



## Williamson County Board Work Session

January 13, 2022 6:00 PM

Support Services Building - Professional Development Room

<b>1. Call to Order</b>	
<b>2. Consent Agenda</b>	
a. Approval of November 15, 2021 School Board Meeting Minutes	
b. Board Policies - Second Reading	
I. 6.411 Student Wellness (New)	
II. 4.214 Virtual Education Program	
c. Recommendation for Field Trip Fee Requests	
d. Annual Review of Board Policies (Annual Agenda Item)	
<b>3. Superintendent's Report (45 minutes)</b>	Jason Golden
a. General Updates	
b. Library Book Selection and Standards	
<b>4. Operations Report (5 minutes)</b>	Mark Samuels
<b>5. Board Chair Report (10 minutes)</b>	Nancy Garrett
<b>6. New Business</b>	
a. Approval 2021–2022 School Board Budget Amendments and Resolutions (10 minutes)	Rachel Farmer
I. General Purpose School Fund Amendment 1.22 Disproportionality ARP IDEA- \$318,670	
II. General Purpose School Fund Amendment 1.22 Middle School STEM and CTE Grant - \$40,000	
III. General Purpose School Fund Resolution 2.22 Additional Staffing - \$3,404,971	
IV. General Purpose School Fund Resolution 2.22 Raise - \$3,914,269	
b. Approval of Retention Bonus for School Psychologists	Jason Golden
c. Approval of Open and or Closed Zoned Schools for 2022-2023 (Annual Agenda Item)	Jason Golden
d. Approval of Charter School Review Committee 2022	Jason Golden
e. Approval of TSBA Legislative Agenda	Nancy Garrett
f. COVID-19 Disability Accommodation Protocols	Jason Golden
g. Request from a Board Member re: library books	Nancy Garrett
<b>7. Monthly Reports &amp; Miscellaneous Information</b>	
a. End of the Month Financials	
b. November and December 2021 Purchasing Report	
c. Overnight Field Trip	
d. Strategic Plan Update Reports	



**Williamson County School Board Meeting**  
November 15, 2021 6:30 PM  
Williamson County Administrative Complex - Auditorium

Attendance Taken at 7:11 PM.

Mrs. Jennifer Aprea: Present  
Mr. Joshua Brown: Present  
Mr. Dan Cash: Present  
Ms. Sheila Cleveland: Present  
Mrs. Angela Durham: Present  
Mrs. Candace Emerson: Present  
Mr. Jay Galbreath: Present  
Mrs. Nancy Garrett: Present  
Mr. KC Haugh: Present  
Mr. Eliot Mitchell: Present  
Mr. Eric Welch: Present  
Mr. Rick Wimberly: Present  
Present: 12.

**1. Call to Order**

a. Record Attendance

Board Member Elliot Mitchell attended the meeting via Zoom.

b. Pledge of Allegiance and a Moment of Silence

Madam Chair Garrett called on Board Members and Veterans Dan Cash and Eric Welch to lead the Pledge of Allegiance, followed by a Moment of Silence.

**2. Items of Particular Public Interest (Public Comment)**

The following spoke during Public Comment:

Karen Rayl spoke about mask mandates.

Alanna Truss spoke about discrimination and mental health.

Lisa Rooney spoke about diversity and student safety.

Jennifer Cortez spoke about student safety.

Stephanie Murphy spoke about Wit and Wisdom.

Nick Schreiber spoke about an inappropriate library book.

Dave Crouch spoke about a Centennial High Teacher, Tim Sawyer.

Michael Miller spoke about masks.

Natalie Showalter spoke about an inappropriate library book.

Kate Keese spoke about Fostering Healthy Solutions.

Sharon Kinser spoke about an inappropriate library book.

Revida Rahman spoke about racial bullying.

Kristi Bidingler spoke about racism and Fostering Healthy Solutions.

Maya Neeley spoke about mask mandates.

Mike Proctor spoke about an inappropriate library book.

Kristin McKinney spoke about an inappropriate library book.

Megan Heim spoke about an inappropriate library book.  
Adriane King spoke about diversity, equity, and inclusion.  
Daniel Heimerle spoke about vaccine mandates.  
Jen Baker spoke about an inappropriate library book.  
Shannon Hill spoke about masks and vaccines.  
Julie Nimmons spoke about student mental health.  
Marisa Diplock spoke about Wit and Wisdom reconsideration.

### 3. 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. Jay Galbreath. Mr. Eric

Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mr. Joshua Brown: Absent during this vote

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

Yes: 12, Nay: 0

### 4. Approval of Consent Agenda

Madam Chair Garrett presented the Consent Agenda for approval. The Consent Agenda included Approval of the October 18, 2021, School Board Meeting Minutes, Recommendation for Field Trip Fee Requests, Independence High School Athletic Lockers, the LEA Compliance Report, and the 2021-2022 Hearing Officer List.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Joshua Brown.

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mr. Joshua Brown: 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 Welch: Yes

Yes: 12, Nay: 0

- a. Approval of October 18, 2021, School Board Meeting Minutes
- b. Recommendation for Field trip Fee Requests
- c. Independence High School Athletic Lockers
- d. LEA Compliance Report
- e. 2021-2022 Hearing Officer List

## 5. Communications to the Board

### a. Superintendent's Report

Superintendent Jason Golden thanked the Board members for their work at the work session on Thursday, November 11. Golden informed the Board of the recent history regarding the mask requirement in the district. This included the state law signed by the Governor on Friday and then a separate federal lawsuit that was filed against the state and the judge enjoining the state law. This led WCS back to the School Board vote. He stated that we sent two notices out over the weekend concerning both. Golde told the School Board that since the court order is still pending, WCS litigation council recommended that the School Board defer 6A, COVID Mitigation Strategies, until after further guidance is received from the courts.

He thanked those who spoke about library books and the curriculum during public comment. Golden gave an overview of the process for reconsideration of instructional materials. He encouraged anyone who has any problem with any book to submit a request. Currently, some of our families are going through the process with Wit and Wisdom.

Golden also spoke about the unfilled staffing positions in the district, and he thanked the volunteers for their efforts. He encouraged anyone wanting to work to apply on our website. The WCS staff is working on solutions.

### I. Student, Staff and School Spotlights

In Student Spotlights, five students were recognized for earning a perfect ACT composite score. Brentwood High's Alexander Wilson, Centennial High's Liam Smith, Independence High's Alexandra Hasamear, Ravenwood High's Lana Cartailier and Renaissance High's Chase Fetherling all earned a 36 composite on their exams.

The Nolensville High volleyball team won the Tennessee Secondary School Athletic Association (TSSAA) State Volleyball Division 1 Class AAA championship. The team includes Avery Young, Maymie Guthrie, Sydney Bloedorn, Ella Sylvester, Maggie Rickert, Ellie Tant, Madeline McNeely, Caroline Johnston, Peyton Neal, Katie Hammonds, Paisley Layton, Maggie Allred, Marlee Holden, Kaira Knox and Bella Martin. They are coached by Brett Young.

The Page High girls soccer team won the TSSAA State Soccer Division 1 Class AA championship. The team includes Gabby Rainey, Kendall Jewett, Anna Baker, Mallory Strock, McKenzie Graham, Isabella Pilkington, Kayla Pack, Ansley Hitt, Maggie Brzica, Riley Kate Collins, Kate Nelson, Emerson Ladd, Gracie Segundo, Sami Brown, Callie Henson, Megan Sipe, Maddie Faro, Mia Johnson, Reagan Hamilton, Breelyn Cotton, Addison Baggett, Ayden Weinstein, Hayley Zehnder, Linley Skiles, Rylie King, Kaetlyn Davis, Jaiden Ocheltree, Kyla Davis, Ella Wood, Abby Thornton, Kennedy Santos, Addison Dugger, Katherine Wheeler, Lauren Utle, Blakely Willie, Ashley Reed and Julia Osburn. They are coached by Nate Clapp.

The Brentwood High girls cross-country team is the TSSAA State Cross-Country Division I Class AAA champions. The team includes Kylie Adams, Tatum Avrit, Sydney Babb, Lola Baker, Ruby Baker, Taylor Blandford, Olivia Bratcher, Aria Burton, Skyler Callaway, Rachel Clark, Brooke Cole, Carly Conte, Catherine Conte, Lydia Cromwell, Ava Doyle, Althea English, Annie Grimes, Landry Hannan, Rachel Haws, Kyndal Hazen, Jasmine Jordan-Lake, Clara Beth Lee, Marisa Maas, Sydney Manchester, Sadie Mangelsdorf, Sara McClung, Sarah Morgan Miller, Kiley O'Shaughnessy, Hailey Parker, Cari Pautienus, Lydia Perrigo, Klara Schaller, Maisy Shake, Dailey Shake, Scarlett Spender, Annmarie Stallman, Peyton Strauss, Emerson Symonds, Julia Tatum, Caroline Thacker, Brook Tyll, Claire VanDyke and Sasha Villaruz. They are coached by Rob Pautienus.

Ravenwood High's Miles Ramer won the TSSAA State Cross-Country Division I Class AAA boys individual championship title. He is coached by Pete Mueller.

### b. Board Chair Report

Madam Chair Garrett also spoke about volunteering in schools.

## 6. New Business

### a. COVID Mitigation Strategies

Madam Chair Garrett referred to Superintendent Golden, who referenced the litigation council's recommendation that the School Board defer Agenda Item 6a until further guidance from the court is received.

Board Member Galbreath made the motion to remove the existing mask mandate as it currently stands.  
Board Member Dan Cash seconded.

**Motion Passed:** Motion by Mr. Jay Galbreath to remove the existing mask mandate as it currently stands.  
A second was made by Mr. Dan Cash.

Mr. KC Haugh: Nay

Mrs. Nancy  
Garrett: Nay

Mr. Joshua  
Brown: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mrs. Jennifer  
Aprea: Nay

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Nay

Mr. Eric Welch: Nay

Yes: 7, Nay: 5

b. 2021–2022 School Board Budget (10 minutes)

I. Approval of General Purpose School Fund 11.21 SRO Grant- \$35,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund 11.21 SRO Grant in the amount of \$35,000.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Dan Cash.

Mr. Joshua  
Brown: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mrs.  
Jennifer: Yes

Aprea:  
Mr. Jay

Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace: Yes

Emerson:  
Mr. Rick

Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Yes: 12, Nay: 0

II. Approval of General Purpose School Fund 11.21 Tennessee Foundational Skills Curriculum Grant - \$300,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund 11.21 Tennessee Foundational Skills Curriculum Grant in the amount of \$300,000.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Mr. Joshua Brown.

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mrs.  
Jennifer: Yes

Apra:  
Mr. Jay

Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace: Yes

Emerson:  
Mr. Rick

Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mr. Joshua  
Brown: Yes

Yes: 12, Nay: 0

III. Approval of General Purpose School Fund 11.21 Disproportionality - \$1,135,174.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund 11.21 Disproportionality in the amount of \$1,135,174.

**Motion Passed:** Motion by Mr. Joshua Brown to approve. A second was made by Mr. Eric Welch.

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mrs.  
Jennifer: Yes

Apra:  
Mr. Jay

Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace: Yes

Emerson:  
Mr. Rick

Yes: 12, Nay: 0

Wimberly:  
Mr. Eric Yes  
Welch:  
Mr. KC Yes  
Haugh:  
Mrs. Nancy Yes  
Garrett:  
Mr. Joshua Yes  
Brown:  
Mrs. Angela Yes  
Durham:  
Yes: 12, Nay: 0

IV. Approval of the General Purpose School Fund 11.21 Intracategory Page High - \$5,089,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund 11.21 Intracategory Page High for the amount of \$5,089,000.

**Motion Passed:** Motion by Mrs. Nancy Garrett to approve. A second was made by Mr. Dan Cash.

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

Yes: 12, Nay: 0

V. Approval of General Purpose School Fund 1.22 Buses - \$2,519,700.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund 1.22 Buses in the amount of \$2,519,700.

**Motion Passed:** Motion by Mr. KC Haugh to approve. A second was made by Mr. Rick Wimberly.

Mrs.  
Jennifer Yes  
Aprea:  
Mr. Jay Nay  
Galbreath:  
Ms. Sheila Yes  
Cleveland:  
Mrs.  
Candace Yes

Emerson:  
Mr. Rick Yes  
Wimberly:  
Mr. Eric Yes  
Welch:  
Mr. KC Yes  
Haugh:  
Mrs. Nancy Yes  
Garrett:  
Mr. Joshua Yes  
Brown:  
Mrs. Angela Yes  
Durham:  
Mr. Dan Yes  
Cash:  
Mr. Eliot Yes  
Mitchell:

Yes: 11, Nay: 1

VI. Approval of General Purpose School Fund 1.22 Intercategory Transfer Salary 21-22 - \$8,496,318.  
Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund 1.22 Intracategory Transfer Salary in the amount of \$8,496,318.

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

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

Yes: 12, Nay: 0

VII. Approval of Education Capital Projects 1.22 Brentwood Middle School ITF - \$28,000,000.  
Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Education Capital Projects 1.22 Brentwood Middle School ITF for the amount of \$28,000,000.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mr. Jay Galbreath.

Ms. Sheila Yes  
Cleveland:

Mrs.  
Candace Yes  
Emerson:  
Mr. Rick Yes  
Wimberly:  
Mr. Eric Yes  
Welch:  
Mr. KC Yes  
Haugh:  
Mrs. Nancy Yes  
Garrett:  
Mr. Joshua Yes  
Brown:  
Mrs. Angela Yes  
Durham:  
Mr. Dan Yes  
Cash:  
Mr. Eliot Yes  
Mitchell:  
Mrs.  
Jennifer Yes  
Aprea:  
Mr. Jay Yes  
Galbreath:  
Yes: 12, Nay: 0

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mr. Jay Galbreath.

