recruitment procedures to assure well-qualified applicants for professional and non-
23 professional positions.

24 4. Assigns and transfers employees as the interest of the district may dictate and reports such action
25 to the Board for information and record.

26 5. Holds meetings of teachers and other employees as necessary for the discussion of matters
27 concerning the welfare and improvement of the schools.

28 6. Communicates directly, or through delegation, all actions of the Board relating to personnel
29 matters to all and receives employees' communications to be made to the Board.

30 7. Evaluates principals annually.

31 8. Informs the Office of Educator Licensing of licensed educators *or educators who have a*
32 *temporary teaching permit* who have been suspended or dismissed, who have resigned,
33 following allegations of conduct, including sexual misconduct, which, if substantiated, would

1 warrant consideration for license suspension or revocation, or who have been convicted of a
2 felony. The report shall be submitted within thirty (30) days of the suspension, dismissal, or
3 resignation or of receiving knowledge of the felony conviction.²

4 9. Informs the Office of Educator Licensing of licensed educators or educators who have a
5 temporary teaching permit who have been suspended or dismissed, who have resigned,
6 following allegations of conduct, including sexual misconduct, which, if substantiated, would
7 warrant consideration for license suspension, revocation, or formal reprimand or who have been
8 convicted of a felony. The report shall be submitted within thirty (30) days of the suspension,
9 dismissal, or resignation or of receiving knowledge of the felony conviction.²

10 **Instructional Leadership**

11 1. Serves as the chief school executive. Ensures the development and maintenance of a positive
12 educational program designed to meet the needs of the community and to carry out the policies
13 of the Board. Ensures that a system of thorough and efficient education, as defined by state law,
14 is available to all students.

15 2. Recommends to the Board for its adoption all courses of study, curriculum guides, and major
16 changes in tests and time schedules to be used in the schools.

17 3. Oversees the timely revisions of all curriculum guides and courses of study.

18 4. Develops guidelines and direction for monitoring the effectiveness of existing and new
19 programs.

20 5. Conducts a periodic audit of the total school program and advises the Board of recommendations
21 for the educational advancement of the schools.

22 6. Seeks out available sources for grant funding to support programs and projects.

23 7. Ensures that the goals of the school system are adequately reflected in its educational program
24 and operations.

25 **Community/Public Relations**

26 1. Promotes community support of the schools. Interprets district programs and services, reports,
27 plans, events, and activities of interest and solicits community opinions regarding school and
28 educational issues.

29 2. Identifies available community resources and links to social service agencies that support
30 education and healthy child development.

31 3. Develops strategies to promote parental involvement in their student's education and provides
32 opportunities for parent-teacher interaction.

33 4. Maintains contact and good relations with local media. Acts as the Board's spokesperson.

1 5. Ensures that the district interests will be represented in meetings and activities of municipal and
2 other governmental agencies.

3 6. Represents the school district and its interests in community organizations, activities, and
4 projects.

5 **TERMS OF EMPLOYMENT:** Serves in accordance with the terms of the contract between the Board
6 and the Superintendent of Schools. Salary to be determined by the Board. The Superintendent of Schools
7 shall be employed by the Board under written contract for a maximum of four (4) years, which may be
8 renewed.

9 **EVALUATION:** Performance of this job will be evaluated in accordance with provisions of state law
10 and the Board's policy on evaluation of the Superintendent of Schools.

11 **GENERAL REQUIREMENTS:** The above statements are intended to describe the general nature and
12 level of work being performed by the person assigned to this position. They are not intended to be a
13 complete list of responsibilities, duties, and skills required of personnel so assigned.

Legal References

1. TCA 49-2-301
2. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c);
Public Acts of 2021, Chapter No. 211

Cross References

Executive Committee 1.301
Job Descriptions 5.103
Application and Employment 5.106
Evaluation of the Superintendent of Schools 5.803

Williamson County Board of Education

Monitoring: Review: Annually in January	Descriptor Term: Teacher Tenure	Descriptor Code: 5.117	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*

2 To attain tenure status,¹ a teacher shall: (1) meet tenure eligibility requirements; (2) be renewed and
3 recommended by the Superintendent of Schools; and (3) receive a majority vote of the Board.

4 **TENURE ELIGIBILITY²**

5 A teacher that meets the following requirements is eligible for tenure:

- 6 1. Has a degree from an approved four-year college or any career and technical teacher who has
7 the equivalent amount of training established and is licensed by the State Board of Education;
8
- 9 2. Holds a valid teacher license issued by the State Board of Education, based on training
10 covering the subjects or grades taught;
11
- 12 3. Has completed a probationary period of five (5) school years or not less than forty-five (45)
13 months within the last seven-year period with the last two (2) years being employed in a regular
14 teaching position rather than an interim teaching position; and
15
- 16 4. Has received evaluations demonstrating an overall performance effectiveness level of “above
17 expectations” or “significantly above expectations” as provided in the evaluation guidelines
18 adopted by the State Board of Education, during the last two (2) years of the probationary
19 period.

20 If a teacher has met all other requirements for tenure eligibility but has not acquired an official
21 evaluation score during the last one (1) or two (2) years of the probationary period due to allowable
22 circumstances outlined in state law, he/she may utilize the most recent two (2) years of available
23 evaluation scores achieved during the probationary period to become eligible for tenure.³

24 **ACQUISITION OF TENURE STATUS**

25 Once a teacher is eligible for tenure, he/she shall be either recommended by the Superintendent of
26 Schools for tenure or nonrenewed. If tenure is denied by the Board, the teacher shall be dismissed.⁴

27 The following additional guidelines shall apply:

- 28 1. The Superintendent of Schools will recommend teachers eligible for tenure at a board meeting in
29 ample time to send notice of non-renewal to each teacher not recommended for tenure within five

1 (5) business days following the last instructional day for the school year.⁵

2
3 2. The decision to grant tenure is solely within the discretion of the Board.⁶ Only those teachers who
4 receive a majority vote of the membership of the Board will be granted tenure.⁷

5
6 3. A teacher who is eligible for tenure, but tenure is denied by the Board, shall not be rehired beyond
7 the current contract year.⁴

8 **TEACHER RETURNING TO EMPLOYMENT**

9 A teacher who has acquired tenure status in the school district and later resigns shall serve a two-year
10 probationary period upon reemployment, unless the probationary period is waived by the Board upon
11 request of the Superintendent of Schools. Upon completion of the two-year period, the teacher shall
12 either be recommended by the Superintendent of Schools for tenure or non-renewed. If tenure is denied
13 by the Board, the teacher shall be dismissed.⁸

14 **TEACHER TRANSFERRING FROM ANOTHER SCHOOL DISTRICT⁹**

15 A tenured or nontenured teacher with five (5) or more years of prior service that transfers from another
16 school district to begin employment in the Williamson County School District shall serve the regular
17 probationary period. The Board, upon the recommendation of the Superintendent of Schools, may waive
18 the probationary period and grant tenure status or shorten the probationary period.

19 If a nontenured teacher with fewer than five (5) years of service transfers from another school district,
20 such teacher shall not be eligible for tenure status until the teacher has served at least five (5) years when
21 service in both school districts is counted.

22 All tenure decisions made under this section are subject to the requirements concerning overall teacher
23 performance effectiveness levels.

24 **TEACHER RETURNING TO PROBATIONARY STATUS¹⁰**

25 Any tenured teacher who receives two (2) consecutive years of evaluations demonstrating an overall
26 performance effectiveness level of “below expectations” or “significantly below expectations” shall be
27 returned to probationary status by the Superintendent of Schools until the teacher has received two (2)
28 consecutive years of evaluations demonstrating an overall performance effectiveness level of “above
29 expectations” or “significantly above expectations.”

30 When a teacher who has returned to probationary status has received two (2) consecutive years of
31 evaluations demonstrating an overall performance effectiveness level of “above expectations” or
32 “significantly above expectations,” the teacher is again eligible for tenure and shall be either
33 recommended by the Superintendent of Schools for tenure or nonrenewed; provided, however, that the
34 teacher shall be dismissed if tenure is denied by the Board.⁴

35 This section does not apply to teachers who acquired tenure prior to July 1, 2011.

Legal References

1. TCA 49-5-501(11)(A)
2. TCA 49-5-503
3. Public Acts of 2021, Special Legislative Session
Chapter No. 2
4. TCA 49-5-504(b)
5. TCA 49-5-409(b); Public Acts of 2021, Chapter No.
378
6. TCA 49-2-203(a)(1)
7. TCA 49-2-202(g)
8. TCA 49-5-504(d)
9. TCA 49-5-509
10. TCA 49-5-504(e), (f)

Cross References

Separation Practices for Tenured Teachers 5.200
Separation Practices for Non-Tenured Teachers 5.201

Williamson County Board of Education

Monitoring: Review: Annually in January	Descriptor Term: Non-Tenure and Tenure	Descriptor Code: 5.117	Issued Date: 10/26/15
		Rescinds: 5.117	Issued: 05/20/13

1 **NON-TENURE**

2 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
3 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
4 or tenure protections.

5 The principal shall discuss deficiencies and/or areas for improvement with the non-tenured teacher and
6 provide assistance for areas needing improvement.

7 **NON-RENEWAL OF NON-TENURED TEACHERS¹**

8 The Superintendent is under no obligation to re-employ non-tenured teachers. If the Superintendent
9 determines not to re-employ a non-tenured teacher, the following action shall be taken:

- 10 1. The Board shall be notified at the next regular board meeting; and
- 11
- 12 2. Written notice of non-renewal shall be hand-delivered or sent by registered mail to the employee
13 no later than five (5) days after the last instructional day of the school year. Additional notice
14 may be given by other supplemental methods of delivery including but not limited to electronic
15 mail and regular mail.

16 A non-renewed probationary teacher who has been given specific reasons for failure of re-election may
17 request a hearing pursuant to TCA 49-2-203(b)(8).

18 **RENEWAL**

19 Prior to renewal, the supervisor shall conduct a detailed evaluation of the educator and report to the
20 Superintendent or designee. The supervisor shall include in this report an individualized written
21 evaluation including the formal state model evaluation and all related documentation pertaining to
22 teacher performance to justify the recommendation for either non-renewal or for renewal.

23 **TENURE**

24 Upon satisfactory completion of the non-tenured period, and satisfaction of the requirements of state
25 law, any educator who is re-employed in the system is entitled to the tenure status for which the teacher
26 is qualified by college training and certification; provided that the Superintendent shall recommend to
27 the Board that the educator be re-employed, thereby attaining tenure status.

- 1 Tenure is granted only upon recommendation of the Superintendent and by approval of the Board and is
- 2 obtained in the system, not in a specific location or position. Educators shall not be tenured in
- 3 supplemented activities.

- 4 Previously tenured teachers who leave the system and are subsequently re-employed must: work in a
- 5 probationary status for two years, be formally evaluated, and be recommended for tenure by the
- 6 Superintendent to the Board.

Legal References

1. TCA 49-5-409(b)

Cross References

Evaluation 5.109

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200	Issued Date: 04/19/21
		Rescinds:	Issued:

1 **SUSPENSION PENDING AN INVESTIGATION¹**

2 The Superintendent of Schools may suspend a teacher at any time that may seem necessary, pending
3 investigation, or final disposition of a case before the Board or an appeal. If the matter under
4 investigation is not the subject of an ongoing criminal investigation or a department of children's
5 services investigation, and if no charges for dismissal have been made, a suspension pending
6 investigation shall not exceed ninety (90) days in duration. If vindicated or reinstated, the teacher shall
7 be paid full salary for the period of suspension.

8 **SUSPENSION OF THREE DAYS OR LESS^{2,3}**

9 The Superintendent of Schools or his/her designee may suspend a teacher for incompetence,
10 inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before an employee
11 is suspended, he/she shall be: (1) provided with written notice, including the reasons for the
12 suspension along with an explanation of the evidence; (2) given an opportunity to respond to the
13 Superintendent at a conference, if requested within five (5) days; and (3) given a written decision
14 of the suspension within ten (10) days. Both parties may be represented by counsel at the
15 conference, which shall be recorded.

16 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS⁴**

17 The Board shall maintain a list of qualified individuals who have indicated a willingness to act
18 as impartial hearing officers as defined by Tennessee law.

19 When charges are made against a tenured teacher, charging the teacher with offenses that may
20 justify dismissal or a suspension greater than three days, the charges shall be made in writing,
21 specifically stating the offenses that are charged, and shall be signed by the party or parties
22 making the charges.

23 If, in the opinion of the Board, the charges are of such nature as to warrant the dismissal or a suspension
24 greater than three days of the teacher, the Superintendent of Schools shall give the teacher a written
25 notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the
26 Commissioner of Education advising the teacher of his/her legal duties, rights, and recourse.

27 A tenured teacher who has been give notice of charges against him/her may within thirty (30) days after
28 receipt of notice give written notice to the Superintendent of Schools of his/her request for a hearing.

29 The Superintendent of Schools shall, within five (5) days after receipt of request, assign a hearing officer
30 from the list maintained by the Board.

1 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the
2 parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of
3 issues and the scheduling of the hearing. The hearing shall be set no later than thirty (30) days following
4 receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part of any
5 prehearing conference may be conducted by telephone if each participant has an opportunity to
6 participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered
7 to issue appropriate orders and to regulate the conduct of the proceedings.