Mrs.  
Candace Yes  
Emerson:  
Mr. Rick Yes  
Wimberly:  
Mr. Eric Yes  
Welch:  
Mr. KC Yes  
Haugh:  
Mrs. Nancy Yes  
Garrett:  
Mr. Joshua Yes  
Brown:  
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: 12, Nay: 0

VIII. Approval of Education Capital Projects 1.22 Synthetic Turf Football Fields ITF - \$2,600,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Education Capital Projects Fund 1.22 Synthetic Turf Football Fields ITF for the amount of \$2,600,000.

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

Mr. Rick  
Wimberly: Yes  
Mr. Eric  
Welch: Yes  
Mr. KC  
Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mr. Joshua  
Brown: 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

Yes: 12, Nay: 0

IX. Approval of Education Capital Projects 1.22 Transportation Building Addition ITF - \$1,500,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Education Capital Projects Fund 1.22 Transportation Building Addition ITF ITF for the amount of \$1,500,000.

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

Mr. Eric  
Welch: Yes  
Mr. KC  
Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mr. Joshua  
Brown: 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.  
Emerson: Yes

Candace  
Emerson:  
Mr. Rick Yes  
Wimberly:  
Yes: 12, Nay: 0

X. Approval of Education Capital Projects 1.22 Asphalt, Roof and WWTP ITF - \$8,705,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Education Capital Projects Fund 1.22 Asphalt, Roof, and WWTP ITF for the amount of \$8,705,000.

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mrs. Candace Emerson.

Mr. KC Yes  
Haugh:  
Mrs. Nancy Yes  
Garrett:  
Mr. Joshua Yes  
Brown:  
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:  
Mr. Rick Yes  
Wimberly:  
Mr. Eric Yes  
Welch:  
Yes: 12, Nay: 0

XI. Approval of the Education Capital Projects Fund 1.22 Page High Phase. ITF - \$4,000,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Education Capital Projects Fund 1.22 Page High Phase 4 ITF for the amount of \$4,000,000.

**Motion Passed:** Motion by Mrs. Jennifer Aprea to approve. A second was made by Mr. Dan Cash.

Mrs. Nancy Yes  
Garrett:  
Mr. Joshua Yes  
Brown:  
Mrs. Angela Yes  
Durham:  
Mr. Dan Yes  
Cash:  
Mr. Eliot Yes  
Mitchell:  
Mrs.  
Jennifer Yes  
Aprea:  
Mr. Jay Yes  
Galbreath:

Ms. Sheila  
Cleveland: Yes  
Mrs.  
Candace Yes  
Emerson:  
Mr. Rick Yes  
Wimberly:  
Mr. Eric Yes  
Welch:  
Mr. KC Yes  
Haugh:  
Yes: 12, Nay: 0

c. Five Year Capital Plan 2021 - 2027 - (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Five Year Capital Plan, 2021-2027 (Annual Agenda Item).

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

Mr. Joshua  
Brown: Abstain (With Conflict)

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, Abstain (With Conflict): 1

d. Board Policies - First Reading

I. 6.411 Student Wellness (New)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of new School Board Policy 6.411 Student Wellness on the first reading.

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

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mrs.  
Jennifer Yes  
Aprea:

Mr. Jay  
Galbreath: Yes

Ms. Sheila Yes

Cleveland:

Mrs.

Candace Yes

Emerson:

Mr. Rick Yes

Wimberly:

Mr. Eric Yes

Welch:

Mr. KC Yes

Haugh:

Mrs. Nancy Yes

Garrett:

Mr. Joshua Yes

Brown:

Yes: 12, Nay: 0

#### II. 4.214 Virtual Education Program

Madam Chair Garrett called on Superintendent Golden, who recommended approval of School Board Policy 4.214, Virtual Education Program on the first reading.

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

Mr. Dan Yes

Cash:

Mr. Eliot Yes

Mitchell:

Mrs.

Jennifer Yes

Apra:

Mr. Jay Yes

Galbreath:

Ms. Sheila Yes

Cleveland:

Mrs.

Candace Yes

Emerson:

Mr. Rick Yes

Wimberly:

Mr. Eric Yes

Welch:

Mr. KC Yes

Haugh:

Mrs. Nancy Yes

Garrett:

Mr. Joshua Yes

Brown:

Mrs. Angela Yes

Durham:

Yes: 12, Nay: 0

#### e. Approval of the 2022-2023 School Calendar

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the 2022-2023 School Calendar.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Mr. Jay Galbreath.

Mr. Eliot Mitchell: Yes

Mrs. Jennifer

Apra: 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
Mr. Joshua Brown:	Yes
Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes

Yes: 12, Nay: 0

f. Approval of School Board Norms, Board Policy 1.107 (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the School Board Norms, Board Policy 1.107 (Annual Agenda Item).

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

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
Mr. Joshua Brown:	Yes
Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Yes

Yes: 12, Nay: 0

g. Approval of Code of Ethics for School Board Members, Board Policy 1.2021 (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the School Board Code of Ethics, Board Policy 1.2021 (Annual Agenda Item) title change to Code of Conduct.

**Motion Passed:** Motion by Mrs. Nancy Garrett to approve. A second was made by Mrs. Candace Emerson.

Mr. Jay Galbreath:	Yes
Ms. Sheila Cleveland:	Yes
Mrs. Candace Emerson:	Yes
Mr. Rick	Yes

Wimberly:  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mr. Joshua  
Brown: Yes  
Mrs. Angela  
Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes

Mrs. Jennifer  
Aprea: Yes

Yes: 12, Nay: 0

h. Approval of WCS Online School Names

Madam Chair Garrett called on Superintendent Golden, who recommended approval to name the K8 Online School, Discovery Virtual K-8 School, and the High School Online School, Vanguard Virtual High School.

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

Mrs. Candace  
Emerson: Yes  
Mr. Rick  
Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mr. Joshua  
Brown: 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

Yes: 12, Nay: 0

i. Appointments of PECCA "special question committee".

Madam Chair Garrett called on Superintendent Golden, who recommended approval of Appointments of PECCA "special question committee".

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

Mr. Rick  
Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mr. Joshua  
Brown: 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

Yes: 12, Nay: 0

j. Recommendation to Support Spring Hill in Renaming Twin Lakes Drive to Austins Way  
Madam Chair Garrett called on Superintendent Golden, who recommended approval of Recommendation to Support Spring Hill in Renaming Twin Lakes Drive to Austins Way.

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

Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mr. Joshua Brown: 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  
Yes: 12, Nay: 0

## 7. Adjournment

There being no further business, Madam Chair Garrett adjourned the meeting at 9:44 p.m.

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Chairperson

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Superintendent

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Student Wellness</b>	Descriptor Code: <b>6.411</b>	Issued Date:
		Rescinds:	Issued:

1 The Board recognizes the value of proper nutrition, physical activity, and other health conscious  
2 practices and the impact that such practices have on student academic achievement, health, and well-  
3 being. In order to provide an environment conducive to overall student wellness, this policy shall be  
4 followed by all schools in the district.<sup>1</sup>

## 5 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

6 All schools shall implement the Centers of Disease Control and Prevention's (CDC) Coordinated  
7 School Health (CSH) approach to managing new and existing wellness related programs and services  
8 in schools and the surrounding community based on state law and State Board of Education CSH  
9 standards and guidelines. The school district's Coordinated School Health Coordinator shall be  
10 responsible for overseeing compliance with State Board of Education CSH standards and guidelines in  
11 the school district.

## 12 **SCHOOL HEALTH ADVISORY COUNCIL<sup>2,3</sup>**

13 A school district health advisory council shall be established to serve as a resource to schools for  
14 implementing policies and programs and develop an active working relationship with the county health  
15 council. The council shall consist of individuals representing the school and community, including  
16 parents, students, teachers, school administrators, health professionals, school food service  
17 representatives, and members of the public. The primary responsibilities of the council include, but are  
18 not limited to:

- 19 1. Developing, implementing, monitoring, reviewing, and as necessary, making recommendations  
20 as to physical activity and nutrition policies;
- 21 2. Ensuring all schools within the school district create and implement an action plan related to all  
22 School Health Index modules;
- 23 3. Ensuring that the results of the action plan are annually reported to the council; and
- 24 4. Ensuring that school level results include measures of progress on each indicator of the School  
25 Health Index.

26  
27 The State Board of Education's Coordinated School Health and Physical Activity policies shall be used  
28 as guidance by the council to make recommendations. The Board will consider recommendations of  
29 the council in making policy changes or revisions.  
30  
31

1 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents,  
2 community members, and administrators.<sup>2</sup> The Team will hold Healthy School Team meetings during  
3 the school year to assess needs and oversee planning and implementation of school health efforts. The  
4 Superintendent of Schools/designee will ensure compliance with the school wellness policy, to include  
5 an assessment of the implementation of the wellness policy and the progress made in attaining the  
6 policy goals. The assessment will be made available to the public.

## 7 **COMMITMENT TO NUTRITION**

8 All schools within the district shall participate in the USDA child nutrition programs, which may  
9 include but not be limited to, the National School Lunch Program, the School Breakfast Program, the  
10 Summer Food Service Program, and the After School Snack Program.<sup>4,5,6</sup>

11 Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate  
12 time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be  
13 encouraged. All food including vending machines, fundraising items, and concessions shall meet  
14 guidelines set forth by the Healthy, Hunger-free Kids Act of 2010 and Smart Snacks in Schools.<sup>4,5,6</sup>  
15 The principal/designee shall be responsible for overseeing the school district's compliance with the  
16 State Board of Education rules and regulations for sale of food items in the school district.<sup>2,5,6</sup>

## 17 **DISTRICT GOALS**

18 The school district will promote healthy nutrition through various activities, including nutrition related  
19 newsletters, informational links on the school district website, healthy eating posters and bulletin  
20 boards in dining areas, and informational booths at various community functions. Nutrition education  
21 will be offered as part of a standards based program designed to provide students with the  
22 knowledge and skills needed to promote and protect their health as outlined in the State Board of  
23 Education Health Education and Lifetime Wellness Standards. Nutrition education will discourage  
24 teachers from using high fat, sugar, and sodium foods as rewards and encourage students to start each  
25 day with a healthy breakfast.

## 26 **COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION<sup>7</sup>**

27 The Board recognizes that physical activity is extremely important to the overall health of a child.  
28 Schools shall support and promote physical activity. Physical activity may be integrated into any areas  
29 of the school program.

30 Physical education classes shall be offered as part of a standards-based program designed to provide  
31 developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All  
32 physical education classes shall comply with the State Board of Education's Physical Education  
33 Standards. In addition to the school district's physical education program, non-structured physical  
34 activity periods shall be offered as required by state law.

35 Schools shall continue to offer after school sports and activities. Physical activity shall not be  
36 employed as a form of discipline or punishment during the school day.

1 **COMMITMENT TO CURRICULUM<sup>3</sup>**

2 All applicable courses of study shall be based on State-approved curriculum standards.

3 **SCHOOL HEALTH INDEX<sup>3</sup>**

4 All schools within the district shall annually administer a baseline assessment on each of the  
5 recommended School Health Index modules. Results shall be submitted to the School Health Advisory  
6 Council and reported to the Tennessee Department of Education.

7 **RECORD KEEPING COMPLIANCE**

8 The school district's Coordinated School Health Coordinator shall ensure that records demonstrating  
9 compliance with community involvement requirements are maintained. The Coordinated School  
10 Health Coordinator shall additionally document that the school wellness policy and triennial  
11 assessments are made available to the public.<sup>8</sup>

---

Legal References

1. TCA 49-6-1022
2. State Board of Education Policy 4.204
3. State Board of Education Policy 4.206
4. 42 USCA § 1758b
5. TRR/MS 0520-01-06
6. 7 CFR § 210; 7 CFR § 220
7. TCA 49-6-1021
8. 7 CFR § 210.31(f)

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Virtual Education Program</b>	Descriptor Code: <b>4.214</b>	Issued Date: <b>09/20/21</b>
		Rescinds:	Issued:

## 1 *General*

2 The Williamson County Schools virtual education program is a course or series of courses offered by a  
3 school district to provide students a broader range of educational opportunities through the use of  
4 technology. Utilizing this program is temporary and shall not replace a student's regular instructional  
5 program.<sup>1</sup>

6 *A student may participate in a virtual education program without enrolling in a virtual school;*  
7 *provided, however, that the student must be enrolled at the school where the student receives the*  
8 *majority of the student's instruction each school year.*<sup>1</sup>

9 Class size ratios for the virtual education program shall comply with the requirements as outlined in  
10 state law.<sup>2</sup>

11 Virtual education programs<sup>3</sup> shall be made available to students for the following purposes:

- 12 1. Continuity of educational service for students who are homebound; and<sup>4</sup>
- 13
- 14 2. Continuity of educational service for students who are quarantining.<sup>5</sup>
- 15

## 16 **ELIGIBILITY AND PARTICIPATION REQUIREMENTS**

17 Students shall be eligible to utilize a virtual education program if participating in one of the above  
18 educational opportunities. The following factors shall also be taken into consideration when  
19 determining eligibility:

- 20 1. Attendance;
- 21
- 22 2. Grades; and
- 23
- 24 3. Behavioral record.
- 25

## 26 **ATTENDANCE**

27 Student attendance in the virtual education program shall adhere to the general requirements of board  
28 policy 6.200 and any relevant administrative procedures.

- 1 Methods of confirming student attendance shall include two or more of the following:
- 2 1. Students participating in a phone call with a teacher, with parent/guardian support as  
3 appropriate for the age of the student;
  - 4 2. Students participating in synchronous virtual instruction;
  - 5 3. Students completing work in a learning management system;
  - 6 4. Students submitting work via hard-copy or virtual formats; or
  - 7 5. Student completion of an online assessment.

## 12 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

13 A student may be removed from the virtual education program or denied future enrollment in a virtual  
14 education program based on disciplinary issues, attendance issues, or poor academic performance.

15 Before a student is removed based on poor academic performance, the following interventions shall  
16 occur:

- 17 1. Notification of parent/guardian; and
  - 18 2. One-on-one assessment conducted by the principal/designee regarding any learning needs and  
19 academic performance.
- 20

---

### Legal References

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h); State Board of Education Policy 3.206
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(d)(1)

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### Cross References

- Homebound Instruction 4.206  
Credit Recovery 4.210

# 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
32283	2/11/2022	2/11/2022	12/6/2021	Brentwood High	Band to TTU Festival	Band Trip	Concert	8	Tennessee Tech University
<i>Notes/Fees over100 - \$150 per student approximately. Parents will pick up their students from TTU @ 7:00PM on 02/12/22. Fundraising will hopefully cover the funds for this trip.</i>									
31851	3/15/2022	3/18/2022	10/18/2021	Brentwood High	BHS Band Disney Trip	Band Trip	9th - 12th grade	150	Disney World
<i>Notes/Fees over100 - \$1,480.00 per student. No driver needed. 6am departure flight on 3/15/2022.</i>									
31605	2/3/2022	2/7/2022	1/3/2022	Centennial High	National Dance Championship	Athletic Trip	Dance Team	14	Disney World
<i>Notes/Fees over100. \$841 per person. Fundraising will offset costs. No bus needed.</i>									
31605	2/3/2022	2/7/2022	1/3/2022	Centennial High	National Dance Championship	Athletic Trip	Dance Team	14	Disney World
<i>Notes/Fees over100. \$841 per person. Fundraising will offset costs. No bus needed.</i>									

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



## MEMORANDUM

TO: Williamson County School Board

FROM: Dana M. Ausbrooks, General Counsel

CC: Jason Golden, Superintendent of Schools

DATE: January 4, 2022

SUBJECT: Annual Review of Board Policies

Tenn. Code Ann. § 49-2-207 requires that the Board Policy Manual be updated every two (2) years. This required review is on our Annual Agenda to remind us of the statutory requirement. Over the past year the standing Policy Committee and staff have completed a comprehensive review of our Board Policies. Therefore, we are in compliance with this legal requirement.



# ROLES AND DUTIES OF BOARDS OF EDUCATION

Presented by Dana Ausbrooks,  
General Counsel

# Two Basic Premises of School Board Operations:

- The Board is a corporate body. The authority of a member includes expressing an opinion and casting a vote during a Board meeting. Outside of a Board meeting, a member has no authority over school operations.
- The Board is a policy making body. Thus, the Board speaks through policy. Matters which the Board chooses not to address through policy are generally left to the Superintendent. (School Boards make policy, and Superintendents carry out the policy.)

TSBA School Board Candidate Guide; T.C.A. 49-2-203

# Policy 4.403 Reconsideration of Instructional Materials and Textbooks

- The Board of Education supports principles of intellectual freedom inherent in the First Amendment of the Constitution of the United States.
- The Board of Education, though it is ultimately responsible for all instructional material purchased, recognizes the student's right of free access to many different types of materials. The Board also recognizes the right of teachers and administrators to select instructional materials and to make those materials available in the schools.

# Policy 4.403 Reconsideration of Instructional Materials and Textbooks

- Censorship of instructional materials will be discouraged in order to maintain the school's responsibility to provide information and enlightenment.

# Policy 4.403 Reconsideration of Instructional Materials and Textbooks

- The Board has adopted the following policy when dealing with complaints about instructional materials:
- Complainants who bypass the review/reconsideration procedure and who initially seek action from the Board of Education or Superintendent of Schools shall be informed of the policy and instructed first to seek solution to their problem with the involved teacher, librarian, or Principal by using the procedure set forth in the policy.
- If the complainant or any affected school employee wishes further action after receiving the decision of the committee, an appeal may be made to the Board of Education within fifteen (15) working days of the date of committee decision. This appeal should be made in writing to the Superintendent of Schools who shall schedule the matter on the agenda of the next regular meeting of the School Board. If no appeal is filed within the above deadline, the determination of the review shall be final.



# A REVIEW OF STUDENTS' FIRST AMENDMENT RIGHTS IN PUBLIC SCHOOLS

# Overview

- School boards **must operate within** the bounds of the First Amendment.
- **Student First Amendment rights in schools have been protected** by U.S. Supreme Court cases such as *West Virginia Board of Education v. Barnette* (1943), *Tinker v. Des Moines Independent Community School District* (1969), and *Board of Education, Island Trees Union School District v. Pico* (1982).
- Specifically, while “local school boards have broad discretion in the management of school affairs,” that discretion “must be **exercised in a manner that comports with the transcendent imperatives of the First Amendment**” (*Pico*).

# *Pico*: Defining and Confining Significant Discretion

- A school board **may** decide “to remove the books at issue because they are *pervasively vulgar*” and it was demonstrated that “the removal decision was based **solely** upon the *educational suitability* of the books in question” (*Pico*).
- Conversely, a school board **may not** “remove books from school library shelves *simply because they dislike the ideas contained in those books* and seek their removal to prescribe what shall be orthodox in **politics, nationalism, religion, or other matters of opinion**” (*Pico*).
- If the removal of any book from a school library cannot be proven to be motivated by a reason other than the suppression of an idea, the removal would be considered *absolute discretion* and therefore *unconstitutional*.

# Miller Test: Obscenity and Vulgarity

- The Miller Test was established in the 1973 U.S. Supreme Court case, *Miller v. California*.
- The test provides 3 criteria for works to be considered obscene/vulgar and therefore not protected by the First Amendment.
  1. Whether the average person applying contemporary community standards would find the work, taken as a whole, appeals to the prurient interest;
  2. Whether the work depicts or describes, in a patently offensive way, sexual conduct specifically defined by the applicable state law; and
  3. Whether the work, taken as a whole, lacks literary, artistic, political or scientific value.

# Board Policy 4.403 revisited

- The complaint procedures outlined in Policy 4.403 incorporate the analysis required by the U.S. Supreme Court for determining when the removal of instructional materials does NOT constitute a violation of First Amendment protections.

# School Library Collection Development

How books are selected for the library



# Mission statement:

We exist to provide all students with a quality education that supports their intellectual, physical, emotional, and social development.

# Considerations for all collections (BP 4.402)

1. To provide materials that will enrich and support the curriculum and personal needs of the students, taking into consideration their varied interests, abilities, and learning styles;
  2. To provide materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values, and ethical standards;
  3. To provide a background of information which will enable pupils to make intelligent judgments in their daily lives;
  4. To provide materials on opposing sides of controversial issues so that students may develop, under guidance, the practice of critical analysis;
  5. To provide materials which realistically represent our pluralistic society and reflect the contributions made by these groups and individuals to our American heritage; and
  6. To place principles above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive media collection appropriate for the users.
-

A close-up photograph of a person's hands writing on a document with a pen. The image is dimly lit and serves as a background for the title text.

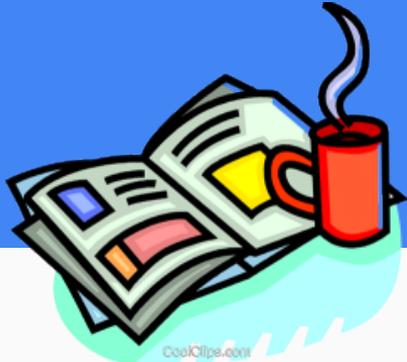
# The Decision Process

Consider the following:

- School curriculum/scope and sequence
- Staff requests
- Student/parent suggestions
- Community demographics
- Peer-reviewed journals
- National and regional award winners
- Balance within the collection

# Book Selection Team

*"How do librarians decide which books to include?"*



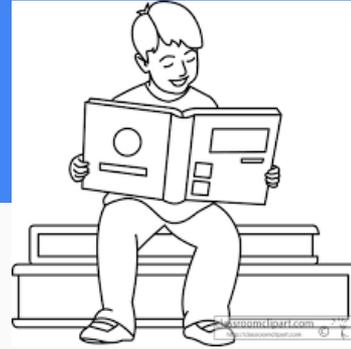
## Professional Journals

We seek out reviews of new titles, especially noting those with starred reviews. The age for the recommended audience is frequently included.



## Book Jobbers

Utilize respected sources such as Follett, Perma Bound, Bound-to-Stay-Bound, Junior Library Guild



## Our students

Our number one goal is to provide books that encourage students to read - we strongly consider their recommendations.



## WCS Staff

In addition to providing book recommendations, we also rely on our librarian colleagues and school staff to help us vet our collections.

# How it works

## Step 1

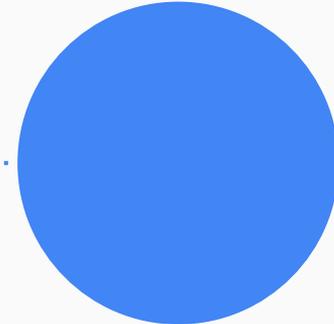
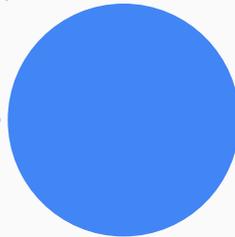
The librarian is given a budget.

## Step 2

Using knowledge of the school, local community and current collection, the librarian selects books for purchase from a jobber.

## Step 3

Books available from the jobber are added to the collection; books that no longer meet the school's needs are removed.



# Deselection

The School Library Collection is in a constant state of change and evaluation -- almost a living and adapting organism.

## Relevance

Curricula change, materials that support classroom instruction are added or eliminated.

## Currency

Technology & Sciences have the most often replaced for this reason. All titles are updated as budget allows.

## Interest

Like other media, trends in books can fluctuate. Unpopular titles may be culled or duplicate copies reduced.

## Condition

Materials may become worn or damaged. Most will be replaced, if they meet other criteria.

## Why do libraries have books with sensitive content?

- To provide a background of information which will enable pupils to make intelligent judgments in their daily lives;
- To provide materials which realistically represent our pluralistic society and reflect the contributions made by these groups and individuals to our American heritage; and
- To place principles above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to assure a comprehensive media collection appropriate for the users. (BP 4.402)

## Books can:

- Provide a safe format for parents to converse with their student about sensitive issues.
- Allow students to vicariously experience situations and prepare them for the future.
- Reflect the world and give students a safe, appropriate way to process unfamiliar circumstances
- Allow students to develop empathy and understanding
- Help students develop resilience
- Decrease feelings of isolation

# Voluntary Inquiry = student + parent

Parents know their child best.

While parents are encouraged to discuss family standards in book selection, they are also welcome to contact their school's librarian to discuss any limiters they want to include for their student in the circulation system.

Reading is a joy, a privilege, & the right of every student.

As you select the library books you will read, please understand that every book is not the best choice for every student.

If a book is unappealing or offensive to you in any way, please return it and select another.

You, the student, know better than we, the library staff, what reading materials best serve you and your standards & beliefs.



To: Board of Education

From: Rachel Farmer, Assistant Superintendent- Budget and Finance *RF*

RE: Budget Amendments and Resolution for the 21.22 Budget

Date: January 18, 2022

**The following amendments require your approval only.**

**Amendments**

**General Purpose School Fund:**

**01.22. Disproportionality**

This amendment places federal funds within the General Purpose School Fund from School Federal Projects fund for Comprehensive Coordinated Early Intervening Services funded through additional funds received from ARP- IDEA. The state wants it reported in our General Fund. **\$318,670**

**01.22. Middle School STEM Grant**

The board of education applied for and received four Middle School STEM Start-Up Grants to be used by middle schools to explore possible CTE career options before entering high school. **\$40,000.**

**The following budget resolution for the 2021-2022 fiscal year will require Board and Commission approval.**

**General Purpose School Fund:**

**2.22 Additional Staffing**

Due to growth in our student population, there is a need to add to the budget 44.9 total teaching units (33.9 Gen Ed and 11 SPED). **\$3,404,971**

**2.22 Raise**

Due to job market changes, there is a need to increase the salaried pay charts by 3% and a \$1/hour increase on the hourly pay charts for employee retention and hiring. **\$3,914,269**

**Staff recommends approval of the above noted budget amendments and resolutions.**

**Amendment:**

**APPROPRIATING \$318,670 TRANSFERRED FROM THE SCHOOL FEDERAL PROJECTS FUND TO THE GENERAL PURPOSE SCHOOL FUND FOR DISPROPORTIONALITY FROM ARP IDEA**

**WHEREAS,** the State has requested that we use a portion of our IDEA funds for disproportionality;  
and

**WHEREAS,** these funds will be used for contracted services and instructional supplies and materials;  
and

**WHEREAS,** these funds will be provided by a transfer from the School Federal Projects fund from their ARP IDEA appropriations from the federal government;

**NOW, THEREFORE BE IT RESOLVED** that the Williamson County Board of Education meeting in regular session on January 18, 2022, approve and amend the 2021-2022 General Purpose School Fund budget as follows:

<b>Revenue</b>		
141.40000.474020.389.90.P402C	<b>Transfer in from School Federal Projects fund</b>	<b>\$318,670</b>
<b>Expenditure</b>		
141.72130.539900.389.90.P402C	<b>Contracted Services</b>	<b>308,000</b>
141.72130.542900.389.90.P402C	<b>Instructional Supplies and Materials</b>	<b>10,670</b>
	<b>Total</b>	<hr/> <b>\$318,670</b>

**School Board Vote**

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

**Amendment:**

**APPROPRIATING \$40,000 IN GRANT FUNDS IN THE GENERAL PURPOSE SCHOOL FUND  
2021-2022 BUDGET FOR MIDDLE SCHOOL CTE CAREER EXPLORATION START-UP &  
EXPANSION GRANT AWARD**