8 Either party may appeal to the Board an adverse ruling by giving written notice of appeal within ten (10)
9 working days of the hearing officer's delivery of the hearing officer's written findings and conclusions.
10 The Superintendent of Schools shall prepare a copy of the proceedings, including all transcripts and
11 evidence, documentary or otherwise, and transmit the same to the Board within twenty (20) working
12 days of the receipt of the notice of appeal.

13 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party.
14 The appealing party may appear before the Board to argue why the adverse ruling should be overturned.
15 At the conclusion of the hearing, any member of the Board may vote to sustain the decision of the hearing
16 officer, send the record back for additional evidence, revise the penalty, or reverse the decision. The
17 Board shall render its decision within ten (10) working days after the conclusion of the hearing. In the
18 event that the decision of the Board is appealed to the chancery court, the Board shall transmit the entire
19 record to the chancery court for its review.

20 **RESIGNATION**

21 A teacher shall give the Superintendent of Schools notice of resignation at least thirty (30) days before
22 the effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable
23 extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days'
24 notice requirement and permit a teacher to resign in good standing.⁵

25 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

- 26 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
27 statement of a physician approved by the Board;
- 28 2. The drafting of a teacher into military service by a selective service board; and
- 29 3. The release, by written mutual consent, by the Board of the teacher from the contract that the
30 teacher has entered into with the Board.
- 31
- 32

33 Any teacher on leave shall notify the Superintendent of Schools in writing at least thirty (30) days prior
34 to the date of return if the teacher does not intend to return to the position from which he/she has taken
35 leave. Failure to render such notice may be considered a breach of contract.⁷

36 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
37 the ~~Commissioner~~ *State Board of Education* and request the suspension of a teacher's license. After
38 the ~~Commissioner~~ *State Board of Education* has provided the teacher an opportunity for defense
39 during a hearing, the ~~Commissioner~~ *State Board of Education* may suspend the license for no less
40 than thirty (30) and no more than three hundred sixty-five (365) days.⁸

1 RETIREMENT

2 Retirement shall mean a termination of services under conditions that will allow the employee to draw
3 benefits from retirement plans and/or Social Security benefits. Employees eligible for retirement benefits
4 may elect to retire at any age according to the provisions of the retirement system.

5
6 Central office personnel shall assist employees in securing retirement benefits; however, it shall be the
7 responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the
8 central office. It shall be the responsibility of the retiring employee to file for benefits.

9
10 Employees who retire under TCRS may be employed up to one hundred twenty (120) days per year
11 without loss of retirement benefits. Retired teachers may substitute teach for additional days if the
12 Superintendent of Schools certifies in writing to the division of retirement that no other qualified
13 personnel are available to substitute teach.⁹

14 The Superintendent of Schools may employ teachers retired for at least one year for full-time
15 employment as a kindergarten through twelfth-grade teacher on a year-to-year basis. Retirement
16 benefits will not be lost or suspended under certain conditions, which include but are not limited to the
17 following:¹⁰

- 18 1. The Superintendent of Schools of the employing system must certify in writing that no other
19 qualified individuals are available to fill the position;
- 20
21 2. The Commissioner of Education must certify that the employing school system serves an area
22 that lacks qualified teachers to serve in the position to be filled;
- 23
24 3. The retired teacher must hold a valid license and shall not be entitled to tenure status;
- 25
26 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
27 receive medical insurance coverage; and
- 28
29 5. The salary paid to the retired member shall not be less than the rate of compensation set by the
30 Board for teachers with no experience filling similar positions, nor more than eighty-five
31 percent (85%) of the rate of compensation set by Board for teachers with comparable training
32 and years of experience filling similar positions.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b); *Public Acts of 2021, Chapter No. 493*
9. TCA 8-36-805
10. TCA 8-36-821

Cross References

Public Hearings 1.401
Recommendations and File Transfers 5.203

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Non-Tenured Teachers	Descriptor Code: 5.201	Issued Date: 04/19/21
		Rescinds: 5.201	Issued: 06/05/14

1 **SUSPENSION PENDING AN INVESTIGATION¹**

2 The Superintendent of Schools may suspend a teacher at any time that may seem necessary, pending
3 investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation
4 is not the subject of an ongoing criminal investigation or a department of children's services
5 investigation, and if no charges for dismissal have been made, a suspension pending investigation shall
6 not exceed ninety (90) days in duration. If vindicated or reinstated, the non-tenured teacher shall be paid
7 full salary for the period of suspension.

8 **SUSPENSION OF THREE DAYS OR LESS²**

9 A Superintendent of Schools or his/her designee may suspend a teacher for incompetence, inefficiency,
10 neglect of duty, unprofessional conduct, and insubordination. Before an employee is suspended, he/she
11 shall be: (1) provided with written notice, including the reasons for the suspension along with an
12 explanation of the evidence; (2) given an opportunity to respond to the Superintendent at a recorded
13 conference, if requested within five (5) days; and (3) given a written decision of the suspension within
14 ten (10) days. Both parties may be represented by counsel at the conference, which shall be recorded.

15 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²**

16 The Superintendent of Schools may dismiss or suspend for more than three days any non-tenured teacher
17 during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect
18 of duty after giving the non-tenured teacher, in writing, notice of the charge or charges.

19 The Superintendent of Schools shall give the non-tenured teacher an opportunity for a full and complete
20 hearing before an impartial hearing officer selected by the Board.

21 The hearing officer will hear the case and the employee shall have the right to:

- 22 1. be represented by counsel;
- 23
- 24 2. call and subpoena witnesses;
- 25
- 26 3. examine all witnesses; and
- 27
- 28 4. require that all testimony be given under oath.

29 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the
30 affected employee within ten (10) working days following the close of the hearing. The employee may
31 appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written

1 decision to the employee. Written notice of appeal to the Board shall be given to the Superintendent of
2 Schools. Within twenty (20) working days of receipt of notice, the Superintendent of Schools shall
3 prepare a copy of the proceedings, transcript, documentary, and other evidence presented and provide
4 the Board a copy of the same.

5 The Board shall hear the appeal on the record. No new evidence shall be introduced. The non-tenured
6 teacher may appear in person or be represented by counsel and argue why the decision should be
7 modified or reversed. The Board shall take one of the following actions:

- 8 1. sustain the decision;
- 9
- 10 2. send the record back if additional evidence is necessary; or
- 11
- 12 3. revise the penalty or reverse the decision.

13 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
14 sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days
15 after the conclusion of the hearing.

16 The Superintendent of Schools shall also have the right to appeal any adverse ruling by the hearing
17 officer in same manner as the non-tenured teacher.

18 Within twenty (20) working days after receipt of notice of the decision of the Board, either party may
19 appeal to the chancery court in the county where the school system is located. The Board shall provide
20 the entire record of the hearing and other evidence to the court.

21 **NONRENEWAL**

22 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
23 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
24 or tenure protections.

- 25 1. The Superintendent of Schools is under no obligation to re-employ non-tenured teachers at the
26 end of their contract period. If the Superintendent of Schools determines not to renew the contract
27 of a non-tenured teacher, written notice of non-renewal shall be ~~hand-delivered or~~ sent to the
28 employee by U.S. *certified* mail or *overnight carrier, or by email* so that it will be received by
29 ~~the employee~~ within five (5) business days following the last instructional day for the school
30 year.³

31 **RESIGNATION**

32 A teacher shall give the Superintendent of Schools notice of resignation at least thirty (30) days before
33 the effective date of the resignation.⁴ The Board may waive the thirty (30) days-notice requirement and
34 permit a teacher to resign in good standing.

35 The conditions under which it is permissible to break a contract with the Board are as follows:⁵

- 1 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
2 statement of a physician approved by the Board;
- 3 2. The drafting of a teacher into military service by a selective service board; and
- 4 3. The release, by written mutual consent, by the Board of the teacher from the contract which the
5 teacher has entered into with the Board.

6 Any teacher on leave shall notify the Superintendent of Schools in writing at least thirty (30) days prior
7 to the date of return if the teacher does not intend to return to the position from which he/she has taken
8 leave. Failure to render such notice may be considered a breach of contract.⁶

9 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
10 the ~~Commissioner~~ *State Board of Education* and request the suspension of a teacher's certificate. After
11 the ~~Commissioner~~ *State Board of Education* has provided the teacher an opportunity for defense during
12 a hearing, the ~~Commissioner~~ *State Board of Education* may suspend the certificate for no less than thirty
13 (30) and no more than three hundred sixty-five (365) days.⁷

14 **RETIREMENT**

15 Retirement shall mean a termination of services under conditions which will allow the employee to draw
16 benefits from retirement plans and/or social security benefits.

17 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of
18 the retirement system. Central office personnel shall assist employees in securing retirement benefits;
19 however, it shall be the responsibility of the retiring employee to provide verification of eligibility in
20 writing from TCRS to the central office. It shall be the responsibility of the retiring employee to file for
21 benefits.

22 Employees who retire under TCRS may be employed up to one hundred twenty (120) days per year
23 without loss of retirement benefits. Retired teachers may substitute teach for additional days if the
24 Superintendent of Schools certifies in writing to the division of retirement that no other qualified
25 personnel are available to substitute teach.⁸

26 The Superintendent of Schools may employ teachers retired for at least one year for full-time
27 employment as a kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits
28 will not be lost or suspended under certain conditions, which include but are not limited to the following:⁹

- 29 1. The Superintendent of Schools of the employing system must certify in writing that no other
30 qualified individuals are available to fill the position;
- 31
- 32 2. The Commissioner of Education must certify that the employing school system serves an area
33 that lacks qualified teachers to serve in the position to be filled;
- 34 3. The retired teacher must hold a valid license and shall not be entitled to tenure status;
- 35
- 36 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or
37 receive medical insurance coverage; and
- 38
- 39 5. The salary paid to the retired member shall not be less than the rate of compensation set by the
40 Board for teachers with no experience filling similar positions, nor more than eighty-five

- 1 percent (85%) of the rate of compensation set by Board for teachers with comparable training
2 and years of experience filling similar positions.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-5-512(d)
3. TCA 49-2-301(b)(1)(EE); TCA 49-5-512(d); *Public Acts of 2021, Chapter No. 378*
4. TCA 49-5-409
5. TCA 49-5-508(a)
6. TCA 49-5-411(a)
7. TCA 49-5-706; *Public Acts of 2021, Chapter No. 493*
8. TCA 49-5-411(b)(4)
9. TCA 8-36-805
10. TCA 8-36-821

Cross References

Hearings Before the Board of Education 1.401
Recommendations and File Transfers 5.203

Williamson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Attendance	Descriptor Code: 6.200	Issued Date: 11/18/19
		Rescinds: 6.200	Issued: 06/19/14

1 Attendance is a key factor in student achievement, and therefore, students are expected to be present
2 each day school is in session. The Superintendent of Schools/designee shall develop appropriate
3 administrative procedures to implement this policy.

4 The attendance supervisor shall oversee the entire attendance program which shall include:¹

- 5 1. All accounting and reporting procedures and their dissemination;
- 6 2. Alternative program options for students who severely fail to meet minimum attendance
7 requirements;
- 8 3. Ensuring that all school age children attend school;
- 9 4. Providing documentation of enrollment status upon request for students applying for new or
10 reinstatement of driver's permit or license; and
11
- 12 5. Notifying the Department of Safety whenever a student with a driver's permit or license
13 withdraws from school.²

14 Student attendance records shall be given the same level of confidentiality as other student records. Only
15 authorized school officials with legitimate educational purposes may have access to student information
16 without the consent of the student or parent(s)/guardian(s).³

17 Absences shall be classified as either excused or unexcused as determined by the principal/designee.
18 Excused absences shall include:⁴

- 19 1. Personal illness/injury (The Principal may require a doctor's statement);
20
- 21 2. Illness of immediate family member which requires absence of the student from school (The
22 Principal may require a doctor's statement);
23
- 24 3. Death in the immediate family of the student (should not exceed 5 days);
25
- 26 4. Extreme weather conditions;
27
- 28 5. Religious holidays regularly observed by persons of the student's faith⁵ (The Principal may
29 require a statement from the minister or other person recognized by the given religious group);
30

- 1 6. Pregnancy;
- 2
- 3 7. School-endorsed activities;
- 4
- 5 8. Summons, subpoena, or court order; or
- 6
- 7 9. Circumstances which in the judgment of the principal warrant absence from school and over
- 8 which the student has no control.

9 The principal/designee shall be responsible for ensuring that:⁶

- 10 1. Attendance is checked and reported daily for each class;
- 11
- 12 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent
- 13 for the majority of the day;
- 14
- 15 3. All student absences are verified;
- 16
- 17 4. Written excuses are submitted for absences and tardiness; and
- 18
- 19 5. System-wide procedures for accounting and reporting are followed.

20 **TRUANCY**

21 *General*

22 Annually, the Superintendent of Schools/designee will provide written notice to parent(s)/guardian(s)
23 that attendance at school is required. Students shall be present at least fifty percent (50%) of the
24 scheduled school day in order to be counted present. Students may attend part-time days, alternating
25 days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan
26 and shall be considered present for school attendance purposes. If a student is required to participate in
27 a remedial instruction program outside of the regular school day where there is no cost to the
28 parent(s)/guardian(s) and the school system provides transportation, unexcused absences from these
29 programs shall be reported in the same manner.⁷

30 A student who is absent five (5) days without adequate excuse shall be reported to the Superintendent of
31 Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's
32 absence. If a parent does not provide documentation within adequate time excusing those absences, or
33 request an attendance hearing, then the Superintendent of Schools shall implement the progressive
34 truancy intervention plan described below prior to referral to juvenile court.