**WHEREAS,** the Board of Education applied on behalf of all our middle schools and received a grant that will allow for CTE career exploration before entering high school; and

**WHEREAS,** the State awarded the grant to four of our middle schools (Brentwood, Fairview Heritage, and Legacy); and

**WHEREAS,** each middle school offers a quarterly study in either computers or robotics that can link to existing CTE programs at the high schools including medical science, sports health and nutrition, diagnostic services/pre-med , coding and information technology; and

**WHEREAS,** this grant is to purchase for each school a classroom cart for VEX materials, MakerBot Two Printer Setup, Infection Detection Module Supplies, VEX classroom bundles, as well as paying for VEX and Project Lead the Way training; and

**WHEREAS,** no local funds will be necessary;

**NOW, THEREFORE BE IT RESOLVED that** the Williamson County Board of Education meeting in regular session January 18, 2022, approve and amend the 2021-2022 General Purpose School Fund budget as follows:

<b>Revenue</b>		
<b>141.40000.465900.385.00.31.G5605</b>	<b>Other State Funds -MS STEM Grant</b>	<b>\$40,000</b>
<b>Expenditure</b>		
<b>141.71300.552400.385.G5605</b>	<b>Professional Development/Training</b>	<b>\$ 7,996</b>
<b>141.71300.542900.385.G5605</b>	<b>Supplies and Materials</b>	<b>20,068</b>
<b>141.71300.573000.385.G5605</b>	<b>Other (Equipment)</b>	<b>11,936</b>
		<hr/>
	<b>Total</b>	<b>\$40,000 \$40,000</b>

**School Board Vote**

**Yes**\_\_\_\_\_

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

RESOLUTION NO. \_\_\_\_\_

Requested by: Board of Education

**RESOLUTION AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL BUDGET  
\$3,404,971 FOR ADDITIONAL GENERAL ED AND  
SPECIAL ED TEACHING POSITIONS DUE TO GROWTH**

**WHEREAS,** there has been a need to hire additional teachers because of growth; and

**WHEREAS,** this level of growth was not anticipated during the budget process; and

**WHEREAS,** and fund balance can be used to fund this need;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on February 14<sup>th</sup>, 2022, approve and amend the 2021-22 General Purpose School Fund budget in the following manner:

<b>Revenue</b>		
141.39000	<b>Fund Balance</b>	<b>\$3,404,971</b>
<b>Expenditure</b>		
141.71100.511600	Teachers (33.9)	\$1,864,500
141.71100.520100	Social Security	115,599
141.71100.520400	Pensions	192,044
141.71100.520700	Medical	362,730
141.71100.520800	Dental	16,950
141.71100.520600	Life	1,729
141.71100.521200	Medicare	27,035
141.71200.511600	Teachers SPED (11)	\$594,000
141.71200.520100	Social Security	36,828
141.71200.520400	Pension	61,182
141.71200.520600	Life	561
141.71200.520700	Medical	117,700
141.71200.520800	Dental	5,500
141.71200.521200	Medicare	8,613
	<b>Total</b>	<b>\$3,404,971</b>

\_\_\_\_\_  
Commissioner Brian Beathard

**COMMITTEES REFERRED TO & ACTION TAKEN:**

School Board:	For ___	Against ___	Pass ___	Out ___
Education Committee:	For ___	Against ___	Pass ___	Out ___
Budget Committee:	For ___	Against ___	Pass ___	Out ___
Commission Action Taken:	For ___	Against ___	Pass ___	Out ___

\_\_\_\_\_  
Jeff Whidby, County Clerk

\_\_\_\_\_  
Tommy Little, Commission Chairman

\_\_\_\_\_  
Rogers Anderson, County Mayor

Date

2.22.Additional Staff.docx

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



TO: Williamson County Board of Education

FROM: Vickie Hall, Assistant Superintendent of Human Resources

RE: Proposed Revision to 2021-22 Salary Schedules

DATE: January 18, 2022

WCS is experiencing challenges in recruiting and retaining teachers and classified staff due to pay incentives and higher salaries in competing school districts, as well as a decreased applicant pool. To address these concerns, staff recommend approval of the revised 2021-22 salary schedules with an effective date of January 31, 2022.

RESOLUTION NO. \_\_\_\_\_

Requested by: BOARD OF EDUCATION

**RESOLUTION FOR APPROVED MID-YEAR RAISE OF 3% FOR REGULAR FULL AND PART-TIME SALARIED STAFF AND \$1 PER HOUR RAISE FOR REGULAR HOURLY PAID STAFF FOR THE 2021-2022 BUDGET YEAR**

**WHEREAS,** due to the current job market and quickly changing conditions there is a need for additional pay for all our regular full and part-time employees; and

**WHEREAS,** this market change was not anticipated during the budget process that began in December 2020; and

**WHEREAS,** to better compete with other employers, WCS has been working with Williamson County Government to consider what could be done to address employee needs during the current budget year; and

**WHEREAS,** WCS has determined that the existing fund balance and projected revenue, considering current staffing and open positions and the continuation of the pay increase into the following fiscal year, allows for a 3% raise for regular full and part-time salaried employees and a \$1 per hour raise for all regular hourly employees at this time; and

**WHEREAS,** the possibility of an additional pay increase in the 2022-2023 fiscal year remains a possibility, based on projected revenue yet to be determined through the budget process; and

**WHEREAS,** the new rate will be for the pay period beginning January 31<sup>st</sup>, 2022, and will first be received on the February 28<sup>th</sup> payroll check; and

**WHEREAS,** Central Cafeteria and Extended School Programs can fund the same percentage and dollar increases; and

**WHEREAS,** fund balance can be used to fund this need for the General Purpose School Fund;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on February 14, 2022, amend the 2021-2022 General Purpose School Fund budget through an inter-category adjustment as follows:

**General Purpose School Fund**

<b>Revenue</b>	<b>Fund Balance</b>	<b>\$3,914,269</b>
<b>141.39000</b>		
<b>Expenditure (Increase)</b>	<b>Various Salary and Benefit accounts</b>	<b>\$3,914,269</b>
<b>See attached Account Codes for Detail</b>		

\_\_\_\_\_  
Commissioner Brian Beathard

**COMMITTEES REFERRED TO & ACTION TAKEN:**

School Board:	For ___	Against ___	Pass ___	Out ___
Education Committee:	For ___	Against ___	Pass ___	Out ___
Budget Committee:	For ___	Against ___	Pass ___	Out ___
Commission Action Taken:	For ___	Against ___	Pass ___	Out ___

\_\_\_\_\_  
Jeff Whidby, County Clerk

\_\_\_\_\_  
Tommy Little, Commission Chairman

\_\_\_\_\_  
Rogers Anderson, County Mayor

\_\_\_\_\_  
Date

<b>Account</b>	<b>Account Description</b>	<b>Amount</b>
141-71100-511600	Reg Ed Teachers	\$ 1,844,367.00
141-71100-512800	Homebound Teachers	\$ 4,278.00
141-71100-516300	Educational Assistants	\$ 35,053.00
141-71100-518951	Educational Assistants	\$ 303.00
141-71100-520100	Employer Social Security	\$ 116,080.00
141-71100-520400	Employer Retirement	\$ 215,404.00
141-71100-521200	Employer Medicare	\$ 27,148.00
141-71150-511600	ALC Teachers	\$ 4,956.00
141-71150-520100	Employer Social Security	\$ 308.00
141-71150-520400	Employer Retirement	\$ 496.00
141-71150-521200	Employer Medicare	\$ 75.00
141-71200-511600	Sped Ed Teacher	\$ 276,817.00
141-71200-516300	Sped ED Assistants	\$ 140,622.00
141-71200-517100	Speech Pathologists	\$ 71,540.00
141-71200-518900	Sped Other Salaries Wages	\$ 2,120.00
141-71200-520100	Employer Social Security	\$ 31,376.00
141-71200-520400	Employer Retirement	\$ 45,143.00
141-71200-521200	Employer Medicare	\$ 7,570.00
141-71300-511600	CTE Teachers	\$ 62,226.00
141-71300-516300	CTE Assistants	\$ 9,611.00
141-71300-520100	Employer Social Security	\$ 4,455.00
141-71300-520400	Employer Retirement	\$ 6,702.00
141-71300-521200	Employer Medicare	\$ 1,042.00
141-72110-510500	Attendance Dir/Supervisor	\$ 10,650.00
141-72110-518900	Attendance Other Salaries	\$ 3,226.00
141-72110-520100	Employer Social Security	\$ 861.00
141-72110-520400	Employer Retirement	\$ 1,226.00
141-72110-521200	Employer Medicare	\$ 202.00
141-72120-513100	Medical Personnel	\$ 26,190.00
141-72120-520100	Employer Social Security	\$ 1,620.00
141-72120-520400	Employer Retirement	\$ 2,619.00
141-72120-521200	Employer Medicare	\$ 380.00
141-72130-512300	Guidance Personnel	\$ 104,898.00
141-72130-513000	Social Workers	\$ 9,291.00
141-72130-516100	Secretaries	\$ 4,200.00
141-72130-518900	Other Salaries Wages	\$ 6,210.00
141-72130-520100	Employer Social Security	\$ 7,725.00
141-72130-520400	Employer Retirement	\$ 12,250.00
141-72130-521200	Employer Medicare	\$ 1,806.00
141-72210-510500	Supervisor/Directors	\$ 39,827.00
141-72210-512900	Librarians	\$ 48,104.00
141-72210-516100	Secretaries	\$ 3,575.00
141-72210-516200	Clerical Support	\$ 10,755.00
141-72210-518900	Other Salaries Wages	\$ 58,980.00
141-72210-520100	Employer Social Security	\$ 8,757.00
141-72210-520400	Employer Retirement	\$ 13,407.00

<b>141-72210-521200</b>	Employer Medicare	\$	2,048.00
<b>141-72215-510500</b>	ALC Supervisor/Dir	\$	1,393.00
<b>141-72215-516100</b>	ALC Secretary	\$	455.00
<b>141-72215-520100</b>	Employer Social Security	\$	115.00
<b>141-72215-520400</b>	Employer Retirement	\$	180.00
<b>141-72215-521200</b>	Employer Medicare	\$	27.00
<b>141-72220-510500</b>	Supervisor/Directors	\$	1,425.00
<b>141-72220-512400</b>	Psychological Personnel	\$	39,936.00
<b>141-72220-516100</b>	Secretaries	\$	1,451.00
<b>141-72220-518900</b>	Other Salaries Wages	\$	8,820.00
<b>141-72220-520100</b>	Employer Social Security	\$	3,105.00
<b>141-72220-520400</b>	Employer Retirement	\$	5,315.00
<b>141-72220-521200</b>	Employer Medicare	\$	750.00
<b>141-72230-510500</b>	Supervisor/Directors	\$	1,925.00
<b>141-72230-516100</b>	Secretaries	\$	293.00
<b>141-72230-518900</b>	Other Salaries Wages	\$	1,974.00
<b>141-72230-520100</b>	Employer Social Security	\$	260.00
<b>141-72230-520400</b>	Employer Retirement	\$	420.00
<b>141-72230-521200</b>	Employer Medicare	\$	62.00
<b>141-72250-510500</b>	Supervisor/Directors	\$	1,341.00
<b>141-72250-512100</b>	Data Processing Personnel	\$	34,295.00
<b>141-72250-520100</b>	Employer Social Security	\$	2,210.00
<b>141-72250-520400</b>	Employer Retirement	\$	1,832.00
<b>141-72250-521200</b>	Employer Medicare	\$	532.00
<b>141-72310-518999</b>	OSW-Attorney	\$	1,256.00
<b>141-72310-520100</b>	Employer Social Security	\$	80.00
<b>141-72310-520400</b>	Employer Retirement	\$	63.00
<b>141-72310-521200</b>	Employer Medicare	\$	18.00
<b>141-72320-510100</b>	Co Official/Adm Officer	\$	3,260.00
<b>141-72320-510300</b>	Assistants	\$	3,055.00
<b>141-72320-516100</b>	Secretaries	\$	6,497.00
<b>141-72320-518900</b>	Other Salaries Wages	\$	2,913.00
<b>141-72320-520100</b>	Employer Social Security	\$	965.00
<b>141-72320-520400</b>	Employer Retirement	\$	481.00
<b>141-72320-521200</b>	Employer Medicare	\$	230.00
<b>141-72410-510400</b>	Principals	\$	67,375.00
<b>141-72410-511900</b>	Bookkeepers	\$	24,050.00
<b>141-72410-513900</b>	Assistant Principals	\$	119,981.00
<b>141-72410-516100</b>	Secretaries	\$	30,955.00
<b>141-72410-520100</b>	Employer Social Security	\$	15,030.00
<b>141-72410-520400</b>	Employer Retirement	\$	15,505.00
<b>141-72410-521200</b>	Employer Medicare	\$	3,515.00
<b>141-72510-510500</b>	Supervisor/Directors	\$	1,630.00
<b>141-72510-511900</b>	Bookkeepers	\$	8,495.00
<b>141-72510-512200</b>	Purchasing Personnel	\$	3,075.00
<b>141-72510-518900</b>	Other Salaries Wages	\$	8,091.00
<b>141-72510-520100</b>	Employer Social Security	\$	1,290.00