35 *Progressive Truancy Intervention Plan*⁸

36 Prior to referral to juvenile court, the following progressive truancy intervention plan will be
37 implemented.

1 Tier I

2 *Tier I of the progressive truancy plan shall apply to all students within the district and include*
3 *schoolwide prevention-oriented supports to assist with satisfactory attendance.*

4 ~~Tier I of the progressive truancy intervention plan shall include the following:~~

- 5 ~~1. A conference with the student and the student's parent(s)/guardian(s);~~
6
- 7 ~~2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s),~~
8 ~~and an attendance supervisor or designee. The contract shall include:~~
9
 - 10 ~~a. A specific description of the school's attendance expectations for the student;~~
 - 11 ~~b. The period for which the contract is effective; and~~
 - 12 ~~c. Penalties for additional absences and alleged school offenses, including additional~~
13 ~~disciplinary action and potential referral to juvenile court; and~~
14
- 15 ~~3. Regularly scheduled follow-up meetings to discuss the student's progress.~~

16 Tier II

17 ~~If a student accumulates additional unexcused absences in violation of the attendance contract in Tier I,~~
18 ~~the student will be subject to Tier II.~~

19 ~~Under this tier, a school employee shall conduct an individualized assessment detailing the reasons a~~
20 ~~student has been absent from school. The employee may refer the student to counseling, community-~~
21 ~~based services, or other services to address the student's attendance problems.~~

22 *This tier of the progressive truancy plan shall be implemented after the student accumulates five (5)*
23 *unexcused absences, but before referral to juvenile court, and includes the following:*

- 24 *1. A conference with the student and the student's parent(s)/guardian(s);*
25
- 26 *2. An attendance contract, based on the conference, signed by the student, the*
27 *parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:*
28
 - 29 *a. A specific description of the school's attendance expectations for the student;*
 - 30 *b. The period for which the contract is effective; and*
 - 31 *c. Penalties for additional absences and alleged school offenses, including additional*
32 *disciplinary action and potential referral to juvenile court.*
33
- 34 *3. Regularly scheduled follow-up meetings to discuss the student's progress; and*
35
- 36 *4. A school employee shall conduct an individualized assessment detailing the reasons a student*
37 *has been absent from school. The employee may refer the student to counseling, community-*
38 *based services, or other services to address the student's attendance problems.*

39 Tier III

1 This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

2 These interventions shall be determined by a team formed at each school. The interventions shall
3 address student needs in an age-appropriate manner. Finalized plans shall be approved by the
4 Superintendent of Schools/designee.

5 **MILITARY SERVICE OF PARENT/GUARDIAN**

6 School principals shall provide students with a one-day excused absence prior to the deployment of and
7 a one-day excused absence upon the return of a parent or custodian serving active military service.

8 Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a
9 parent/guardian during a deployment cycle. The student shall provide documentation to the school as
10 proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork
11 missed during these absences.⁹

12 **MAKE-UP WORK**

13 Any student whose absence is unexcused will be expected to make up the work missed or due on dates
14 of absence.

15 All missed class work or tests from absences may be made up provided that the student makes the
16 request immediately upon returning to school and provided class time is not taken from other students.

17 **CREDIT/PROMOTION DENIAL**

18 Credit/promotion denial determinations may include student attendance; however, student attendance
19 may not be the sole criterion.¹⁰ If attendance is a factor prior to credit/promotion denial, the following
20 shall occur:

21 1. The student and the parent(s)/guardian(s) shall be advised if the student is in danger of
22 credit/promotion denial due to excessive absenteeism.

23
24 2. Procedures in due process are available to the student when credit or promotion is denied.

25 **DRIVER'S LICENSE REVOCATION²**

26 More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any
27 semester renders a student ineligible to retain a driver's permit or license or to obtain such if of age.

28 In order to qualify for reclaiming a driver's permit or license, the student must make a passing grade in
29 at least three (3) full unit subjects or their equivalency at the conclusion of a subsequent grading period.

30 **ATTENDANCE HEARING¹¹**

31 Students with excessive (more than five (5)) unexcused absences or those in danger of credit/promotion
32 denial shall have the opportunity to appeal to an attendance hearing committee appointed by the
33 principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided

- 1 written or actual notice of the appeal hearing and shall be given the opportunity to address the committee.
2 The committee will conduct a hearing to determine if any extenuating circumstances exist to excuse an
3 absence(s) or to determine if the student has met attendance requirements that will allow him/her to pass
4 the course or be promoted. Upon notification of the attendance committee decision, the principal shall
5 send written notification to the Superintendent of Schools/designee and the parent(s)/guardian(s) of the
6 student of any action taken regarding the excessive unexcused absences. The notification shall advise
7 parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Superintendent
8 of Schools/designee.
- 9 The appeal shall be heard no later than ten (10) school days after the request for appeal is received.
- 10 Within five (5) school days of the Superintendent of Schools/designee rendering a decision, the student's
11 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
12 Following the review, the Board may affirm or overturn the decision of the Superintendent of
13 Schools/designee. The action of the Board shall be final.

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c)
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. TCA 49-6-3021
8. TCA 49-6-3007; TCA 49-6-3009; *Public Acts of 2021, Chapter No. 223*
9. TCA 49-6-3019
10. TCA 49-2-203(b)(7)
11. TRR/MS 0520-01-02-.17

Cross References

- School Calendar 1.800
- Extracurricular Activities 4.300
- Interscholastic Athletics 4.301
- Field Trips 4.302
- Promotion and Retention 4.603
- Students in Foster Care 6.505
- Student Records 6.600
- Student Suspension/Expulsion 6.316

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



MEMORANDUM

TO: Williamson County School Board

FROM: Jason A. Golden, Superintendent

DATE: August 9, 2021

RE: Superintendent's Goals and Objectives

The following are the proposed goals for the Superintendent for 2021-2022.

1. Develop a proposed classified pay plan to address recent market changes.
2. Develop goals and action steps to improve students' sense of safety at school.
3. Develop a communication plan to increase awareness of and engagement with WCS from Williamson County residents not traditionally a part of the WCS community.
4. Develop a plan to improve efficiencies in operational support departments based on WCS' experience with COVID and consistent with the goals of the WCS Strategic Plan.



TO: Williamson County Board of Education

FROM: Rachel Farmer, Assistant Superintendent – Finance *rf*

SUBJECT: End of Month Financials

DATE: August 12, 2021

Please find attached the activity statements for all of our funds for July 31, 2021. These statements are prior to reconciliation with the trustee.

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

08/03/2021 13:11
rachel.farmer

Williamson County Schools
YEAR-TO-DATE BUDGET REPORT

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FOR 2022 01

ACCOUNTS FOR:	ORIGINAL	REVISED	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE	PCT
141 GENERAL PURPOSE SCHOOL	APPROP	BUDGET				BUDGET	USED
40000 REVENUES	-401,416,371	-401,416,371	-491,238.60	-491,238.60	.00	-400,925,132.40	.1%
71100 REGULAR INSTRUCTION	190,394,584	190,394,584	485,943.32	485,943.32	2,957,913.74	186,950,726.94	1.8%
71150 ALTERNATIVE INSTRUCTION	632,424	632,424	81.50	81.50	9,434.99	622,907.51	1.5%
71200 SPECIAL EDUCATION INSTRUCTION	60,803,754	60,803,754	162,248.92	162,248.92	829,301.42	59,812,204.08	1.6%
71300 CAREER AND TECHNICAL EDUCATIO	8,430,796	8,430,796	41,502.93	41,502.93	696,047.87	7,693,245.20	8.7%
71400 STUDENT BODY EDUC PRGM	1,950,000	1,950,000	13,841.15	13,841.15	192,314.70	1,743,844.15	10.6%
72110 ATTENDANCE	497,041	497,041	36,420.83	36,420.83	.00	460,620.17	7.3%
72120 HEALTH SERVICES	7,218,227	7,218,227	41,788.55	41,788.55	2,940.00	7,173,498.45	.6%
72130 OTHER STUDENT SUPPORT	13,072,924	13,072,924	5,749.14	5,749.14	4,461.31	13,062,713.55	.1%
72210 INSTRUCTION SUPPORT	13,733,530	13,733,530	512,759.85	512,759.85	27,567.40	13,193,202.75	3.9%
72215 ALTERNATIVE SUPPORT	215,735	215,735	15,922.26	15,922.26	.00	199,812.74	7.4%
72220 SPECIAL EDUCATION SUPPORT	7,740,680	7,740,680	381,897.11	381,897.11	628,952.34	6,729,830.29	13.1%
72230 CAREER/TECH EDUC SUPPORT	445,931	445,931	26,738.08	26,738.08	11,004.80	408,188.12	8.5%
72250 TECHNOLOGY	10,394,756	10,394,756	608,042.46	608,042.46	1,549,310.41	8,237,402.88	20.8%
72310 BOARD OF EDUCATION	15,480,375	15,480,375	38,225.62	38,225.62	63,970.07	15,378,179.31	.7%
72320 OFFICE OF SUPERINTENDENT	1,711,573	1,711,573	124,002.80	124,002.80	7,409.47	1,580,160.73	7.7%
72410 OFFICE OF PRINCIPAL	26,156,133	26,156,133	1,086,074.00	1,086,074.00	.00	25,070,059.00	4.2%
72510 FISCAL SERVICES	2,070,740	2,070,740	239,998.02	239,998.02	5,797.50	1,824,944.48	11.9%
72520 HUMAN SERVICES/PERSONNEL	1,960,765	1,960,765	161,924.20	161,924.20	5,490.33	1,793,350.47	8.5%
72610 OPERATION OF PLANT	20,038,006	20,038,006	637,871.74	637,871.74	7,547,024.12	11,853,110.14	40.8%
72620 MAINTENANCE OF PLANT	9,748,973	9,748,973	985,126.22	985,126.22	1,074,740.71	7,689,106.07	21.1%
72710 TRANSPORTATION	19,892,776	19,892,776	180,124.49	180,124.49	317,434.65	19,395,216.86	2.5%
73300 COMMUNITY SERVICES	1,106,857	1,106,857	41,920.01	41,920.01	179,514.17	885,422.82	20.0%
73400 EARLY CHILDHOOD/PRE K	882,554	882,554	13,831.25	13,831.25	4,457.55	864,265.20	2.1%
TOTAL GENERAL PURPOSE SCHOOL	13,162,763	13,162,763	5,350,795.85	5,350,795.85	16,115,087.55	-8,303,120.49	163.1%
TOTAL REVENUES	-401,416,371	-401,416,371	-491,238.60	-491,238.60	.00	-400,925,132.40	
TOTAL EXPENSES	414,579,134	414,579,134	5,842,034.45	5,842,034.45	16,115,087.55	392,622,011.91	

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Williamson County Schools
YEAR-TO-DATE BUDGET REPORT

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FOR 2022 01

ACCOUNTS FOR: 142 SCHOOL FEDERAL PROJECTS	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000 REVENUES	-8,559,300	-8,559,300	-161,377.93	-161,377.93	.00	-8,397,921.66	1.9%
71100 REGULAR INSTRUCTION	693,940	693,940	7,498.04	7,498.04	717.65	685,724.25	1.2%
71200 SPECIAL EDUCATION INSTRUCTION	3,898,689	3,898,689	109,008.70	109,008.70	583,320.00	3,206,360.15	17.8%
71300 CAREER AND TECHNICAL EDUCATIO	238,616	238,616	2,649.70	2,649.70	.00	235,966.77	1.1%
72120 HEALTH SERVICES	866,504	866,504	12,536.97	12,536.97	.00	853,967.03	1.4%
72130 OTHER STUDENT SUPPORT	120,554	120,554	.00	.00	.00	120,554.47	.0%
72210 INSTRUCTION SUPPORT	629,718	629,718	11,802.54	11,802.54	3,000.00	614,915.22	2.4%
72220 SPECIAL EDUCATION SUPPORT	869,238	869,238	29,763.52	29,763.52	.00	839,474.48	3.4%
72230 CAREER/TECH EDUC SUPPORT	8,428	8,428	727.09	727.09	.00	7,700.91	8.6%
72710 TRANSPORTATION	800	800	.00	.00	.00	800.00	.0%
99100 TRANSFERS OUT	1,232,812	1,232,812	.00	.00	.00	1,232,812.10	.0%
TOTAL SCHOOL FEDERAL PROJECTS	0	0	12,608.63	12,608.63	587,037.65	-599,646.28	100.0%
TOTAL REVENUES	-8,559,300	-8,559,300	-161,377.93	-161,377.93	.00	-8,397,921.66	
TOTAL EXPENSES	8,559,300	8,559,300	173,986.56	173,986.56	587,037.65	7,798,275.38	

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Williamson County Schools
YEAR-TO-DATE BUDGET REPORT