<b>141-72510-520400</b>	Employer Retirement	\$	1,040.00
<b>141-72510-521200</b>	Employer Medicare	\$	302.00
<b>141-72520-510500</b>	Supervisor/Directors	\$	1,630.00
<b>141-72520-516100</b>	Secretaries	\$	7,137.00
<b>141-72520-518900</b>	Other Salaries Wages	\$	5,310.00
<b>141-72520-520100</b>	Employer Social Security	\$	873.00
<b>141-72520-520400</b>	Employer Retirement	\$	704.00
<b>141-72520-521200</b>	Employer Medicare	\$	204.00
<b>141-72610-510500</b>	Supervisor/Directors	\$	1,256.00
<b>141-72610-516100</b>	Secretaries	\$	412.00
<b>141-72610-516600</b>	Custodial Personnel	\$	2,820.00
<b>141-72610-518900</b>	Other Salaries Wages	\$	3,475.00
<b>141-72610-520100</b>	Employer Social Security	\$	416.00
<b>141-72610-520400</b>	Employer Retirement	\$	336.00
<b>141-72610-521200</b>	Employer Medicare	\$	97.00
<b>141-72620-510500</b>	Supervisor/Directors	\$	1,256.00
<b>141-72620-516100</b>	Secretaries	\$	1,039.00
<b>141-72620-516700</b>	Maintenance Workers	\$	40,112.00
<b>141-72620-518900</b>	Other Salaries Wages	\$	1,950.00
<b>141-72620-520100</b>	Employer Social Security	\$	2,750.00
<b>141-72620-520400</b>	Employer Retirement	\$	2,217.00
<b>141-72620-521200</b>	Employer Medicare	\$	643.00
<b>141-72710-510500</b>	Supervisor/Directors	\$	1,256.00
<b>141-72710-514200</b>	Mechanics	\$	5,037.00
<b>141-72710-514600</b>	Bus Drivers	\$	55,000.00
<b>141-72710-514612</b>	Bus Drivers - SPED	\$	21,765.00
<b>141-72710-516200</b>	Secretaries	\$	1,441.00
<b>141-72710-518920</b>	OSW- Office	\$	3,897.00
<b>141-72710-518900</b>	OSW- Attendants	\$	8,920.00
<b>141-72710-520100</b>	Employer Social Security	\$	5,956.00
<b>141-72710-520400</b>	Employer Retirement	\$	4,803.00
<b>141-72710-521200</b>	Employer Medicare	\$	1,392.00
<b>141-73300-510500</b>	Supervisor/Directors	\$	1,425.00
<b>141-73300-516200</b>	Secretaries	\$	750.00
<b>141-73300-518900</b>	Other Salaries Wages	\$	4,000.00
<b>141-73300-520100</b>	Employer Social Security	\$	382.00
<b>141-73300-520400</b>	Employer Retirement	\$	207.00
<b>141-73300-521200</b>	Employer Medicare	\$	89.00
<b>141-73400-510500</b>	Supervisor/Directors	\$	1,076.00
<b>141-73400-511600</b>	Pre K Teachers	\$	5,720.00
<b>141-73400-516300</b>	Pre K Assistants	\$	1,315.00
<b>141-73400-520100</b>	Employer Social Security	\$	505.00
<b>141-73400-520400</b>	Employer Retirement	\$	811.00
<b>141-73400-521200</b>	Employer Medicare	\$	118.00
			<b><u>\$ 3,914,269.00</u></b>



**2021-2022 Classified Pay Scale - Proposed Increase (Effective 1/31/22)**

**NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE**

**Grades-Positions**

**Level 0  
< 1 year**

**Level 1  
1-5 yrs.**

**Level 2  
6-10 yrs.**

**Level 3  
11-15 yrs.**

**Level 4  
16+ yrs.**

<b>Grade 1H</b>						
<b>A</b>	Bus Attendant; Custodial Associate; Maintenance Apprentice Technician	12.68	13.16	13.85	14.68	15.52
<b>Grade 2H</b>						
<b>A</b>	Teacher Assistant (CTE, ESL, Gen Ed, Pre-K, Technology); Library Media Assistant; School Generalist	13.26	14.34	15.42	16.51	17.59
<b>B</b>	Secretary (Department, Guidance, Registrar, School)	13.51	14.61	15.72	16.82	17.92
<b>Grade 3H</b>						
<b>A</b>	Maintenance Technician (Filter Technician, General Maintenance Worker); Warehouse Technician	14.53	15.72	16.89	18.08	19.25
<b>B</b>	Teacher Assistant (SPED)	16.00	16.00	17.05	18.24	19.44
<b>Grade 4H</b>						
<b>A</b>	Skilled Trades I (Painter, Equipment Operator); School Bookkeeper (Elementary School); Department Assistant I (Front Office Assistant, CO, Departmental); Workplace Readiness Coordinator; EC Autism/Behavior Intervention Assistant; Science Center Assistant	15.56	17.02	18.47	19.93	21.38
<b>B</b>	Accounting Clerk II (A/P Technician, Purchasing Assistant)	15.85	17.34	18.83	20.30	21.79
<b>Grade 5H</b>						
<b>A</b>	Skilled Trades II (Plumber, Locksmith, Carpenter, Playground Inspector/Maintainer); School Bookkeeper (Middle and High School, Departmental); Department Assistant II (CO, Departmental)	17.02	18.58	20.14	21.70	23.26
<b>B</b>	Skilled Trades III (Fire Alarm Technician, Electrician, HVAC Technician); Junior Accountant	17.34	18.93	20.52	22.11	23.70
<b>Grade 6H</b>						
<b>A</b>	Department Specialist (HR Specialist, Bookkeeping, Planning and Zoning Specialist, Software Application Specialist I, Family Involvement Specialist, Data Analyst I; Instructional Materials; CTE/EIC); Accounting Clerk III (CO, Payroll); Science Center Lead	18.94	20.71	22.48	24.24	26.01
<b>B</b>	Waste Water Operator	20.23	22.12	24.00	25.92	27.80



**2021-2022 Classified Pay Scale - Proposed Increase (Effective 1/31/22)**

**NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE**

**Grades-Positions**

**Level 0  
< 1 year**

**Level 1  
1-5 yrs.**

**Level 2  
6-10 yrs.**

**Level 3  
11-15 yrs.**

**Level 4  
16+ yrs.**

<b>Grade 1E</b>						
<b>A</b>	Digital Content; Video Producer; Applications Manager; Data Analyst II; Communications Coordinator; Safety & Security Coordinator; Textbook Coordinator; Assistant Webmaster/Graphic Designer; Software Application Specialist II	\$50,809	\$55,254	\$59,701	\$64,146	\$68,592
<b>B</b>	Accountant I (A/P, Federal Projects, General Ledger, Payroll); Retirement Manager; Purchasing Agent; Recruiter; Executive Assistant; Attendance Officer; Employee Relations Coordinator; HR Manager/Investigator	\$51,825	\$56,361	\$60,896	\$65,375	\$69,965
<b>Grade 2E-Bachelor's degree (Exempt)</b>						
<b>A</b>	District Webmaster; Energy Resources Coordinator; Compensation and Reporting Manager; Internal Auditor; Supervisor (HR, Payroll)	\$60,874	\$66,962	\$73,050	\$79,137	\$85,224
<b>Grade 3E-Midlevel Management - Bachelor's degree (Exempt)</b>						
<b>A</b>	Assistant Director (Communications, Maintenance, Employee Relations, Facilities & Construction); Capital Projects Manager; Coordinated School Health/Nursing Supervisor; Purchasing Manager	\$67,303	\$73,816	\$80,330	\$86,843	\$93,356
<b>Student Workers</b>						

<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
8.00	8.25	8.50

PROPOSED



**2021-2022 Classified Pay Scale - Proposed Increase (Effective 1/31/22)**

NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE

Grades-Positions

Level 0  
< 1 year

Level 1  
1-5 yrs.

Level 2  
6-10 yrs.

Level 3  
11-15 yrs.

Level 4  
16+ yrs.

<b>SACC</b>					
<b>Grade 1S</b>					
SACC Group Associate**; SACC Seasonal Worker	12.91	13.40	14.11	14.96	15.81
<b>**SACC Group Associates working the morning shift receive a \$2/hour shift premium during the SY.</b>					
SACC Assistant Site Leader	14.26	15.42	16.58	17.74	18.90
SACC Site Leader	15.85	17.34	18.83	20.30	21.79
SACC Software Assistant	17.02	18.58	20.14	21.70	23.26
SACC Trainer; SACC Enrichment Specialist	17.34	18.93	20.52	22.11	23.70
SACC Field Manager	18.94	20.71	22.48	24.24	26.01
<b>Grade 2S</b>					
SACC Assistant Program Manager	\$50,809	\$55,254	\$59,701	\$64,146	\$68,592
SACC Program Supervisor	\$60,874	\$66,962	\$73,050	\$79,137	\$85,224
<b>FOOD SERVICE</b>					
<b>Grade 1F</b>					
Food Service Associate**	12.91	13.40	14.11	14.96	15.81
<b>**Food Service Workers employed as a Rover receive an additional \$1.50/hr in lieu of mileage reimbursement.</b>					
Café Lead	13.51	14.61	15.72	16.82	17.92
Cafeteria Manager I (Supervises staff 1-6)	14.53	15.72	16.89	18.08	19.25
Cafeteria Manager II (Supervises staff 7+)	15.85	17.34	18.83	20.30	21.79
Food Service Maintenance Technician	17.34	18.93	20.52	22.11	23.70
<b>Grade 2F</b>					
Food Service Field Coordinator; Registered Dietician	\$50,809	\$55,254	\$59,701	\$64,146	\$68,592
Food Service Assistant Director	\$67,303	\$73,816	\$80,330	\$86,843	\$93,356



**2021-2022 Classified Pay Scale - Proposed Increase (Effective 1/31/22)**

NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE

Grades-Positions	Level 0 < 1 year	Level 1 1-5 yrs.	Level 2 6-10 yrs.	Level 3 11-15 yrs.	Level 4 16+ yrs.
<b>TRANSPORTATION</b>					
<b>Grade 1T</b>					
Parts Coordinator	14.26	15.42	16.58	17.74	18.90
Department Assistant (Transportation)	15.56	17.02	18.47	19.93	21.38
Payroll Clerk	17.02	18.58	20.14	21.70	23.26
General Mechanic	17.34	18.93	20.52	22.11	23.70
Dispatch Technician; Senior Mechanic	20.23	22.12	24.00	25.92	27.80
Bus Driver; Transition Bus Driver	20.23	22.12	24.00	25.92	27.80
Senior Fleet Technician	24.60	26.44	28.28	30.12	31.96
<b>Grade 2T</b>					
Transportation Supervisor (Driving, Training)	\$50,450	\$52,995	\$55,539	\$58,203	\$60,999
Transportation Technology Specialist	\$50,450	\$52,995	\$55,539	\$58,203	\$60,999
<b>IT</b>					
<b>Grade 1IT</b>					
IT Help Desk & Home School Specialist	15.85	17.34	18.83	20.30	21.79
Network Technician	23.82	24.93	26.03	27.15	28.26
Network Supervisor/Technician Area Supervisor	\$68,707	\$71,095	\$73,482	\$75,870	\$78,257
Network Engineer/DB Admin/Zoning Supervisor	\$73,615	\$76,003	\$78,390	\$80,778	\$83,166
Tech Manager	\$80,978	\$83,365	\$85,753	\$88,140	\$90,528
IS Manager	\$90,791	\$93,179	\$95,568	\$97,955	\$100,343
<b>OPERATIONS</b>					
<b>Grade 1O</b>					
Facilities Use Coordinator; *Janitorial Contract Coordinator	\$38,103	\$39,627	\$41,212	\$42,859	\$44,574
Foreman (Maintenance, Paint, Food Service Repair, Area Lead; Lead Playground Inspector/Maintainer; Access Control; Support Services)	\$41,960	\$46,084	\$50,208	\$54,357	\$59,027

\*hired after 7/1/2018



**2021-2022 Classified Pay Scale - Proposed Increase (Effective 1/31/22)**

NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE

Grades-Positions

Level 0  
< 1 year

Level 1  
1-5 yrs.

Level 2  
6-10 yrs.

Level 3  
11-15 yrs.

Level 4  
16+ yrs.

<b>HEALTH SERVICES</b>					
<b>Grade 1HS</b>					
Sign Support Staff	14.26	15.42	16.58	17.74	18.90
<b>Grade 2HS</b>					
Interpreter - Non-licensed	18.94	20.71	22.48	24.24	26.01
<b>Grade 3HS Bachelor's degree (Non-exempt)</b>					
Certified Occupational Therapy Assistant (COTA); Physical Therapist Assistant (PTA); Speech-Language Pathology Assistant (SPLA)	21.37	23.42	25.45	27.50	29.53
<b>Grade 4HS Bachelor's degree (Exempt)</b>					
BS/RN School Nurse	\$42,473	\$43,621	\$44,769	\$45,916	\$47,064
MS School Nurse; Clinical Nursing Supervisor	\$44,769	\$45,916	\$47,064	\$48,212	\$49,360
Occupational Therapist; Physical Therapist	\$50,809	\$55,254	\$59,701	\$64,146	\$68,592
Behavior Specialist	\$51,249	\$55,732	\$60,217	\$64,700	\$69,185

PROPOSED



**2021-2022 Teacher Salary Schedule – Proposed Increase (Effective 1/31/22)  
200 Day Contract**

Gray columns for employees hired on or after July 1, 2014.

	BSNH	BS	BS10	BS20	MA	MA10	MA20	MA30	EDS	PHD/EDD
0	41355				45294			46324	49028	50058
1	43009				47106			48177	50989	52060
2	43546				47695			48779	51627	52711
3	44091				48291			49389	52271	53370
4	44642				48895			50007	52924	54037
5	45199				49506			50632	53587	54713
6	46103				50497			51644	54658	55806
7	47026	47026	47026	47026	51505	51505	51505	52677	55752	56923
8	47966	47966	47966	47966	52536	52536	52536	53730	56866	58061
9	48926	48926	48926	48926	53587	53587	53587	54806	58004	59222
10	49904	49904	49904	49904	54658	54658	54658	55901	59164	60407
11	50902	50903	50903	50903	55752	55752	55752	57019	60347	61616
12	51920	51920	51920	51920	56866	56866	56866	58160	61555	62848
13	52959	52960	52960	52960	58004	58004	58004	59323	62785	64105
14	54017	54017	54017	54017	59164	59164	59164	60510	64041	65386
15	55098	55098	55098	55098	60347	60347	60347	61720	65322	66694
16	56201	56201	56201	56201	61555	61555	61555	62955	66629	68028
17	56201	57325	57325	57325	62785	62785	62785	64213	67961	69389
18	56774	58470	58470	58470	64040	64040	64040	65498	69321	70776
19	57358	59640	59640	59640	65322	65322	65322	66808	70706	72193
20	57657	60236	60236	60236	65976	65976	65976	67476	71414	72915
21	57958	62983	64334	65799	67328	68846	70375	71971	73732	75386

Teachers above the 21 pay lane will receive the approved percentage agreed to during the budget process.

**The school psychologist salary schedule is indexed at 5% above this teacher salary schedule.**

Full-time teachers and other professional personnel, including counselors, who hold the National Board Certification (NBC) will receive a \$2,500 annual supplement. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. The NBC must be reflected on educator’s Tennessee teaching license to be considered eligible. Administrators and supervisory personnel are not eligible for this supplement.

Speech Language Pathologists who hold Certification of Clinical Competencies (CCC) Licensure, and Orientation/Mobility Specialists serving visually impaired students who hold ACVREP certification, will receive a \$2,500 annual supplement. These supplements will be distributed evenly throughout eligible pay periods and are prorated based on contracted hours worked within the active certification period. Administrators are not eligible for these supplements. CEU’s earned to renew CCC licensure must be presented every three (3) years and units must have been earned in therapies/practices directly related to students ages 0-22.



**2021-2022 Assistant Principal Salary Schedule – Proposed Increase (Effective 1/31/22)  
11 Month Employment**

<b>Years of Experience*</b>	<b>Elementary School</b>	<b>Middle School</b>	<b>High School</b>
0	\$87,261	\$93,801	\$100,341
1	\$92,145	\$99,051	\$105,956
2	\$92,145	\$99,051	\$105,956
3	\$92,145	\$99,051	\$105,956
4	\$92,145	\$99,051	\$105,956
5	\$92,145	\$99,051	\$105,956
6	\$94,519	\$101,424	\$108,323
7	\$94,519	\$101,424	\$108,323
8	\$94,519	\$101,424	\$108,323
9	\$94,519	\$101,424	\$108,323
10	\$94,519	\$101,424	\$108,323
11	\$96,893	\$103,797	\$110,697
12	\$96,893	\$103,797	\$110,697
13	\$96,893	\$103,797	\$110,697
14	\$96,893	\$103,797	\$110,697
15	\$99,259	\$106,166	\$113,070

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

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



**2021-2022 Principal Salary Schedule – Proposed Increase (Effective 1/31/22)  
12 Month Employment**

Years of Experience*	Elementary School	Middle School	High School
0	\$106,421	\$114,395	\$122,369
1	\$112,372	\$120,675	\$129,216
2	\$112,372	\$120,675	\$129,216
3	\$112,372	\$120,675	\$129,216
4	\$112,372	\$120,675	\$129,216
5	\$112,372	\$120,675	\$129,216
6	\$115,267	\$123,688	\$132,106
7	\$115,267	\$123,688	\$132,106
8	\$115,267	\$123,688	\$132,106
9	\$115,267	\$123,688	\$132,106
10	\$115,267	\$123,688	\$132,106
11	\$118,025	\$126,595	\$134,995
12	\$118,025	\$126,595	\$134,995
13	\$118,025	\$126,595	\$134,995
14	\$118,025	\$126,595	\$134,995
15	\$121,053	\$129,471	\$137,887

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

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

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



**2021-2022 Curriculum/Professional Development Specialist Salary Schedule – Proposed Increase  
(Effective 1/31/22)  
12 Month Employment**

<b>Years of Experience*</b>	
0	\$90,865
1	\$93,881
2	\$93,881
3	\$93,881
4	\$93,881
5	\$93,881
6	\$96,182
7	\$96,182
8	\$96,182
9	\$96,182
10	\$96,182
11	\$98,484
12	\$98,484
13	\$98,484
14	\$98,484
15	\$100,784

<b>Degree Supplement</b>	
EDS	\$1,500
EDD/PHD	\$2,500

\*Years of experience will be determined by relevant experience as deemed appropriate by the Assistant Superintendent of Teaching, Learning, and Assessment.

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fax (615) 472-4190



TO: Williamson County Board of Education

FROM: Vickie Hall, Assistant Superintendent of Human Resources

RE: Retention Bonus for School Psychologists

DATE: January 18, 2022

WCS is experiencing challenges in recruiting and retaining school psychologists due to pay incentives and higher salaries in competing school districts, as well as a decreased applicant pool. Currently, WCS has approximately 12 vacancies out of 54 total positions. In order to retain these critical employees, staff recommends a \$5,000 retention bonus for all currently employed school psychologist for the 2021-22 school year.

Staff recommends approval.

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Phone (615) 472-4000  
Fax (615) 472-4190  
Website: <http://www.wcs.edu>



**MEMORANDUM**

TO: Williamson County Board of Education

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

FROM: Allison Nunley, Planning & Zoning Supervisor

DATE: January 5, 2022

RE: Open-Zoned Schools

School Board Policy 1.703 provides the reasons students may attend schools outside of their transportation zone. Out-of-Zone requests are submitted through an online software program linked through the district's website. Except for requests related to residential moves, the deadline to submit applications is May 15.

In May 2021, Governor Lee signed an amendment to T.C.A. Section 49-2-128 that requires LEAs to identify each school that has available space to enroll and serve additional students. A copy of the amendment is attached to this memo. The amendment allows the LEAs to reserve a reasonable number of enrollment spaces for various situations. It does not specify how LEAs are to make those determinations but does require LEAs to conduct a lottery for each school where open enrollment requests exceed the number of spaces available. In compliance with the new requirements, we have reviewed our enrollment projections for each school, our understanding of the growth taking place and planned within that school's zone and within that school's feeder pattern, and other issues such as current construction activities that may impact a school's ability to serve more students.

Attached please find our 2022-2023 Open-Zoned Schools recommendation resulting from the above analysis. The second column from the right is where reserved enrollment spaces are identified. Footnotes are available highlighting construction and shared space considerations that went into the reserved space recommendations.

Once approved, this Open-Zoned Schools list must be posted for two weeks before the on-line portal is opened. Pending your approval at the January 18 School Board Meeting, the list is required to be posted for 2 weeks. The portal will open February 1 and would close on May 15 with lotteries conducted after that date as necessary,

Staff recommends approval.

**2022-23 Open-Zoned Schools**  
**Available Only to Students Residing in Williamson County Schools' District**  
**Out of Zone Request Portal Opens February 1, 2022**

School Name	EC	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Projected Month 1 Enroll EC - 12	Building Capacity	Projected Month 1 Fill Rate EC-12	Projected Month 1 Available Seats	Reserved Enrollment/ Growth Spaces	Available Open- Zoned Spots 2022-23	Notes
<b>Elementary</b>																						
Allendale ES	35	20	90	84	109	105	104	127	0	0	0	0	0	0	0	674	890	74%	216	100	116	
Bethesda ES	35	20	100	109	89	82	91	99	0	0	0	0	0	0	0	625	780	78%	155	125	30	
Chapman's Retreat ES	0	20	100	93	103	104	110	108	0	0	0	0	0	0	0	638	805	79%	167	100	67	
Clovercroft ES	0	0	95	91	114	131	112	128	0	0	0	0	0	0	0	671	890	75%	219	150	69	
College Grove ES	0	0	105	109	124	117	122	140	0	0	0	0	0	0	0	717	730	98%	13	100	0	
Creekside ES	0	0	140	146	136	152	139	141	0	0	0	0	0	0	0	854	890	96%	36	100	0	
Crockett ES	125	0	85	81	105	110	109	113	0	0	0	0	0	0	0	728	870	76%	142	100	42	
Edmondson ES	0	0	100	94	117	111	133	134	0	0	0	0	0	0	0	689	825	84%	136	100	36	
Fairview ES	45	20	80	76	82	76	88	78	0	0	0	0	0	0	0	545	715	73%	170	100	70	
Grassland ES	0	0	75	71	85	81	93	99	0	0	0	0	0	0	0	504	870	58%	366	100	266	
Heritage ES	0	0	105	112	103	118	105	87	0	0	0	0	0	0	0	630	805	78%	175	100	75	
Hillsboro EMS	0	0	25	27	29	18	27	34	116	135	124	0	0	0	0	535	597	90%	62	30	32	<b>K-5 only</b>
Hunters Bend ES	0	0	60	54	71	62	82	81	0	0	0	0	0	0	0	410	780	53%	370	100	270	
Jordan ES	100	20	80	82	91	84	89	85	0	0	0	0	0	0	0	631	890	65%	259	150	109	
Kenrose ES	0	0	110	110	97	127	124	116	0	0	0	0	0	0	0	684	910	75%	226	150	76	
Lipscomb ES	0	0	90	87	90	90	108	104	0	0	0	0	0	0	0	569	780	73%	211	150	61	
Longview ES	70	0	150	149	177	164	146	159	0	0	0	0	0	0	0	1,015	935	105%	-80	100	0	
Mill Creek ES	0	0	115	120	122	138	136	144	0	0	0	0	0	0	0	775	800	97%	25	100	0	
Nolensville ES	0	20	130	137	138	176	152	152	0	0	0	0	0	0	0	905	890	102%	-15	100	0	
Oak View ES	65	0	70	72	76	94	76	80	0	0	0	0	0	0	0	533	695	72%	162	100	62	
Pearre Creek ES	80	0	110	123	102	97	122	114	0	0	0	0	0	0	0	748	890	80%	142	100	42	
Scales ES	35	0	110	115	121	129	138	138	0	0	0	0	0	0	0	786	940	82%	154	125	29	
Sunset ES	0	0	90	90	102	93	119	137	0	0	0	0	0	0	0	631	805	78%	174	100	74	
Thompson's Station ES	0	0	150	154	150	144	122	138	0	0	0	0	0	0	0	858	800	107%	-58	100	0	
Trinity ES	0	20	115	121	99	134	131	110	0	0	0	0	0	0	0	730	870	84%	140	100	40	
Walnut Grove ES	0	0	80	78	112	90	98	110	0	0	0	0	0	0	0	568	780	73%	212	100	112	
Westwood ES	0	20	90	91	102	79	97	81	0	0	0	0	0	0	0	560	805	70%	245	150	95	
Winstead ES	15	20	105	109	106	99	119	113	0	0	0	0	0	0	0	686	790	86%	104	70	34	

**2022-23 Open-Zoned Schools**  
**Available Only to Students Residing in Williamson County Schools' District**  
**Out of Zone Request Portal Opens February 1, 2022**

School Name	EC	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Projected Month 1 Enroll EC - 12	Building Capacity	Projected Month 1 Fill Rate EC-12	Projected Month 1 Available Seats	Reserved Enrollment/ Growth Spaces	Available Open-Zoned Spots 2022-23	Notes
<b>Middle</b>																						
Brentwood MS *	0	0	0	0	0	0	0	0	374	412	392	0	0	0	0	1,178	1,175	100%	-3	100	0	
Fairview MS	0	0	0	0	0	0	0	0	180	182	183	0	0	0	0	545	764	71%	219	100	119	
Grassland MS	0	0	0	0	0	0	0	0	264	276	310	0	0	0	0	850	1,160	73%	310	100	210	
Heritage MS	0	0	0	0	0	0	0	0	325	275	278	0	0	0	0	878	1,185	74%	307	150	157	
Legacy MS	0	0	0	0	0	0	0	0	170	177	170	0	0	0	0	517	1,000	52%	483	150	333	
Mill Creek MS	0	0	0	0	0	0	0	0	313	302	280	0	0	0	0	895	800	112%	-95	150	0	
Page MS *	0	0	0	0	0	0	0	0	395	415	402	0	0	0	0	1,212	1,500	81%	288	300	0	
Spring Station MS	0	0	0	0	0	0	0	0	234	284	260	0	0	0	0	778	971	80%	193	150	43	
Sunset MS	0	0	0	0	0	0	0	0	225	207	207	0	0	0	0	639	869	74%	230	100	130	
Thompson's Station MS *	0	0	0	0	0	0	0	0	204	196	214	0	0	0	0	614	800	77%	186	200	0	
Woodland MS	0	0	0	0	0	0	0	0	319	321	321	0	0	0	0	961	975	99%	14	100	0	
<b>High</b>																						
Brentwood HS *	0	0	0	0	0	0	0	0	0	0	0	426	419	450	472	1,767	1,800	88%	33	100	0	
Centennial HS	0	0	0	0	0	0	0	0	0	0	0	386	371	382	421	1,560	1,758	89%	198	100	98	
Fairview HS	0	0	0	0	0	0	0	0	0	0	0	189	194	169	175	727	1,042	70%	315	100	215	
Franklin HS	0	0	0	0	0	0	0	0	0	0	0	403	446	418	439	1,706	2,000	85%	294	200	94	
Independence HS	0	0	0	0	0	0	0	0	0	0	0	562	591	521	500	2,174	2,200	99%	26	200	0	
Nolensville HS	0	0	0	0	0	0	0	0	0	0	0	393	349	375	324	1,441	1,671	86%	230	200	30	
Page HS *	0	0	0	0	0	0	0	0	0	0	0	309	348	324	311	1,292	1,215	106%	-77	100	0	
Ravenwood HS	0	0	0	0	0	0	0	0	0	0	0	466	483	482	509	1,940	1,649	118%	-291	200	0	
Renaissance HS	0	0	0	0	0	0	0	0	0	0	0	44	37	41	42	164	160	103%	-4	0	0	
Summit HS	0	0	0	0	0	0	0	0	0	0	0	443	450	447	400	1,740	1,671	104%	-69	100	0	

\* Brentwood Middle School building capacity reduced due to construction schedule; Fall 2025 scheduled completion

\* Page Middle School is not open-zoned due to continuing construction at Page High; Fall 2025 scheduled completion

\* Thompson's Station Elementary is over-capacity and using classroom space at Thompson's Station Middle School; Enrollment relieved with new school in 2023

\* Brentwood High School is not open-zoned due to construction at Brentwood Middle; Fall 2025 scheduled completion

\* Page High School building capacity reduced due to construction schedule; Fall 2025 scheduled completion

 KeyCite Yellow Flag - Negative Treatment  
Proposed Legislation

West's Tennessee Code Annotated

Title 49. Education

Chapter 2. Local Administration

Part 1. General Provisions

T. C. A. § 49-2-128

§ 49-2-128. Spaces available for student enrollment; open enrollment period; relocation, transfers, and transportation; students previously enrolled; nonresident students

Effective: May 18, 2021

Currentness

(a) Before the start of each school year, an LEA shall identify each school that, based on the school's capacities at the building, grade, class, and program levels, has space available to enroll and serve additional students. In determining available space at the class level, an LEA may use the class size averages specified in § 49-1-104.