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FOR 2022 01

ACCOUNTS FOR: 143	CENTRAL CAFETERIA	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000	REVENUES	-14,115,000	-14,115,000	2,629.74	2,629.74	.00	-14,117,629.74	.0%
73100	FOOD SERVICE	14,068,454	14,068,454	283,163.51	283,163.51	2,702,747.31	11,082,543.18	21.2%
	TOTAL CENTRAL CAFETERIA	-46,546	-46,546	285,793.25	285,793.25	2,702,747.31	-3,035,086.56	-6420.6%
	TOTAL REVENUES	-14,115,000	-14,115,000	2,629.74	2,629.74	.00	-14,117,629.74	
	TOTAL EXPENSES	14,068,454	14,068,454	283,163.51	283,163.51	2,702,747.31	11,082,543.18	

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Williamson County Schools
YEAR-TO-DATE BUDGET REPORT

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FOR 2022 01

ACCOUNTS FOR: 146	EXTENDED SCHOOL PROGRAM	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000	REVENUES	-4,949,050	-4,949,050	-39,968.80	-39,968.80	.00	-4,909,081.20	.8%
73300	COMMUNITY SERVICES	4,939,162	4,939,162	397,467.56	397,467.56	37,062.41	4,504,632.03	8.8%
	TOTAL EXTENDED SCHOOL PROGRAM	-9,888	-9,888	357,498.76	357,498.76	37,062.41	-404,449.17	-3990.3%
	TOTAL REVENUES	-4,949,050	-4,949,050	-39,968.80	-39,968.80	.00	-4,909,081.20	
	TOTAL EXPENSES	4,939,162	4,939,162	397,467.56	397,467.56	37,062.41	4,504,632.03	

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Williamson County Schools
 YEAR-TO-DATE BUDGET REPORT

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FOR 2022 01

ACCOUNTS FOR: 177	EDUCATION CAPITAL PROJECTS	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
40000	REVENUES	-432,920,779	-889,250,096	-824,459,421.23	-14,090.60	.00	-64,790,674.82	92.7%
82330	OTHER DEBT SERVICE	0	2,400,000	2,400,000.00	.00	.00	.00	100.0%
91300	EDUCATION CAPITAL OUTLAY	645,794,867	915,667,739	755,868,045.55	2,837,406.91	17,108,145.47	142,691,547.65	84.4%
	TOTAL EDUCATION CAPITAL PROJECTS	212,874,088	28,817,643	-66,191,375.68	2,823,316.31	17,108,145.47	77,900,872.83	-170.3%
	TOTAL REVENUES	-432,920,779	-889,250,096	-824,459,421.23	-14,090.60	.00	-64,790,674.82	
	TOTAL EXPENSES	645,794,867	918,067,739	758,268,045.55	2,837,406.91	17,108,145.47	142,691,547.65	

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Williamson County Schools
 YEAR-TO-DATE BUDGET REPORT

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FOR 2022 01

	ORIGINAL APPROP	REVISED BUDGET	YTD ACTUAL	MTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USED
GRAND TOTAL	225,980,417	41,923,972	-60,184,679.19	8,830,012.80	36,550,080.39	65,558,570.33	-56.4%

** END OF REPORT - Generated by Rachel Farmer **

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



(Handwritten initials)

To: Rachel Farmer
 From: Kirk Elliott
 Date: July 30, 2021
 RE: Purchasing Report

Contains bid projects conducted during the month of June and July 2021

The following is a summary of pertinent bid data for inclusion with the Board Materials to be reviewed at the next WCBOE 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.

QB #1246	Replacement of School Bus Engine	
Project Description	This quick bid project is for a NEW OEM ENGINE - Complete engine replacement with	
Department/Director	Transportation, Jeff Fuller	
Bid Opening	Wednesday, June 16, 2021 at 10:30 a.m.	
Bidders Solicited for this Project	Name of Company	Bid Amount
	Cumberland Truck	\$21,255.80
	Dixie Diesel	\$19,828.24
	Jasper Engines	No Bid
	Rush Enterprises	No Bid
	The Bus Center	No Bid
	Thompson Machinery-Cat	No Bid
Awarded	Dixie Diesel	

RFB #1247	Food Service - Food and Non Food Items	
Project Description	This competitive bid project is for WCS Food Service Department to procure food and	
Department/Director	Food Service, James Remete	
Advertised	Thursday, May 27, 2021 in the Tennessean	
Bid Opening	Friday, June 11, 2021 at 2:00 p.m.	
Bidders Solicited for this Project	Name of Company	Bid Amount
	Institutional Wholesale	\$2,932,681.93
	Performance Food Group	\$3,609,621.70
	Sysco	\$2,999,922.52
Awarded	Institutional Wholesale	

RFB #1248	Food Service Dairy - Milk and Ice Cream	
Project Description	This competitive bid project is for WCS Food Service Department to procure dairy	
Department/Director	James Remete, Food Service	
Advertised	Thursday, May 27, 2021 in the Tennessean	
Bid Opening	Friday, June 11, 2021 at 2:00 p.m.	
Bidders Solicited for this Project - Part I Milk	Name of Company	Bid Amount
	Murfreesboro Pure Milk Company	\$420,950.00
	Borden Southern Distribution	\$338,098.00
	Purity Dairies	\$370,760.00
Awarded	Borden Southern Distribution	
Bidders Solicited for this Project - Part II Ice Cream	Name of Company	Bid Amount
	Murfreesboro Pure Milk Company	\$131,174.52
	Purity Dairies	\$114,836.28
Awarded	Purity Dairies	

QB #1252	Capital Playground Project	
Project Description	This quick bid project is for the purchase, delivery and installation of a comprehensive list of playground equipment for 28 separate WCS schools.	
Department/Director	Maintenance, Adam Christopher	
Bid Opening	Monday, June 28, 2021 at 9:00 a.m.	
Bidders Solicited for this Project	Name of Company	Bid Amount
	Great-Southern Rec-Omnia	\$357,893.91
	PlayPower LT Farmington-Sourcewell	\$250,755.00
Awarded	PlayPower LT Farmington-Sourcewell	

QB #1257	Outsourced Print Project for WCS-ELA Foundational Skills	
Project Description	This quick bid project is for an emergency/rush print project for the Curriculum Dept.	
Department/Director	Curriculum, Jenny Lopez	
Bid Opening	Thursday, July 22, 2021 at 2:00 p.m.	
Bidders Solicited for this Project	Name of Company	Bid Amount
	Copy Solutions	\$55,574.20
	Franklin Web Printing	No Bid
	Sir Speedy	No Bid
	Smart Source, LLC	\$58,528.52
Awarded	Copy Solutions	

Students/ Parents / Guardians

School Board

Excutive Asistant and School Board
Secretary

Superintendent

**Assistant
Superintendent of
Budget and
Finance**

- Accounts Payable / Receivable
- Auditing
- Federal Projects
- Payroll
- Purchasing

**Assistant
Superintendent of
Human Resources**

- Cerified Hiring and Support
- Classified Hiring and Support
- Classification and Compensation
- Employee Relations /Leaves
- Recruitment

**Assistant
Superintendent of
Operations**

- Facilities and Construction
- Food Services
- Maintenance
- Planning and Zoning
- Technology
- Transportation

**Executive Director
of
Communications**

- Digital Content
- Mass Notfications
- Media/ Social Media
- Video Content
- Websites

**Executive Director of
Health and Safety**

- Health and Wellness
- Safety and Security

General Counsel

**Assistant
Superintendent of
Elementary
Schools**

- Elementary Schools
- Homeless
- Pre-K
- SACC
- WCS Online

**Assistant
Superintendent of
Secondary Schools**

- Secondary Schools
- Athletics
- College, Career and Technical Education
- WCS Online

**Assistant
Superintendent of
Teaching, Learning
and Assessment**

- Curriculum / Assessment
- English as Second Language
- Fine Arts
- Instructional Technology
- Professional Development
- Student Support Services

School Board Overnight Field Trip Report

Trip ID	Return Date	Origin	Trip Name	Trip Type	Activity Type	#	Destination
30532	8/20/2021 8/21/2021	Brentwood High	V Volleyball Showdown at Sun S	Athletic Trip	Varsity Volleyball	0	Knoxville Convention Center
	<i>No Cost. No bus needed.</i>						
30531	8/20/2021 8/21/2021	Brentwood High	JV Volleyball Showdown at Sun	Athletic Trip	JV Volleyball	0	Knoxville Convention Center
	<i>No Cost. No bus needed.</i>						
30888	9/17/2021 9/18/2021	Brentwood High	Cross Country @ Southern Showc	Athletic Trip	Cross Country	40	John Hunt Soccer Complex
	<i>\$90.00 per student. No Bus Needed. Fundraising will cover the entire cost. We will use charter buses stay at Hilton Garden Inn, Huntsville AL.</i>						
30889	10/1/2021 10/2/2021	Brentwood High	Cross County @ Jesse Owen Clas	Athletic Trip	Cross Country	40	Oakville Indian Mounds Park
	<i>\$90.00 per student. Request Papa G for bus driver. Fundraising to cover all cost. Staying at Best Western in Decatur AL.</i>						
30408	7/26/2021 7/30/2021	Centennial High	CHS Football Cheer	Athletic Trip	9th - 12th grade	32	Panama City Beach Cheer Camp
	<i>over100 - \$425.00 per athlete and are fundraising to help with the cost. No driver or bus needed. They are driving down with parents</i>						
30592	7/19/2021 7/22/2021	Fairview High	Cheer Camp	Athletic Trip	Varsity Cheer	17	Von Braun Center
	<i>No Driver needed. No cost to students.</i>						
30272	8/27/2021 8/29/2021	Fairview High	Girls Soccer Tournament	Athletic Trip	Varsity Soccer	25	Edgewater at the Aquarium Hotel
	<i>No Cost. This trip actually will leave at 3:30pm. We are taking a charter bus so no school bus is needed.</i>						
30559	1/13/2022 1/17/2022	Mill Creek Middle	Junior Theatre Festival	Academic Field Trip	Drama	38	Cobb Galleria
	<i>over100. The cost per student is anticipated to be up to \$950. Fundraising will occur to offset the cost to the students. We will leave right after school on Jan. 13th. We need to leave by 3:00 pm to drive to Atlanta, GA. We are trying to add the Georgia Aquarium on Jan. 17th from 9:00-12:00 but it isn't accepting it. We will be using a Charter Bus for transportation. NO WCS Bus Drivers Needed. We also will be driving to various restaurants and locations around the Cobb Galleria for the Venue. Cost includes JTF registration, food, transportation, venue, etc. i-Theatrics is currently working on continual COVID safety protocol. They just finished a successful run in Houston TX where we wore face masks and had 2,000 in attendance.</i>						
30470	7/26/2021 7/30/2021	Page High	UCA Cheer Camp	Athletic Trip	9th - 12th grade	14	Edgewater Beach Resort
	<i>No Cost. No Bus.</i>						
30364	7/16/2021 7/18/2021	Ravenwood High	7 on 7 Tourney	Athletic Trip	Varsity Football	25	Hoover High School
	<i>No Cost</i>						
30368	7/19/2021 7/22/2021	Ravenwood High	Cheer Camp	Athletic Trip	Varsity Cheer	38	Von Braun Center
	<i>No Cost</i>						
30369	7/19/2021 7/22/2021	Ravenwood High	Cheer Camp	Athletic Trip	Varsity Cheer	38	Von Braun Center
	<i>No Cost</i>						
31143	9/24/2021 9/25/2021	Summit High	Volleyball in Collierville	Athletic Trip	Varsity Volleyball	13	Hoover High School
	<i>No driver needed No cost to students</i>						
30352	10/12/2021 10/16/2021	Sunset Middle	Universal Studios	Band Trip	Concert	100	Universal Studios Florida
	<i>over100. \$850.00 per student. We will fundraiser by selling mums, citisaver coupon books, chili dinner, candles and cookies throughout the school year to off set costs. The actual departure for the trip would be at 6:00 AM on the 12th and we would arrive in Florida at around 8:00 PM on the same day. The actual departure for home from the trip would be on the 16th at 6:00 AM arriving back in Nolensville at around 8:00 PM. The workshop would happen on October 13, which would require an October 12 departure to keep from driving overnight. We will abide by whatever the CDC and School board requires at the time of departures when it come to masking and social distancing. We can move the trip to the spring if we need, but the workshops fill up fast and so does the amusement park. I am shooting for the fall</i>						

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: Dr. David Allen, Assistant Superintendent of Teaching, Learning and Assessment

DATE: August 2021

RE: Strategic Plan Update
Strategic Commitment: III
Goal: 5
Action Step: 8: District-level PDs/support provided on STEM/computational thinking for elementary

Status Report:

This action step is complete and ongoing. After implementing with one set of elementary schools, we have begun with another set for the coming year. EdTech has held professional development during the summer of 2021. They modeled best practices and provided support to library media specialists, technology teaching assistants and classroom teachers in integrating these concepts and skills into lessons and then guided collaborative planning of model lessons to be used in future years. The district also supported this work by writing and managing a Federal grant for needed equipment and supplies.

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Website: <http://www.wcs.edu>



MEMORANDUM

TO: Williamson County School Board

FROM: Dr. David Allen, Assistant Superintendent of Teaching, Learning and Assessment

DATE: August 2021

RE: Strategic Plan Update
Strategic Commitment: III
Goal: 5
Action Step: 9 School level high school 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 administration for turnaround school level training.

Status Report:

This is an action step that was significantly interrupted during the 2020-2021 school year as a result of the global pandemic. We will continue to look for opportunities to develop exemplar lessons where applicable during the upcoming school year. The Science OER has served as a great STEM resource for teachers and will continue to be updated.

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MEMORANDUM

TO: Williamson County School Board

FROM: Dr. David Allen, Assistant Superintendent of Teaching, Learning and Assessment

DATE: August 2021

RE: Strategic Plan Update
Strategic Commitment: I
Goal: 2
Action Step: 12 Develop a series of leadership courses open to all in classified positions.

Status Report:

WCS believes a critical component of maintaining highly effective leadership within the school system is to identify talent and support the growth within our current employee talent pool. We still have the vision of providing leadership courses to all positions; however, we faced barriers of time and compensation in planning to meet this particular action step. We will work through those barriers in this next school year and identify a subset of classified employees to plan for and offer this opportunity.

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MEMORANDUM

TO: Williamson County School Board

FROM: Dr. David Allen, Assistant Superintendent of Teaching, Learning and Assessment

DATE: August 2021

RE: Strategic Plan Update
Strategic Commitment: II
Goal: 9
Action Step: 9 Explore feasibility of creating blended learning courses

Status Report:

Due to the global pandemic we put this action step on hold during the 2020-2021 school year and focused on providing a full online learning opportunity for students. The feasibility of blended learning courses and the potential student benefits will be explored after the 2021-2022 school year.

History Log

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - History Log

Attention Needed	Date	User	Status (S)/Comment (C)	S/C
	5/26/2021 12:31:16 PM	Laurette Carle	Status changed to 'Draft Started'.	S
	4/15/2021 10:31:11 AM	Spencer Yonce	Status changed to 'Not Started'.	S

Allocations

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Allocations

	(1)	ESSER 3.0	Total
Original		\$5,222,354.19	\$5,222,354.19
Incoming Carryover		\$0.00	\$0.00
Outgoing Carryover		\$0.00	\$0.00
Reallocated		\$0.00	\$0.00
Additional		\$0.00	\$0.00
Released		\$0.00	\$0.00
Consortium		\$0.00	\$0.00
Forfeited		\$0.00	\$0.00
FER Released		\$0.00	\$0.00
Total		\$5,222,354.19	\$5,222,354.19

Cover Page

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

LEA ID#

940

LEA Name

Williamson County

LEA Official Address

Street

3120 West Main St. Suite 202

City

Franklin

Zip Code

37064

Phone

615-472-4000

LEA Website

www.wcs.edu

Director of Schools

Name

Jason Golden

Email

jasong@wcs.edu

Phone

615-472-4003

ESSER 3.0 Point of Contact

Name

Laurette Carle

Email

laurettec@wcs.edu

Phone

615-472-4087

*** Anticipated Health and Safety Plan URL/Link**

<https://www.wcs.edu/domain/1298>

The American Rescue Plan Act (ARPA) Act funds available through this grant are one-time grant funds made available through the U.S. Department of Education. All funds should be used for the unique needs identified by LEAs during the COVID-19 pandemic. American Rescue Plan Act (ARPA) funds are intended to support the academic and non-academic needs of students and to help LEAs and schools prepare for re-entry and continuous learning for the upcoming 2021-22 school year.

Budget

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Indirect Cost	
Total Contributing to Indirect Cost	\$4,751,057.97
Indirect Cost Rate	10.41%
Maximum Allowed for Indirect Cost	\$492,389.34

Account Number	Total
71100 - Regular Instruction Program	\$4,031,057.97
71150 - Alternative Instruction Program	\$0.00
71200 - Special Education Program	\$0.00
71300 - Vocational Education Program	\$0.00
72110 - Attendance	\$0.00
72120 - Health Services	\$0.00
72130 - Other Student Support	\$720,000.00
72210 - Support Services/Regular Instruction Program	\$0.00
72215 - Support Services/Alternative Instruction Program	\$0.00
72220 - Support Services/Special Education Program	\$0.00
72230 - Support Services/Vocational Education Program	\$0.00
72250 - Education Technology	\$0.00
72260 - Support Services/Adult Education Program	\$0.00

72320 - Office of the Superintendent		\$0.00
72410 - Office of the Principal		\$0.00
72510 - Fiscal Services		\$0.00
72520 - Human Resources/Personnel		\$0.00
72610 - Operation of Plant		\$0.00
72620 - Maintenance of Plant		\$0.00
72710 - Transportation		\$0.00
73100 - Food Service		\$0.00
73300 - Community Services		\$0.00
73400 - Early Childhood Education		\$0.00
76100 - Regular Capital Outlay		\$0.00
99100 - Transfers Out		\$471,296.22
	Total	\$5,222,354.19
	Adjusted Allocation	\$5,222,354.19
	Remaining	\$0.00

Budget Detail

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

71100 - Regular Instruction Program - \$4,031,057.97 ▼

Budget Detail		Narrative Description
Account Number:	71100 - Regular Instruction Program	<p>19.5 FTE elementary and 6.0 FTE secondary interventionists for two years. These additional interventionists will provide services to the increased number of students needing intervention in reading or math as evidenced by our universal screening data through the RTI2 process. Interventions will be provided during the school day.</p>
Line Item Number:	116 - Teachers	
Focus Area:	Addressing Learning Loss: Coordinat...	
School Type:	Traditional Public School	
Optional Program Code:		
Location Code:	Williamson County (940)	
Quantity:	1.00	
Cost:	\$2,793,420.97	
Line Item Total:	\$2,793,420.97	
Account Number:	71100 - Regular Instruction Program	
Line Item	189 - Other Salaries & Wages	<p>Stipends of \$1,350 for 51 existing full time teachers for extra work outside their contract day to serve as the lead Digital Learning Leader at their school. These leaders, named by their principals, will support the teachers in the school with</p>

technology troubleshooting and coaching and will provide targeted training to staff as needed. The new Digital Learning Leaders will be supported by district level staff who are locally funded and will receive extra training from the district which is also locally funded. Because the pandemic accelerated our shift to 1:1 devices and a rapid implementation of tech integration with a new learning management system, we need this layer of support.

6.2% for social security benefits for salaries above.

Number:	
Focus Area:	Conducting Other Necessary Activiti...
School Type:	Traditional Public School
Optional Program Code:	
Location Code:	Williamson County (940)
Quantity:	1.00
Cost:	\$137,700.00
Line Item Total:	\$137,700.00
Account Number:	71100 - Regular Instruction Program
Line Item Number:	201 - Social Security
Focus Area:	Addressing Learning Loss: Coordinat...
School Type:	Traditional Public School
Optional Program Code:	
Location	Williamson County (940)

Code:	
Quantity:	1.00
Cost:	\$181,730.00
Line Item Total:	\$181,730.00
Account Number:	71100 - Regular Instruction Program
Line Item Number:	204 - State Retirement
Focus Area:	Addressing Learning Loss: Coordinat...
School Type:	Traditional Public School
Optional Program Code:	
Location Code:	Williamson County (940)
Quantity:	1.00
Cost:	\$301,905.00
Line Item Total:	\$301,905.00
Account Number:	71100 - Regular Instruction Program
Line Item	206 - Life Insurance
10.3% state retirement benefits for salaries above.	
\$42/FTE benefit on interventionist salaries above	

Number:	
Focus Area:	Addressing Learning Loss: Coordinat...
School Type:	Traditional Public School
Optional Program Code:	
Location Code:	Williamson County (940)
Quantity:	1.00
Cost:	\$2,601.00
Line Item Total:	\$2,601.00
Account Number:	71100 - Regular Instruction Program
Line Item Number:	207 - Medical Insurance
Focus Area:	Addressing Learning Loss: Coordinat...
School Type:	Traditional Public School
Optional Program Code:	
Location	Williamson County (940)

Projected medical insurance benefit for interventionist salaries above.

Code:	
Quantity:	1.00
Cost:	\$545,700.00
Line Item Total:	\$545,700.00
Account Number:	71100 - Regular Instruction Program
Line Item Number:	208 - Dental Insurance
Focus Area:	Addressing Learning Loss: Coordinat...
School Type:	Traditional Public School
Optional Program Code:	
Location Code:	Williamson County (940)
Quantity:	1.00
Cost:	\$25,500.00
Line Item Total:	\$25,500.00
Account Number:	71100 - Regular Instruction Program
Line Item	212 - Employer Medicare

\$500/FTE dental benefit for interventionist salaries above.

1.45% Medicare benefit on salaries above

Number:	
Focus Area:	Addressing Learning Loss: Coordinat...
School Type:	Traditional Public School
Optional Program Code:	
Location Code:	Williamson County (940)
Quantity:	1.00
Cost:	\$42,501.00
Line Item Total:	\$42,501.00

Total for 71100 - Regular Instruction Program:	\$4,031,057.97
Total for all other Account Numbers:	\$1,191,296.22
Total for all Account Numbers:	\$5,222,354.19
Adjusted Allocation:	\$5,222,354.19
Remaining:	\$0.00

Budget Detail

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

72130 - Other Student Support - \$720,000.00 ▼

Budget Detail		Narrative Description
Account Number:	72130 - Other Student Support	<p>Contracted work for an estimated 4 clinical social workers for three years (estimating \$60,000 per year per social worker). They will be able to provide services on campuses to address the mental health needs of students during a time when community services are limited due to high demand as a result of the pandemic. These contracted staff we plan will not be employees of WC, so we are not including benefits or FTEs in this application.</p>
Line Item Number:	399 - Other Contracted Services	
Focus Area:	Providing Mental Health Supports	
School Type:	Traditional Public School	
Optional Program Code:		
Location Code:	Williamson County (940)	
Quantity:	1.00	
Cost:	\$720,000.00	
Line Item Total:	\$720,000.00	
Total for 72130 - Other Student Support:		
Total for all other Account Numbers:		\$4,502,354.19

Total for all Account Numbers:	\$5,222,354.19
Adjusted Allocation:	\$5,222,354.19
Remaining:	\$0.00

Budget Detail

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

99100 - Transfers Out - \$471,296.22 ▼

Budget Detail		Narrative Description
Account Number:	99100 - Transfers Out	Indirect Cost under max allowed
Line Item Number:	504 - Indirect Cost	
Focus Area:	Indirect Cost	
School Type:	Traditional Public School	
Optional Program Code:		
Location Code:	Williamson County (940)	
Quantity:	1.00	
Cost:	\$471,296.22	
Line Item Total:	\$471,296.22	
Total for 99100 - Transfers Out:		
Total for all other Account Numbers:		\$4,751,057.97

Total for all Account Numbers:	\$5,222,354.19
Adjusted Allocation:	\$5,222,354.19
Remaining:	\$0.00

Budget Overview

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Indirect Cost	
Total Contributing to Indirect Cost	\$4,751,057.97
Indirect Cost Rate	10.41%
Maximum Allowed for Indirect Cost	\$492,389.34

Filter by Location: All - \$5,222,354.19 ▼

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	99100 - Transfers Out	Total
Line Item Number				
116 - Teachers	2,793,420.97			2,793,420.97
189 - Other Salaries & Wages	137,700.00	0.00		137,700.00
201 - Social Security	181,730.00	0.00		181,730.00
204 - State Retirement	301,905.00	0.00		301,905.00
206 - Life Insurance	2,601.00	0.00		2,601.00

Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	99100 - Transfers Out	Total
Line Item Number				
207 - Medical Insurance	545,700.00	0.00		545,700.00
208 - Dental Insurance	25,500.00	0.00		25,500.00
212 - Employer Medicare	42,501.00	0.00		42,501.00
399 - Other Contracted Services	0.00	720,000.00		720,000.00
504 - Indirect Cost			471,296.22	471,296.22
Total	4,031,057.97	720,000.00	471,296.22	5,222,354.19
			Adjusted Allocation	5,222,354.19
			Remaining	0.00

Spending Plan

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

After analyzing and repurposing other funding sources, justify the spending plan for the American Rescue Plan Act (ARPA) funds aligned with the needs and the comprehensive LEA-level plan. For each of the applicable focus areas below, verify the amount, and explain how each focus area addresses the needs. The amounts should not exceed the LEA's allocation.

1. Addressing Learning Loss: Coordinators, Summer, Supplemental After School, and Tutoring

LEAs must spend a minimum of 20% of the grant funds on **Addressing Learning Loss**.

\$ 1,044,470.84 The minimum amount required based on the LEA allocation.

\$ 3,893,357.97 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

Additional Interventionist Positions

We used our spring universal screener data to identify the number of students needing Tier 3 intervention in reading and math and found an increase which we attribute to the global pandemic. The numbers of small groups needed was greater than the number of interventionists we have on staff. The increased need would have had to be met in the next year by our instructional coaches, greatly reducing the amount of time they would be able to provide the instructional coaching so critical to the implementation of high quality instructional materials and to the strength of our Tier 1 core instruction. ESSER 3.0 funds can help us pay for the extra interventionists we need to respond to the increased learning loss of our students without hurting our instructional coaching program. We believe that by hiring the additional interventionists needed and training them to provide high quality intervention for Tier 3, while also ensuring that our instructional coaches are firming up core instruction in Tier 1 and 2, we will see a reduction in the numbers of students requiring intervention after the next two years. We will measure

effectiveness as we watch our RTI data from the universal screener and progress monitoring data as well as student outcomes on district benchmarks and state assessments.