(b)(1) An LEA shall post the number of spaces available for enrollment in each school by grade, class, and program levels on the LEA's website at least fourteen (14) days before the beginning of the open enrollment period under subsection (c). An LEA shall not include in the number of spaces available for enrollment under this subdivision (b)(1) the number of enrollment spaces that are reserved by the LEA pursuant to subdivision (b)(2).

(2) An LEA may reserve a reasonable number of enrollment spaces each school year from the number of spaces, if any, determined by the LEA to be available for enrollment for purposes of this section, to accommodate the potential enrollment of students who may relocate within the respective school zone, students who may have a sibling enrolled at the respective school, and students who may have a parent who teaches at the respective school.

(c) Before the start of each school year, each LEA shall conduct an open enrollment period of at least thirty (30) days during which a parent or guardian of a student residing within the LEA may apply for enrollment of the parent's or guardian's student in a school that the student is not zoned to attend. During the open enrollment period, a parent or guardian may submit an application for transfer to a school identified by the LEA as having space available to enroll and serve additional students.

(d) At the end of the open enrollment period, an LEA shall approve an application for transfer if space is available for the student at the requested school. If the number of applications for transfer to a school exceeds the number of spaces available for enrollment in the school at the building, grade, class, or program level, as identified by the LEA according to subsection (b), then the LEA shall conduct a lottery to select the students who may transfer to the school.

(e) If an LEA grants a transfer to a student, then the parent or guardian of the student is responsible for transportation to the new school. The student must maintain satisfactory attendance, behavior, and effort to remain in the new school.

(f)(1) An LEA shall not deny a student who is zoned to attend or who was enrolled in a school during the previous school year enrollment and attendance in the school.

(2)(A) An LEA shall not admit a nonresident student seeking to transfer into the LEA from outside the LEA under §§ 49-6-3104 and 49-6-3105 before all applications for transfer under subsection (c) have been acted upon according to subsection (d).

(B) Notwithstanding subdivision (f)(2)(A), an LEA may enroll a nonresident student pursuant to § 49-6-3113 before all applications for transfer under subsection (c) have been acted upon according to subsection (d).

### Credits

2013 Pub.Acts, c. 411, § 1, eff. July 1, 2013; 2021 Pub.Acts, c. 479, § 1, eff. May 18, 2021.

T. C. A. § 49-2-128, TN ST § 49-2-128

Current with laws from the 2021 Third Extraordinary Sess. of the 112th Tennessee General Assembly. Pursuant to §§ 1-1-110, 1-1-111, and 1-2-114, the Tennessee Code Commission certifies the final, official version of the Tennessee Code and, until then, may make editorial changes to the statutes. References to the updates made by the most recent legislative session should be to the Public Chapter and not to the T.C.A. until final revisions have been made to the text, numbering, and hierarchical headings on Westlaw to conform to the official text. Unless legislatively provided, section name lines are prepared by the publisher.

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End of Document

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## MEMORANDUM

TO: Williamson County Board of Education

FROM: Dana M. Ausbrooks, General Counsel

CC: Jason Golden, Superintendent of Schools

DATE: January 4, 2022

SUBJECT: Charter School Application Review Team

Pursuant to School Board of Education Policy 6.111, the Superintendent of Schools shall recommend a charter school review team and the Board shall appoint a review team to assist in reviewing and evaluating charter school applications. The team shall be comprised of members of the administrative staff for the district, community members, and a member of the Board with relevant educational, organizational, financial, and legal experience. The Board shall designate a Chair of the review team as the contact person for answering questions about the application process and receiving applications.

Staff recommends the following persons serve on the charter school review team and recommends Dr. Leigh Webb serve as Chair for the team:

Leigh Webb, Assistant Superintendent of Secondary  
Jay Galbreath, Board Member for the 6th District  
Juli Oyer, Assistant Superintendent of Elementary  
Mark Samuels, Assistant Superintendent for Operations

Laura LaChance, Executive Director for Elementary

Vickie Robbins, Assistant Finance Director

Janet Alexandrow, Principal

Eric Lifsey, Principal

Kevin Keidel, Principal

Laurette Carle, Executive Director, Teaching Learning and Assessment

Jenny Lopez, Curriculum Director

Adam Christopher, Maintenance Director

Angela Mull, Community Member

Emmaline Whitson, Community Member

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## MEMORANDUM

TO: Williamson County School Board

FROM: Dana M. Ausbrooks, General Counsel

CC: Jason Golden, Superintendent of Schools

DATE: January 7, 2022

SUBJECT: TSBA's Legislative Agenda for 2022

The 112th General Assembly will convene at 12:00 noon (CST) on Tuesday, January 11, 2022. Public education will once again be a major topic of discussion and debate. To prepare for the upcoming legislative session TSBA has compiled their Legislative Agenda and Position Statements. Staff has reviewed the Position Statements and Legislative Agendas and recommends the Board vote to approve the following three resolutions:

1. Options for Third-Grade Retention  
A Resolution urging the General Assembly to allow school districts to make retention decisions for third-grade students based upon school district data which demonstrates an understanding of ELA.
2. Teaching Incentives  
A Resolution urging the General Assembly to provide incentives for individuals wishing to enter the teaching profession and pay for the Praxis tests for teacher candidates.
3. Open Enrollment  
A Resolution urging the General Assembly to rescind or amend Public Chapter 479 to require each local Board of Education to develop a policy to govern transfers within their school district.

**RESOLUTION IN SUPPORT OF INCENTIVES FOR THE TEACHING PROFESSION**

WHEREAS, the Williamson County Board of Education is charged with governing the school district so that all students receive the best educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce;

WHEREAS, each year, school districts struggle to fill open teaching positions within its schools;

WHEREAS, some school districts are currently offering incentives, such as Grow Your Own Programs and district educator preparation programs, to help fill these open positions, especially in high endorsement areas;

WHEREAS, Tennessee could also provide additional incentives for individuals entering in to the teaching profession, such as college student incentive programs based on endorsement areas and funding to pay for Praxis tests; and

WHEREAS, providing these incentives for the teaching profession would help overcome these teacher shortages as well as attract more qualified individuals to enter the teaching profession.

**NOW, THEREFORE, BE IT RESOLVED**, that the Williamson County Board of Education urges the General Assembly to provide incentives for individuals wishing to enter the teaching profession and pay for the Praxis tests for teacher candidates.

Votes: \_\_\_\_\_ In Favor                      \_\_\_\_\_ Against                      \_\_\_\_\_ Abstain

The Board authorizes its Chair to sign below, this \_\_\_\_\_ day of January, 2022.

\_\_\_\_\_  
**Nancy Garrett, Chair**

\_\_\_\_\_  
**Date**

**RESOLUTION REQUESTING AMENDMENT FOR OPEN ENROLLMENT FOR LEAS**

WHEREAS, the Williamson County Board of Education is charged with governing the school district so that all students receive the best educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce;

WHEREAS, Tenn. Code Ann.§ 49-2-128 requires that a local education agency (LEA) provide an open enrollment period during which parents may choose from a list of the LEA schools with available space and request a transfer with the parental responsibility for transportation to the school if the transfer is approved;

WHEREAS, Public Chapter 479 as presented and approved also requires a LEA identify each school that has the capacity to enroll additional students before the start of each school year and post the number of spaces available for enrollment in each school by grade, class, and program level on the LEA's website at least 14 days prior to the beginning of the open enrollment period;

WHEREAS, Public Chapter 479 as presented and approved places unintended and undue burdens on LEAs as it would not allow Boards of Education to limit transfers between schools to prevent inequities in programming, staffing, and demographic make-up of the schools;

WHEREAS, the Williamson County Board of Education is responsible for implementing policy regarding open enrollment; and

WHEREAS, the public entrusts this important planning to Board members and district staff; and there is a current TSBA recommended policy in place for transfer students within a system.

**NOW, THEREFORE, BE IT RESOLVED**, that the Williamson County Board of Education shall urge the General Assembly to rescind or amend Public Chapter 479 to require each local Board of Education to develop a policy to govern transfers within their school district.

Votes: \_\_\_\_\_ In Favor                      \_\_\_\_\_ Against                      \_\_\_\_\_ Abstain

The Board authorizes its Chair to sign below, this \_\_\_\_\_ day of January, 2022.

\_\_\_\_\_  
**Nancy Garrett, Chair**

\_\_\_\_\_  
**Date**

**RESOLUTION SUPPORTING OUR STUDENTS AND TEACHERS BY REQUESTING THE TENNESSEE GENERAL ASSEMBLY TO AMEND PUBLIC ACTS OF 2021, CHAPTER NO. 1 TO INCLUDE A PROVISION ALLOWING SCHOOL DISTRICTS TO MAKE RETENTION DECISIONS FOR THIRD-GRADE STUDENTS BASED UPON SCHOOL DISTRICT DATA DEMONSTRATING AN UNDERSTANDING OF ELA**

WHEREAS, the Williamson County Board of Education is charged with governing the school district so that all students receive the best educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce;

WHEREAS, during its 2021 special session, the Tennessee General Assembly adopted Public Chapter No. 1, which provides in pertinent part that, “Beginning with the 2022-2023 school year, a student in third-grade shall not be promoted to the next grade level unless the student is determined to be proficient in English language arts (ELA) based on the student achieving a performance level rating of “on track” or “mastered” on the ELA portion of the student's most recent Tennessee comprehensive assessment program (TCAP) test”;

WHEREAS, Public Chapter No. 1 provides that, notwithstanding the aforementioned provision, a third-grade student who is not proficient in ELA as determined by the student achieving a performance level rating of “approaching” on the ELA portion of the student's most recent TCAP test may be promoted if:

- a. The student is an English language learner and has received less than two (2) years of ELA instruction;
- b. The student was previously retained in any of the grades K-3;
- c. The student is retested before beginning the next school year and scores proficient in ELA;
- d. The student attends a learning loss bridge camp before the beginning of the upcoming school year, maintains a 90% attendance rate at the camp, and the student's performance on the post-test at the end of the learning loss bridge camp demonstrates adequate growth as determined by the Department of Education; or
- e. The student is assigned a tutor through the Tennessee accelerating literacy and learning corps to provide the student with tutoring services for the entirety of the upcoming school year based on tutoring requirements established by the Department of Education;

WHEREAS, Public Chapter No. 1 provides that a third-grade student who is not proficient in ELA as determined by the student achieving a performance level rating of “below” on the ELA portion of the student's most recent TCAP test may be promoted if:

- a. The student is an English language learner and has received less than two (2) years of ELA instruction;
- b. The student was previously retained in any of the grades K-3;
- c. The student is retested before beginning the next school year and scores proficient in ELA; or

- d. The student attends a learning loss bridge camp before the beginning of the upcoming school year, maintains a ninety (90%) percent attendance rate at the camp, and is assigned a tutor through the Tennessee accelerating literacy and learning corps to provide the student with tutoring services for the entirety of the upcoming school year based on tutoring requirements established by the Department of Education;

WHEREAS, in states that have adopted legislation regarding the retention of third-grade students, the educational outcomes for the students that have been retained have been mixed, with one reported negative outcome being that retention laws can have adverse effects on students with disabilities and at-risk students;

WHEREAS, other than Tennessee, most if not all of the states that have adopted legislation regarding the retention of third-grade students have included in that legislation a provision allowing school districts to promote students who were not proficient in ELA as measured by standardized state tests but yet showed progress based on school district data demonstrating an understanding of ELA via alternative knowledge assessments; and

WHEREAS, Tennessee’s failure to afford school districts the discretion to make retention decisions based on school district data that measures student progress adversely and disproportionately affects students who, for many reasons, might not perform well on standardized tests but yet demonstrate an understanding of ELA via alternative knowledge assessments.

**NOW, THEREFORE, BE IT RESOLVED**, that the Williamson County Board of Education urges the General Assembly to allow school districts to make retention decisions for third-grade students based upon school district data which demonstrates an understanding of ELA.

Votes: \_\_\_\_\_ In Favor                      \_\_\_\_\_ Against                      \_\_\_\_\_ Abstain

The Board authorizes its Chair to sign below, this \_\_\_\_\_ day of January, 2022.