Digital Learning Leaders

The global pandemic accelerated our shift to providing every student a Chromebook and using a new learning management system as well as the many new digital resources (apps, software, etc.) provided as we were forced to provide some remote and/or distance learning. Shifting to 1:1 devices and high quality integration of technology for blended learning was already in our strategic plan, but not at this pace of implementation. We have had a significant increase in help tickets, emails and calls for assistance from the instructional technology department at the central office. As we return to school in person, we still plan to provide these district level technological resources and supports, but we identified an important need to put more support at the school level to support teachers in person, on site, to prevent issues as well as to solve staff user issues as quickly as possible. We restructured our positions in the instructional technology department to allow for some digital learning designers who will provide support and training to school level digital learning leaders appointed by their principals based on their demonstrated skills at tech integration and building relationships with colleagues. We plan to use ESSER 3.0 to provide a small supplement to these full time teachers for the work we know this will require outside their contracted work day. We will measure the success of the program by monitoring help desk tickets to see if they decrease in number and become more focused on the topics and needs that are not solvable at the school level and should rise to the district level. We will evaluate after two years and if this is successful will plan to budget for this in the future with local funding.

2. Addressing Learning Acceleration: Summer, Supplemental After School, and Tutoring

\$ Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

3. Addressing Facility Needs and Deferred Maintenance/Infrastructure

\$ Amount

The amount box auto-populates based on inputs from the Budget Page.

NOTE: Items in this category will require more extensive rationale/support.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

4. Purchasing Education Technology (including hardware, software, and connectivity)

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

5. Addressing the Unique Needs of Special Populations

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

6. School Facility Repairs

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

7. Providing Mental Health Supports

\$ 720,000.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

Clinical Social Workers

During the pandemic, we saw a significant rise in mental health needs. In WCS, we already have school social workers, school counselors, and in our secondary schools STARS counselors as well. Many times, our school counselors and social workers connect student and families in need of mental health support with community providers. But due to the pandemic, the community services have been limited. We plan to use ESSER 3.0 funds to close that gap by contracting with a provider with clinical social workers. Our plan is to have four clinical social workers, each providing an extra layer of support to four regions of the school district. These contracted clinical social workers will be able to provide services to our students in our buildings during the school day during the regular school year, We will do this for two years, evaluating the program for effectiveness by monitoring numbers of mental health referrals and through other measures of mental health needs built into our WCS Mental Health Continuum plan for the new year. If it is successful and the need is still there after three years, we will budget to sustain this with local funding after the ESSER 3.0 funds are expended.

8. High Quality Instructional Materials for Math Adoption

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

NOTE: Items in this category will require more extensive rationale/support.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

9. High Quality Instructional Materials for Early Literacy

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

10. Public Health Coordination and Protocols

\$ 0.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

11. Conducting Other Necessary Activities

\$ 137,700.00 Amount

The amount box auto-populates based on inputs from the Budget Page.

Describe how the proposed activities/use of funds supports the focus area and how the effectiveness of the activities will be assessed.

The global pandemic accelerated our shift to providing every student a Chromebook and using a new learning management system as well as the many new digital resources (apps, software, etc.) provided as we were forced to provide some remote and/or distance learning. Shifting to 1:1 devices and high quality integration of technology for blended learning was already in our strategic plan, but not at this pace of implementation. We have had a significant increase in help tickets, emails and calls for assistance from the instructional technology department at the central office. As we return to school in person, we still plan to provide these district level technological resources and supports, but we identified an important need to put more support at the school level to support teachers in person, on site, to prevent issues as well as to solve staff user issues as quickly as possible. We restructured our positions in the instructional technology department to allow for some digital learning designers who will provide support and training to school level digital learning leaders appointed by their principals based on their demonstrated skills at tech integration and building relationships with colleagues. We plan to use ESSER 3.0 to provide a small supplement to these full time teachers for the work we know this will require outside their contracted work day. We will measure the success of the program by monitoring help desk tickets to see if they decrease in number and become more focused on the topics and needs that are not solvable at the school level

and should rise to the district level. We will evaluate after two years and if this is successful will plan to budget for this in the future with local funding.

12. Indirect Cost

\$ Amount

The amount box auto-populates based on inputs from the Budget Page.

13. Administrative Cost (5% limit)

\$ Amount

The amount box auto-populates based on inputs from the Budget Page.

Resources

[Click here to open the application guide.](#)

LEA Program Details

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Administration Cost

Program Administration: The reasonable and necessary costs to manage the federal grant in a compliant and effective manner.

The LEA is not utilizing grant funds to administer the ESSER 3.0. Provide a summary of how the grant program will be administered, including the title of the staff responsible for the grant administration, the FTE(s), and the other funding sources that will contribute to administrative staff salaries/benefits.
WCS staff in the following positions or with the following roles will administer and evaluate this grant program: Federal Programs Director, Assistant Superintendents (Budget & Finance; Secondary; Elementary; Teaching, Learning and Assessment; Human Resources). Regular meetings will be held to oversee progress. All six people receive salaries funded by local funds and will perform these duties as part of their regular duties, delegating some duties to staff in their departments as appropriate.

The LEA is utilizing grant funds to administer the ESSER 3.0.

Systemwide Administration for ESSER 3.0 Grant Administration - Staff in this table are those who work in the central office on the direct administration of the grant.

Systemwide Administration for LEAs Using ESSER 3.0 Funds for Direct Administration: Staff in this table are those who work in the central office on the direct administration of the grant. If the LEA is not using ESSER 3.0 funds for grant administration, do not enter staff in this table.

	Headcount	FTE
Administration	<input type="text"/>	<input type="text"/>

Resource Specialist			
Program/Project Director			
Other (specify)			
Total			

Will new positions be hired with these funds?

No ▼

If yes, ensure these positions are reflected above.

Provide a brief description of the reasonable and necessary administrative activities and personnel. This includes the FTE and amount deducted from the grant.

Planning

Reflect on the challenges that the LEA faced during the COVID-19 pandemic. What prioritized needs did the LEA identify during the pandemic?

When schools closed in the spring due to COVID-19, WCS immediately made available academic resources aligned to Tennessee State Standards for all students K-12. These were optional resources, but students were encouraged to work with their teachers remotely on both previously learned material and new material to improve their understanding of grade level standards and show evidence of learning to improve second semester grades. These resources have remained available to students and families throughout the summer. Additionally, we provided direct instruction over the summer with small groups of students with identified learning needs (for example ELs, SWDs and middle school students who needed additional academic support.) WCS immediately began planning in late spring for a variety of potential learning environments for the 2020-2021 school year. As a result of this planning, WCS identified two major needs for potential remote learning: individual devices for students, new licenses for apps and software, and professional development for teachers on the tools and strategies. We began conducting that professional development in May and have plans to sustain it throughout the year. We obtained funding for the devices for every student to have their own personal device and we ordered the devices and planned for distribution

at the start of school in August.

We offered a K-12 fully online program to families and had many more participate in that during 2020-2021 than we would have without the global pandemic taking place. We began school in person for our K-2 students and remotely for all others. After two weeks, we welcomed all back in person. The district had a team monitoring the health and safety for all staff and students throughout the year, and we had various individuals and groups (a class, grade level, or school) switch to remote instruction for short periods of time as needed until they could safely return to in person instruction. All of this was a huge challenge for students, families, school level staff and district staff.

During the pandemic, we prioritized our needs as anything necessary to keep students healthy and learning. With the support of our School Board and County Commission, we have been able to respond to most of our needs with refinement of our programming, staffing and services across all departments. With the availability of ESSER 3.0, we identified our biggest needs remaining that could be addressed with this additional five million dollars in funding. Through analyzing data and holding multiple team meetings and stakeholder conversations as well as through a community survey, we identified our highest priorities as early intervention for learning loss, mental health supports, and a new layer of digital instructional technology support at the school level.

Learning Loss

Note: Required minimum of 20% of funds must be used to address learning loss through evidence-based interventionist that respond to students' academic, social, and emotional needs.

\$ 1,044,470.84 The minimum amount required based on the LEA allocation.

Provide information on how the LEA is measuring and addressing learning loss and how ESSER 3.0 funds will support these measures. Please include an overview of the evidence-based interventions the LEA will implement to address learning for students.

Our first evidence of learning loss was in the results of our winter and spring Universal Screener for reading, math and written expression. We saw increases in the number of students needing Tier 3 intervention to be provided by a trained and skilled interventionist. Our recent TNReady achievement results have also pointed to a loss especially in lower grades for reading and in middle grades for math. At the same time, we had evidence of an increased number of referrals for mental health supports through the teams we have at each school including school counselors and social workers.

We provided a summer learning loss camp for four weeks this summer in order to begin to address the needs of our students below grade level in reading or math. Using grade level, high quality instructional materials and providing time for intervention as well as physical activity and engaging STREAM activities, we know most student made progress and have evidence of that from some of the programs we used such as ALEKs for math and Lexia for reading.

We have an increased laser focus on student progress toward mastery of state standards with the implementation of high quality instructional materials in ELA, additional training and focus on those in positions as instructional coaches, and a district expectation for teacher teams to work within their PLC with high quality, standards-based common formative assessment cycles that lead to timely Tier 1 interventions with students throughout the year.

We are starting the new year the first week of August with a mental health & suicide prevention training for all administrators and most of our teachers. The remaining teachers will receive this same training during the school year. We have also refined the details of our mental health continuum and will work with school staff during first semester to be sure we are identifying and responding to needs as quickly and efficiently as possible.

With ESSER 3.0, we will focus on two area for learning loss:

Additional Interventionist Positions

We used our spring universal screener data to identify the number of students needing Tier 3 intervention in reading and math and found an increase which we attribute to the global pandemic. The numbers of small groups needed was greater than the number of interventionists we have on staff. The increased need would have had to be met in the next year by our instructional coaches, greatly reducing the amount of time they would be able to provide the instructional coaching so critical to the implementation of high quality instructional materials and to the strength of our Tier 1 core instruction,. ESSER 3.0 funds can help us pay for the extra interventionists we need to respond to the increased learning loss of our students without hurting our instructional coaching program. We believe that by hiring the additional interventionists needed and training them to provide high quality intervention for Tier 3, while also ensuring that our instructional coaches are firming up core instruction in Tier 1 and 2, we will see a reduction in the numbers of students requiring intervention after the next two years. We will measure effectiveness as we watch our RTI data from the universal screener and progress monitoring data as well as student outcomes on district benchmarks and state assessments.

Digital Learning Leaders

The global pandemic accelerated our shift to providing every student a Chromebook and using a new learning management system as well as the many new digital resources (apps, software, etc.) provided as we were forced to provide some remote and/or distance learning. Shifting to 1:1 devices and high quality integration of technology for blended learning was already in our strategic plan, but not at this pace of implementation. We have had a significant increase in help tickets, emails and calls for assistance from the instructional technology department at the central office. As we return to school in person, we still plan to provide these district level technological resources and supports, but we identified an important need to put more support at the school level to support teachers in person, on site, to prevent issues as well as to solve staff user issues as quickly as possible. We restructured our positions in the instructional technology department to allow for some digital learning designers who will provide support and training to school level digital learning leaders appointed by their principals based on their demonstrated skills at tech integration and building relationships with colleagues. We plan to use ESSER 3.0 to provide a small supplement to these full time teachers for the work we know this will require outside their contracted work day. We will measure the success of the program by monitoring help desk tickets to see if they decrease in number and become more focused on the topics and needs that are not solvable at the school level and should rise to the district level. We will evaluate after two years and if this is successful will plan to budget for this in the future with local funding.

We will also focus on one area for mental health needs which do connect with learning loss as well:

Clinical Social Workers

During the pandemic, we saw a significant rise in mental health needs. In WCS, we already have school social workers, school counselors, and in our secondary schools STARS counselors as well. Many times, our school counselors and social workers connect student and families in need of mental health support with community providers. But due to the pandemic, the community services have been limited. We plan to use ESSER 3.0 funds to close that gap by contracting with a provider with clinical social workers. Our plan is to have four clinical social workers, each providing an extra layer of support to four regions of the school district. These contracted clinical social workers will be able to provide services to our students in our buildings during the school day during the regular school year. We will do this for two years, evaluating the program for effectiveness by monitoring numbers of mental health referrals and through other measures of mental health needs built into our WCS Mental Health Continuum plan for the new year. If it is successful and the need is still there after three years, we will budget to sustain this with local funding after the ESSER 3.0 funds are expended.

Oversight Plan

Summarize the LEA's plan for reporting, monitoring, and auditing supports and capacity related to ESSER 3.0 funds.

The Assistant Superintendents will meet regularly to assess progress on use of the ESSER 3.0 funds and the effectiveness of the supports put in place. They already meet weekly, so this will be integrated into their meeting agendas at least once a month. They will collaborate on the monthly reporting necessary for the three projects we have planned. We will also gather feedback and input from principals at least each quarter which may guide us to problem solve any issues of capacity or effectiveness. The Federal Programs Director will assist with program reporting to be done in ePlan.

Consultation with Stakeholders

Describe how the LEA will, in planning for the use of ARP ESSER funds, engage in meaningful consultation with stakeholders, including, but not limited to:

- i. students;
- ii. families;
- iii. school and district administrators (including special education administrators); and
- iv. teachers, principals, school leaders, other educators, school staff, and their unions.
- v. Tribes;
- vi. civil rights organizations (including disability rights organizations); and
- vii. stakeholders representing the interests of children with disabilities, English learners, children experiencing homelessness, children and youth in foster care, migratory students, children who are incarcerated, and other underserved students.

*

We created a narrated slide presentation, companion handout, and feedback survey for input to use in both in person and remote consultations with stakeholders. We provided the handout and survey in both English and Spanish and ensured that the recorded slide presentation could be translated into any language needed by families or other stakeholders in our community. The presentation included an overview of ESSER funding, student demographic data, learning loss concerns, how we spent ESSER 1.0 and 2.0, the amount of the ESSER 3.0 allocation, and our district leadership's initial ideas for use of that allocation. There is time for questions and answers when used during live meetings and then participants can give input through a brief online form to help us capture all input. We will do so in person for an administrators meeting and two public meetings. We will also share through our widely read communications newsletter InSite to announce that the information and form will be on our website from June 16-29. That way, a wider group can access, view and provide input at a time convenient to them. Our Superintendent will share with our School Board and his Superintendent's Advisory Council which is made up of student leaders. All staff, parents and families will receive emails and texts from our Communications Department. We will also reach out specifically to a parent group which advocates for our students with disabilities, the Juvenile Detention Center who serves incarcerated youth, and our partners at Mercy Health and Graceworks who support students experiencing mental health issues, homelessness and/or economic disadvantage.

* Provide an overview of how the public stakeholder input was considered in developing the LEA's plan for ARP ESSER funds.

We took input received through the online form and used that to inform our final plan for use of the allocation. Many of the needs identified were needs for which we already had a plan to address with state and local funds or with other Federal funding. An example of that were some needs of our students with disabilities. Some other identified needs we recognized as longer term needs that could not be solved with a short term program through this relief funding, so we plan to work on those through our local planning and budgeting process. An example of that was the need to recruit and retain more school psychologists in a time when our universities are not graduating many with that degree. So we narrowed the highest needs that could be addressed with this emergency relief to the few in our plan.

Planning for the Use and Coordination of ARP ESSER Funds

* How will the LEA use the remaining ARP ESSER funds consistent with statutory requirements?

We will follow all Federal and State guidance, rules, policies and procedures in the use of the ARP ESSER 3.0 funds as we have for ESSER 1.0 and 2.0. We had representatives attend the recent training offered on this and will

continue to attend future trainings offered by the state of Tennessee to ensure that our use and coordination is consistent with statutory requirements.

* How the LEA will ensure that the ARP ESSER funded interventions, including but not limited to the 20% set-aside, will respond to the academic, social, emotional, and mental health needs of all students, and particularly those students disproportionately impacted by the COVID-19 pandemic, including students from low-income families, students of color, English learners, children with disabilities, students experiencing homelessness, children and youth in foster care, and migratory students?

WCS believes strongly in serving all students with a culture of learning for all and "All Means All". We include training for all teachers on meeting the needs of all subpopulations of students, especially those most vulnerable to the impact of the pandemic. We have academic data on all students and will ensure that our ESSER funded interventionists serve all students qualifying for that intervention based on that academic data. We also have systems in place to proactively look out for students most vulnerable to ensure they are getting the services they need. We have frequent collaboration between staff in programs for students experiencing homelessness, Title I, English learners, students with disabilities and children and youth in foster care so we can coordinate services. We currently do not have any students qualifying as migratory students, but we screen for them regularly. The mental health services provided to WCS students with ESSER funds will similarly be based on need without regard to demographics or subpopulation. Our staff already in positions charged with programming for those listed student groups will plan to proactively work with families to ensure we are not missing data or needs for those students. And finally, our ESSER funding planned to supplement pay of our digital learning leaders will be distributed to one leader per school so that all school and all students will ultimately benefit from that layer of technology support.

Resources

[Click here to open the application guide.](#)

Personnel Details Systemwide

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Systemwide Instruction & Support - Staff in this table are those who are supported with one-time funds and work across multiple school sites as needed.

Systemwide Administration for LEAs **Using ESSER 3.0 Funds for Direct Administration:** Staff in this table are those who work in the central office on the direct administration of the grant. If the LEA is not using ESSER 3.0 funds for grant administration, do not enter staff in this table.

	Headcount	FTE
Coaches / Consulting Teachers	<input type="text"/>	<input type="text"/>
Instructional Paraprofessionals	<input type="text"/>	<input type="text"/>
Non-Instructional Paraprofessionals	<input type="text"/>	<input type="text"/>
Interventionists	<input type="text"/>	<input type="text"/>
Parent and Family Engagement	<input type="text"/>	<input type="text"/>
Other (specify)	<input type="text"/>	<input type="text"/>
Total	<input type="text" value="0.00"/>	<input type="text" value="0.00"/>

Resources

[Click here to open the application guide.](#)

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Regular School-Year Staff Funded with One-Time Funds

Teachers	Paraprofessionals		Interventionists		School Counselors		Parent and Family Engagement		Other 1 - Specify		Other 2 - Specify		Other 3 - Specify		Other 4 - Specify		Total		
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	
0	0.00	0	0.00	26	25.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	26	25.50	26	25.50

Resources

[Click here to open the application guide.](#)

Personnel Details (Summer School – K-12 School-Level)

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant



N/A

Resources

[Click to open the application guide.](#)

Charter Schools Program Details

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

N/A: The LEA certifies that no public charter schools are geographically located in the district.

The following question must be answered by LEAs with charter schools. ARPA and specifically the ESSER 3.0 funds were intended to provide relief funding and support for all public schools - both traditional and charter. Additionally, all LEAs with charter schools can retrieve the Charter School Needs Assessment template from the Related Documents page, share the template with each charter school, and reupload all completed overviews prior to submitting this application for review and approval.

* 1. LEAs receive a per-pupil allocation for students in public and charter schools. Outline the process used to ensure charter schools are receiving their proportionate share of ESSER 3.0 benefits to their traditional public school counterparts.

Resources

[Click to open the application guide.](#)

Related Documents

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Optional Documents		
Type	Document Template	Document/Link
Charter School Needs Assessments: Only for LEAs That Have Charter Schools within Their Boundaries	 <u>Charter School Needs Assessment Template</u>	

Assurances

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

* The local educational agency (LEA) hereby assures the state education agency (SEA) that the LEA meets each of the following conditions:

Assurances

1. The LEA shall to the greatest extent practicable, continue to pay its employees and contractors during the period of any disruptions or closures related to coronavirus.
2. **The LEA shall report spending progress and reimbursement request on a monthly basis to the Tennessee Department of Education, along with any other required documentation..**
3. The LEA must track in their standard accounting program ESSER 3.0 funds separately from ESSER 1.0 and 2.0 funds.
4. All programs, services, and activities covered by this Grant Application will be operated in accordance with state and federal laws, regulations, as well as approved policies and rules as established by the Tennessee State Board of Education and the Tennessee Department of Education. The U.S. Office of Management and Budget's Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards are available [here](#).
5. Expenditures will be in compliance with the standard accounting procedures and guidelines established by the Tennessee Department of Education, federal legislation, and [F&A Accounts Policy 03](#).
6. Recognize that state approval of an application does not relieve the LEA of its responsibility to comply with all applicable program and fiscal requirements.
7. Grant funds **will not** be expended in any manner other than as outlined in the budgeted section of the approved grant application. Funds **will** only be expended for allowable costs. Any changes to the original budget must be pre-approved by the department before line items are modified. The LEA acknowledges that this program is subject to funds availability and that the department reserves the right to terminate program activities and expenditures for convenience at any time.

8. Use fiscal control and fund accounting procedures that ensure proper disbursement of and accounting for federal funds paid to that agency under each program as noted in Cash Management Improvement Act (CMIA) 7211R rule.

9. Keep such records, and provide such information to the department, as may be reasonably required for fiscal audit, data reporting, and program evaluation.

10. Program activities, expenditures, and records shall be subject to monitoring by the department. LEAs must maintain documentation of all expenditures and should submit this documentation with the final report.

11. Activities should align with the intent and purpose of the ARPA Acts as outlined in the H.R. 748 legislation. Allowable services, activities, and expenditures funded with the ARPA Act align with the ESEA, IDEA, and Perkins, and other allowable programs shall be provided in compliance with established Federal and State Rules, Regulations, & Minimum Standards.

12. Special Education and Related Services will be provided in compliance with established Federal and State Rules, Regulations, & Minimum Standards.

13. Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving Federal financial assistance;

14. Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial assistance; and

15. All regulations, guidelines, and standards issued by the Tennessee Department of Education and U.S. Department of Education under any of these statutes.

Charter Assurances (if applicable)

The LEA will ensure that Charter Schools have an equal opportunity to participate to the full extent in the ARPA grant and will allocate per-pupil funds accordingly.

1. The LEA has a clear process for ensuring all applicable laws and regulations regarding ESEA, IDEA, and other programs and funding are followed in its authorized charter schools.

2. The charter school will comply with all requirements associated with the funding source as a condition for the state to receive any of the federal funds.

3. The charter school will maintain accurate and timely project records which document progress in implementing

this project, and which demonstrate compliance with all state and federal fiscal and program requirements.

4. Charter schools will receive reimbursements within three business days of the LEA receiving the reimbursement request allocation from the Tennessee Department of Education.
5. Charter plans submitted to the LEA must be approved within five business days and any non-approved plan must be sent Tennessee Department of Education, Division of Federal Programs and Oversight for a third-party review.

* **Additional Assurances -The assurances below were added to the application in May 2021, in connection with the Safe Return to In-Person Instruction and Continuity of Services Plan. Check the box to agree.**

1. LEAs must develop and make publicly available their *ARP ESSER Funding Application* no later than **Aug. 1, 2021**. All plans must be made publicly available on the LEA's website and published on the Tennessee Department of Education's (department) website within thirty (30) days of approval.
2. All plans must be developed with meaningful public consultation with stakeholder groups (i.e., families, students, teachers, principals, school and district administrators, school leaders, other educators, school staff, advocacy organizations representing student groups). The consultation process must include an opportunity for input and meaning consideration of that input.
3. ESSER plans must be in an understandable and uniform format; to the extent practicable, written in a language that parents can understand or, if not practicable, orally interpreted; and upon request by a parent who is an individual with a disability, provided in an accessible format to that parent.
4. LEAs must **update** the *Safe Return to In-Person Instruction and Continuity of Services Plan* **at least every six months** through **Sept. 30, 2023**, seek public input on the plan and any revisions, and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.

Williamson County (940) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Checklist

This checklist is a means of communication between the TDOE and LEAs regarding the allowability and allocability of the items submitted in the funding application. Please follow the steps below to ensure that the funding application contains items that are in compliance with program requirements.

- After the LEA submits the application, the TDOE will review the application and mark each section as OK, Not Applicable, or Attention Needed. If the application contains no items that are marked as Attention Needed, the application will be approved.
- If the application contains items that are marked as Needs Attention, the application will be returned to the LEA with a status of not approved. The LEA will review the checklist for items that are marked Attention Needed and make the necessary changes to those items. Only the checked items in the sections marked Attention Needed are to be corrected and/or explained. Each section marked Attention Needed also has a place where the TDOE may provide notes to explain items needing attention. The LEA should check for notes and additional comments.
- Once the LEA has made the necessary adjustments, the LEA will resubmit the application for approval. If the TDOE determines that the item has been corrected, Attention Needed will be changed to OK by the TDOE Reviewer. If the items needing attention still have not been corrected, the application will be returned again to the LEA with a status of Not Approved.
- Applications that contain no items that are marked Attention Needed will be approved.

General Checklist Comment

No comments have been made at this time

Checklist Description ([Collapse All](#) [Expand All](#))

<input type="checkbox"/>	1. Cover Page	Not Reviewed ▼
	1. Cover Page	
<input type="checkbox"/>	2. Budget	Not Reviewed ▼
	1. Budget	
	2. Spending Plan	
<input type="checkbox"/>	3. Program Details	Not Reviewed ▼
	1. Program Details	
<input type="checkbox"/>	4. Personnel Details	Not Reviewed ▼
	1. Systemwide	
	2. Regular School Year	
	3. Summer School	
<input type="checkbox"/>	5. Charter Schools	Not Reviewed ▼
	1. Charter	
	2. Related Documents	

DISTRICT: _____

Community Engagement Checklist

Interim Final Requirements from the U.S. Department of Education: *LEA ARP ESSER Plan Meaningful Consultation*



“COVID-19 has had a dramatic impact on the Nation’s education system. In addition to disrupting teaching and learning, it has exacerbated existing inequities in our schools and school districts. Every aspect of student life has been impacted by the COVID-19 pandemic: students’ classes and courses of study have been interrupted and/or delayed and students’ social, emotional, and mental health have been negatively impacted by the isolation and anxiety of living through a pandemic and quarantine along with the additional associated stresses placed on their families.

As students and teachers continue to return to full-time in-person education, they will have important insights into how schools should approach prevention and mitigation of COVID-19, and into what may be needed to support student success. For this reason, in developing their ARP ESSER plans, LEAs will be required to meaningfully consult with students; families; school and district administrators (including special education administrators); and teachers, principals, school leaders, other educators, school staff, and their unions. Additionally, an LEA is also required to engage in meaningful consultation with each of the following, to the extent present in or served by the LEA: Tribes; civil rights organizations (including disability rights organizations); and stakeholders representing the interests of children with disabilities, English learners, children experiencing homelessness, children in foster care, migratory students, children who are incarcerated, and other underserved students. An LEA’s decisions about how to use its ARP ESSER funds will directly impact the students,

families, and stakeholders in their school district, and thus the LEA’s plans must be tailored to the specific needs faced by students and schools within the district. These diverse stakeholders will have significant insight into what prevention and mitigation strategies should be pursued to keep students and staff safe, as well as how the various COVID-19 prevention and mitigation strategies impact teaching, learning, and day-to-day school experiences.

With regard to addressing the academic, social, emotional, and mental health needs of all students, particularly those most impacted by the pandemic, we believe that it is critical that LEAs solicit and consider the input of students and their families to identify their most pressing needs. Close coordination with Tribes is critical to effective support for Native American students, so LEAs need to consult Tribes, as applicable. In addition, the Department understands educators and students’ families will have important insights into and observations of students’ academic, social, emotional, and mental health needs garnered from their experiences during the COVID-19 pandemic. Stakeholders will similarly have critical insights into how best to address the academic impact of lost instructional time that LEAs are required to address with at least 20 percent of their ARP ESSER funds. For all of these reasons, through this consultation, LEAs will be better positioned to fully plan to use ARP ESSER funds to adequately respond to the needs of all students, particularly those most impacted by the COVID-19 pandemic.”

Please note who you engaged, as applicable, and the strategies used to engage those groups (ex. public meeting, request for comments, survey, etc.).

Applicable? (check if yes)	Group (as applicable)	Number Engaged	Number of Responses Received	Mode(s) of Engagement
	Students			
	Families			
	Elected Officials and School Board Members			
	School and District Administrators			
	Special Education Administrators			
	Principals			
	School Leaders			
	Other Educators			
	School Staff			
	Civil Rights Organizations			
	Disability Rights Organizations			
	Interest Group(s): Students with Disabilities			
	Interest Group(s): English learners			
	Interest Group(s): Children Experiencing Homelessness			
	Interest Group(s): Children in Foster Care			
	Interest Group(s): Migratory students			
	Interest Group(s): Students who are Incarcerated			
	Interest Group(s): Underserved Students			
	Other:			
	Other:			

Any additional information related to the public engagement you would like to share:

DISTRICT: _____

Public Plan - Needs Assessment for ESSER 3.0



General Information

LEA Name		Director of Schools	
Address			
Phone #	()	-	

Students & Enrollment

Mission & Vision					
Grades Served		# of Schools		Total Student Enrollment	
Race/ Ethnicity	American Indian/Alaska Native		%	Asian	%
	Black/African American		%	Hispanic	%
	Native Hawaiian/Pacific Islander		%	White	%
	Multiracial		%		
Economically Disadvantaged		%	English learners	%	
Students with Disabilities		%	Foster	%	
Students Experiencing Homelessness		%	Students in Military Families	%	
Migrant		%	Students with High-Speed Internet at Home	%	

This needs assessment for ESSER 3.0 is built to be a summary of the major elements to consider in strategic planning for effective resource allocation for those funds. The department also encourages updates to ESSER 1.0 and 2.0 spending plans to align with needs as they are updated and develop. Local plans and those submitted through InformTN for the comprehensive district plans will likely be more detailed and thorough, with specific call-outs by individual school need. The state template is intended to provide the public with a data snapshot to inform community engagement related to the needs of the district that ESSER 3.0 dollars may support.

ACADEMICS

Topic	Supporting Data and Notes	Interpretation of Data and Identified Needs
Kindergarten		
50%+ School Year Remote	Provide information on any increase in the number of students whose "first time" experience in a formal school setting will be 2021-2022.	
Instructional Days		
Days In-Person	Total number of in-person days in the 2020-21 school year (number of days and percent of the year) for elementary, middle, and high schools in your district.	
Days Virtual	Total number of virtual days in the 2020-21 school year (number of days and percent of the year) for elementary, middle, and high schools in your district.	
Quarantine Closures	Summarize the number of days or weeks schools were closed due to quarantine and how that varied across the district. Differentiate between elementary, middle and high schools and only provide summaries in the context of broad impact (number of students impacted, on average).	
Additional Impacts on Instructional Time	Summarize any other significant impacts on instructional time (more than 5 days). Examples may include: staffing shortages, weather or natural disasters, technology access or issues, etc.	
Overall Impact	Summarize engagement in virtual instruction, by grade band. This should include the academic and relational experience during the 2020-21 school year.	
Student Achievement, Instructional Materials and Interventions		
Benchmark Data	Provide the district average for beginning, middle, and end-of-year diagnostic/screener data comparisons. Provide overall data as well as by student group.	
Literacy	Summarize the impact of early reading compared to previous years. Provide overall data as well as by student group.	
ACT	Summarize ACT data for your district (participation and outcomes) compared to previous years. Provide overall data and by student group.	
Interventions (Above and Beyond RTI)	Summarize any proactive interventions included in 2020-21 to address potential concerns, as applicable.	
School Activities and Enrichment	Summarize any impacts on enrichment programs, school activities, etc. during the 2020-21 school year.	

Remember that a needs assessment is to specifically name those areas where additional support, resources, or attention would positively benefit students. That requires the identification of areas to strengthen as a result of the pandemic. The needs assessment may also include areas that were already focus areas for the district that have been exacerbated as a result of the pandemic and where additional investment may be warranted or beneficial.

STUDENT READINESS

Topic	Supporting Data and Notes	Interpretation of Data and Identified Needs
Transitions and Pathways		
Transitions into Middle School	Summarize challenges for students new to middle school during the 2020-21 school year.	
Transitions from Middle School	Summarize challenges related to students who are leaving middle school in Spring 2021.	
Transitions into High School	Summarize challenges for students new to high school during the 2020-21 school year.	
Graduation Rates	Summarize challenges related to students who will graduate in Spring 2021 compared to previous years.	
Dropout Rates and Disengagement	Summarize challenges related to expected drop-out rates credit recovery needs or engagement concerns with high school students in the 2020-21 school year compared to previous years.	
CTE	Provide any decrease in the number of CTE courses, concentrators, completers, and/or inability to participate in coursework needed to fulfill concentrator/completer status due to pandemic restrictions.	
Course Availability	Provide an overview of courses that were not able to be offered during the 2020-21 school year as a result of pandemic related challenge (not including CTE, which is referenced above).	
Special Populations and Mental Health		
Special Populations	Summarize challenges related to supporting students with disabilities, English learners, students experiencing homelessness, students in foster care, migrant students, and economically disadvantaged students during the 2020-21 school year.	
Mental Health, Behavioral and Other Supports, Interventions and Staffing	Summarize challenges related to mental and behavioral health. As applicable, include limitations related to observation and interaction with student in the virtual learning environment.	
School Nurses	Summarize challenges related to shortages or limitations in school nurses (or similar).	

Remember that a needs assessment is to specifically name those areas where additional support, resources, or attention would positively benefit students. That requires the identification of areas to strengthen as a result of the pandemic. The needs assessment may also include areas that were already focus areas for the district that have been exacerbated as a result of the pandemic and where additional investment may be warranted or beneficial.

EDUCATORS

Topic	Supporting Data and Notes	Interpretation of Data and Identified Needs
Staff Retirements	Summarize differences in the number of staff retirements during the 2020-21 school year as compared to previous years. Please differentiate between instructional staff and other staff.	
Staff Resignations	Summarize differences in the number of staff resignations which occurred during the 2020-21 school year as compared to previous years. Please differentiate between instructional staff and other staff.	
Extended Quarantines	Provide the number and percent of instructional staff and non-instructional staff who faced more than two quarantine periods (10 days or longer).	
Classroom Vacancies	Provide the total vacancies for the teacher of record in the district during the 2020-21 school year.	
Other Vacancies	Summarize any other critical vacancies that impacted the district during the 2020-21 school year.	

OTHER CONSIDERATIONS

Topic	Supporting Data and Notes	Interpretation of Data and Identified Needs
Access to Technology	Provide the percent of time when students learning in a virtual environment did not have consistent access to a device. Provide this information for elementary, middle, and high school grade bands.	
Access to High-Speed Internet	Summarize student and staff access to high-speed internet during virtual instruction, how that changed over the year, and how that might have impacted opportunity and access.	
Facility Constraints	Summarize facility constraints that impacted instruction (ie. space concerns leading to hybrid schedules).	

Remember that a needs assessment is to specifically name those areas where additional support, resources, or attention would positively benefit students. That requires the identification of areas to strengthen as a result of the pandemic. The needs assessment may also include areas that were already focus areas for the district that have been exacerbated as a result of the pandemic and where additional investment may be warranted or beneficial.

Summary of Key Priorities

For each of the sections below, list the top 3 investments your district will make to address the data indicated above and accelerate student achievement.

ACADEMICS

1	
2	
3	

STUDENT READINESS

1	
2	
3	

EDUCATORS

1	
2	
3	

FOUNDATIONAL ELEMENTS

1	
2	
3	

DISTRICT: _____

Safe Return to In-Person Instruction and Continuity of Services Plan



The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, enacted on March 11, 2021. ARPA ESSER Funding provides a total of nearly \$122 billion to states and local educational agencies (LEAs) to help safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students. In addition to ARP ESSER Funding, ARP includes \$3 billion for special education, \$850 million for the Outlying Areas, \$2.75 billion to support non-public schools, and additional funding for homeless children and youth, Tribal educational agencies, Native Hawaiians, and Alaska Natives.

LEAs must develop and make publicly available a *Safe Return to In-Person Instruction and Continuity of Services Plan* that meets the following requirements within 30 days of receiving ARP ESSER allocation. If an LEA developed a plan before ARP was enacted that does not address the requirements, the LEA must revise its plan no later than six months after it last reviewed its plan. All plans must be developed with meaningful public consultation with stakeholder groups (i.e.,

families, students, teachers, principals, school and district administrators, school leaders, other educators, school staff, advocacy organizations representing student groups). The consultation process must include an opportunity for input and meaning consideration of that input. ARP ESSER plans to be in an understandable and uniform format; to the extent practicable, written in a language that parents can understand or, if not practicable, orally translated; and upon request by a parent who is an individual with a disability, provided in an alternative format accessible to that parent. All plans must be made publicly available on the LEA's website and published on the Tennessee Department of Education's (department) website within thirty (30) days.

Please note that LEAs need to **update** the Safe Return to In-Person Instruction and Continuity of Services Plan **at least every six months** through September 30, 2023, and must seek public input on the plan and any revisions, and must take such input into account. All revisions must include an explanation and rationale of why the revisions were made.

Questions in this health plan were developed by the US Department of Education.

Consultation with Stakeholders

1 Describe how the LEA will, in planning for the use of ARP ESSER funds, engage in meaningful consultation with stakeholders, including, but not limited to:

- i. students;
- ii. families;
- iii. school and district administrators (including special education administrators); and
- iv. teachers, principals, school leaders, other educators, school staff, and their unions.
- v. tribes;
- vi. civil rights organizations (including disability rights organizations); and
- vii. stakeholders representing the interests of children with disabilities, English learners, children experiencing homelessness, children and youth in foster care, migratory students, children who are incarcerated, and other underserved students.

We discussed needs and plans for the use of ESSER funds at May, June and August public meetings of our School Board. We hosted two in person public meetings in June. We posted our identified needs, proposed plans and request for input through a survey that ran from late June through early July for anyone in the community. Plans were also discussed in multiple meetings of targeted stakeholders throughout the time period of May through July.

2 Provide an overview of how the public stakeholder input was considered in the development of the LEA's plan for ARP ESSER funds.

The public input was reviewed by the leadership team and it helped us narrow and decide upon our focus areas for the \$5.2 million in ESSER 3.0 funding.

3 How did the LEA compile feedback during the open comment period for the ARP Plan?

We shared notes from in person meetings and a spreadsheet of the public input with the leadership team.

4 How was the input considered during the open comment period time?

The public input helped us focus our plans for the ESSER 3.0 funding and also reinforced needs we are addressing in other ways with other funding sources and strategies.

Questions in this health plan were developed by the US Department of Education.

Safe Return to In-Person Instruction

Describe to the extent to which the LEA has adopted policies and a description of any such policies on each of the following health and safety strategies:

- universal and correct wearing of masks;
- physical distancing (e.g., use of cohorts/podding);
- hand washing and respiratory etiquette;
- cleaning and maintaining healthy facilities, including improving ventilation;
- contact tracing in combination with isolation and quarantine;
- diagnostic and screening testing;
- efforts to provide vaccinations to educators, other staff, and students, if eligible; and
- appropriate accommodations for children with disabilities with respect to health and safety policies.

There are no board policies dealing with the items listed. We have operational guidelines, but not board policies. Guidelines for WCS in person summer school, extended school year, and summer school aged child care programs from 2021 were as follows: Masks are recommended and encouraged but not required for students, staff and visitors.

- WCS illness guidelines for all symptoms and illness including COVID will remain the same unless additional information necessitates a change.

Continuity of Services Plan

6 How the LEA will ensure continuity of services including but not limited to services to address the students' academic needs, and students' and staff social, emotional, mental health, and other needs, which may include student health and food services.

For continuity of services WCS has "District Illness Guidelines during COVID-19 Pandemic". It is an extensive listing of symptoms and illness with directions on when individuals can return to school. WCS also has a school nurse at every school and a dedicated health and safety team with specialists handling COVID monitoring and reporting with the Williamson County Health Department. WCS has the same management and leadership team in place for this summer and next fall who have all been through the process of dealing with COVID in our schools this past year thus providing a strong continuity of student and staff health related issues.

Questions in this health plan were developed by the US Department of Education.