\_\_\_\_\_  
**Nancy Garrett, Chair**

\_\_\_\_\_  
**Date**



## 2022 Legislative Agenda

*TSBA firmly believes in the success of Tennessee's public schools and the opportunities they have provided and continue to provide to children. The Association acknowledges the challenges that public schools face as well as the need for continued improvement, and its member boards of education are dedicated to reaching the goal of every child achieving his or her highest potential. We believe we can help accomplish this goal by focusing our legislative efforts on the following areas:*

### Local Control of Schools

- TSBA believes that local boards of education are the best equipped and informed to make decisions to address the needs and challenges of their local schools. TSBA opposes any efforts to diminish or impede upon this local control.

### Use of Temporary Assistance for Needy Families (TANF) Funds

- TSBA urges the General Assembly to allow local boards of education to use TANF funds for recurring costs related to funding positions that support social services.

### Use of Benchmark Scores

- TSBA urges the General Assembly to allow school districts, schools, teachers, and students the option to utilize benchmark assessments to measure growth and proficiency.

### Options for Third-Grade Retention

- TSBA urges the General Assembly to allow school districts to make retention decisions for third-grade students based upon school district data which demonstrates an understanding of ELA.

### Teacher Evaluations

- TSBA urges the General Assembly to require the State Board of Education to create a teacher evaluation system that would allow the use of benchmark assessments as a component in teacher evaluations.



### **Removing Time Limits on State Mandated Assessments**

- TSBA urges the General Assembly to remove time limits on state mandated assessments.

### **Waiver from Summer School Requirement**

- TSBA urges the General Assembly to allow school districts that use an extended calendar to receive a waiver from the summer school requirement.

### **Teaching Incentives**

- TSBA urges the General Assembly to provide incentives for individuals wishing to enter the teaching profession and pay for the Praxis tests for teacher candidates.

### **Open Enrollment**

- TSBA urges the General Assembly to rescind or amend Public Chapter 479 to require each local Board of Education to develop a policy to govern transfers within their school district.

### **Use of the ACT/SAT Suite of Tests**

- TSBA urges the General Assembly and the Tennessee Department of Education to allow school districts the opportunity to select either the TCAP testing program provided by the State of Tennessee or the suite of standardized assessments available from either ACT or SAT for all public high school students.

*The Tennessee School Boards Association will actively support legislation relative to these and other issues as determined by its Resolutions and Position Statements.*



**TO:** Williamson County Board of Education

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

*rf*

**SUBJECT:** End of Month Financials

**DATE:** January 18, 2022

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

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

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rachel.farmer

Williamson County Schools  
YEAR-TO-DATE BUDGET REPORT

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FOR 2022 06

JOURNAL DETAIL 2022 1 TO 2022 13

ACCOUNTS FOR:	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
141 GENERAL PURPOSE SCHOOL						
40000 REVENUES	-401,416,371	-3,378,720	-404,795,091	-118,641,078.11	-286,154,013.26	29.3%
71100 REGULAR INSTRUCTION	190,394,584	4,659,125	195,053,709	79,659,852.69	114,452,126.95	40.8%
71150 ALTERNATIVE INSTRUCTION	632,424	0	632,424	207,055.67	416,721.67	32.7%
71200 SPECIAL EDUCATION INSTRUCTION	60,803,754	649,683	61,453,437	25,010,419.42	35,870,448.35	40.7%
71300 CAREER AND TECHNICAL EDUCATIO	8,430,796	802,070	9,232,866	3,365,778.99	5,030,443.30	36.5%
71400 STUDENT BODY EDUC PRGM	1,950,000	0	1,950,000	871,428.17	791,355.04	44.7%
72110 ATTENDANCE	497,041	13,993	511,034	248,459.59	262,574.41	48.6%
72120 HEALTH SERVICES	7,218,227	8,000	7,226,227	2,829,168.17	4,385,144.33	39.2%
72130 OTHER STUDENT SUPPORT	13,072,924	1,276,374	14,349,298	5,273,070.91	7,480,200.37	36.7%
72210 INSTRUCTION SUPPORT	13,733,530	160,745	13,894,275	5,764,621.62	7,792,618.22	41.5%
72215 ALTERNATIVE SUPPORT	215,735	6,321	222,056	107,606.26	114,449.74	48.5%
72220 SPECIAL EDUCATION SUPPORT	7,740,680	5,245	7,745,925	3,263,401.82	4,174,635.45	42.1%
72230 CAREER/TECH EDUC SUPPORT	445,931	62,174	508,105	214,631.50	292,243.65	42.2%
72250 TECHNOLOGY	10,394,756	276,014	10,670,770	5,843,027.04	3,827,145.85	54.8%
72310 BOARD OF EDUCATION	15,480,375	-8,491,479	6,988,896	2,359,341.08	4,541,768.62	33.8%
72320 OFFICE OF SUPERINTENDENT	1,711,573	84,335	1,795,908	799,682.26	988,311.10	44.5%
72410 OFFICE OF PRINCIPAL	26,156,133	1,422,000	27,578,133	12,649,856.78	14,928,276.22	45.9%
72510 FISCAL SERVICES	2,070,740	42,856	2,113,596	1,061,957.20	1,051,518.80	50.2%
72520 HUMAN SERVICES/PERSONNEL	1,960,765	53,649	2,014,414	892,149.86	1,076,493.66	44.3%
72610 OPERATION OF PLANT	20,038,006	24,875	20,062,881	8,865,103.24	6,941,738.73	44.2%
72620 MAINTENANCE OF PLANT	9,748,973	961,016	10,709,989	4,427,276.34	5,009,931.09	41.3%
72710 TRANSPORTATION	19,892,776	1,478,667	21,371,443	8,794,684.13	12,336,074.62	41.2%
73300 COMMUNITY SERVICES	1,106,857	7,434	1,114,291	607,731.56	488,661.97	54.5%
73400 EARLY CHILDHOOD/PRE K	882,554	24,077	906,631	334,722.14	565,299.53	36.9%
99100 TRANSFERS OUT	0	550,000	550,000	550,000.00	.00	100.0%
TOTAL GENERAL PURPOSE SCHOOL	13,162,763	698,455	13,861,218	55,359,948.33	-53,335,831.59	399.4%
TOTAL REVENUES	-401,416,371	-3,378,720	-404,795,091	-118,641,078.11	-286,154,013.26	
TOTAL EXPENSES	414,579,134	4,077,175	418,656,309	174,001,026.44	232,818,181.67	
PRIOR FUND BALANCE				3,925,779.85		
CHANGE IN FUND BALANCE - NET OF REVENUES/EXPENSES				-55,359,948.33		
REVISED FUND BALANCE				-51,434,168.48		

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Williamson County Schools  
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ACCOUNTS FOR: 142 SCHOOL FEDERAL PROJECTS	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
40000 REVENUES	-8,559,300	-8,278,713	-16,838,013	-3,449,032.30	-13,388,980.78	20.5%
71100 REGULAR INSTRUCTION	693,940	4,141,580	4,835,520	296,685.20	4,538,295.53	6.1%
71200 SPECIAL EDUCATION INSTRUCTION	3,898,689	2,255,211	6,153,900	2,026,415.69	3,223,520.87	32.9%
71300 CAREER AND TECHNICAL EDUCATIO	238,616	0	238,616	52,718.64	94,507.82	22.1%
72120 HEALTH SERVICES	866,504	6,416	872,920	372,210.44	500,709.56	42.6%
72130 OTHER STUDENT SUPPORT	120,554	768,714	889,269	6,774.25	868,451.90	.8%
72210 INSTRUCTION SUPPORT	629,718	152,084	781,802	230,255.46	528,248.61	29.5%
72220 SPECIAL EDUCATION SUPPORT	869,238	-33,264	835,974	344,420.52	449,805.57	41.2%
72230 CAREER/TECH EDUC SUPPORT	8,428	0	8,428	4,362.54	4,065.46	51.8%
72710 TRANSPORTATION	800	0	800	166.94	633.06	20.9%
99100 TRANSFERS OUT	1,232,812	987,971	2,220,783	308,957.65	1,911,825.71	13.9%
TOTAL SCHOOL FEDERAL PROJECTS	0	0	0	193,935.03	-1,268,916.69	100.0%
TOTAL REVENUES	-8,559,300	-8,278,713	-16,838,013	-3,449,032.30	-13,388,980.78	
TOTAL EXPENSES	8,559,300	8,278,713	16,838,013	3,642,967.33	12,120,064.09	
PRIOR FUND BALANCE				.00		
CHANGE IN FUND BALANCE - NET OF REVENUES/EXPENSES				-193,935.03		
REVISED FUND BALANCE				-193,935.03		

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ACCOUNTS FOR: 143	CENTRAL CAFETERIA	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
40000	REVENUES	-14,115,000	0	-14,115,000	-9,401,882.48	-4,713,117.52	66.6%
73100	FOOD SERVICE	14,068,454	0	14,068,454	7,054,887.21	3,758,985.81	50.1%
	TOTAL CENTRAL CAFETERIA	-46,546	0	-46,546	-2,346,995.27	-954,131.71	5042.3%
	TOTAL REVENUES	-14,115,000	0	-14,115,000	-9,401,882.48	-4,713,117.52	
	TOTAL EXPENSES	14,068,454	0	14,068,454	7,054,887.21	3,758,985.81	
	PRIOR FUND BALANCE				625,389.58		
	CHANGE IN FUND BALANCE - NET OF REVENUES/EXPENSES				2,346,995.27		
	REVISED FUND BALANCE				2,972,384.85		

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ACCOUNTS FOR: 146	EXTENDED SCHOOL PROGRAM	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
40000	REVENUES	-4,949,050	-56,000	-5,005,050	-3,287,709.88	-1,717,340.12	65.7%
73300	COMMUNITY SERVICES	4,939,162	56,000	4,995,162	2,190,667.56	2,761,165.30	43.9%
	TOTAL EXTENDED SCHOOL PROGRAM	-9,888	0	-9,888	-1,097,042.32	1,043,825.18*****%	
	TOTAL REVENUES	-4,949,050	-56,000	-5,005,050	-3,287,709.88	-1,717,340.12	
	TOTAL EXPENSES	4,939,162	56,000	4,995,162	2,190,667.56	2,761,165.30	
	PRIOR FUND BALANCE				1,257,806.95		
	CHANGE IN FUND BALANCE - NET OF REVENUES/EXPENSES				1,097,042.32		
	REVISED FUND BALANCE				2,354,849.27		

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ACCOUNTS FOR: 177	EDUCATION CAPITAL PROJECTS	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
40000	REVENUES	-435,020,779	-457,163,957	-892,184,736	-892,509,857.48	325,121.70	100.0%
82330	OTHER DEBT SERVICE	0	2,400,000	2,400,000	2,400,000.00	.00	100.0%
91300	EDUCATION CAPITAL OUTLAY	647,894,867	269,961,872	917,856,739	770,020,044.89	88,035,035.34	83.9%
	TOTAL EDUCATION CAPITAL PROJECTS	212,874,088	-184,802,085	28,072,003	-120,089,812.59	88,360,157.04	-427.8%
	TOTAL REVENUES	-435,020,779	-457,163,957	-892,184,736	-892,509,857.48	325,121.70	
	TOTAL EXPENSES	647,894,867	272,361,872	920,256,739	772,420,044.89	88,035,035.34	
	PRIOR FUND BALANCE				92,889,138.09		
	CHANGE IN FUND BALANCE - NET OF REVENUES/EXPENSES				51,075,120.60		
	REVISED FUND BALANCE				143,964,258.69		

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	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT COLL
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GRAND TOTAL	225,980,417	-184,103,630	41,876,786	-67,979,966.82	33,845,102.23	-162.3%
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\*\* END OF REPORT - Generated by Rachel Farmer \*\*



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

To: Rachel Farmer *VR/RF*  
 From: Kirk Elliott  
 Date: January 3, 2022  
 RE: Purchasing Report

**Contains bid projects conducted during the month of November and December 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.

<b>RFP #1262</b>	<b>Williamson County Schools Online Surplus Auctions - Part B</b>
<b>Project Description</b>	WCS sold various used and worn surplus furniture and equipment items at the on-line auction...gross proceeds were approx. \$12,000. Note: Prior to the auction, WCS donated a number of items, at no cost, to the Humphreys County School District to aid and assist in their recovery efforts.
<b>Department</b>	Purchasing on-line auction
<b>Advertised</b>	Monday, October 25, 2021 in the Tennessean
<b>Bid Opening</b>	Beginning Sunday, November 14, 2021 thru Sunday, November 21, 2021 at 5:00 p.m.

<b>RFB #1265</b>	<b>Phase III Page High School Addition Construction Package</b>	
<b>Project Description</b>	This project solicited bids for the construction and renovation project at Page HS.	
<b>Department/Director</b>	Facilities & Construction, Eric Gardner	
<b>Architect/Engineer</b>	Chase Turpin, GMC	
<b>Advertised</b>	Thursday, September 23, 2021 in the Tennessean	
<b>Bid Opening</b>	Thursday, November 4, 2021 at 10:30 a.m.	
<b>Bidders Solicited for this Project</b>	<b>Name of Company</b>	<b>Bid Amount</b>
	American Constructors	
	Baron Construction	
	Bell and Associates	
	Deangelis Diamond Construction	
	Dowdle Construction	
	Fellowship Construction	
	Hardaway Construction	
	Lee Adcock Construction	
	Orion Building Corp.	
	Pride Concrete	
	R.C. Matthews	
	<b>R.G. Anderson</b>	<b>\$24,989,000.00</b>
	Rock City Construction	
Romach		
Southland Constructors		
Wright Construction Services	\$29,220,000.00	
<b>Awarded</b>	<b>R.G. Anderson</b>	

<b>RFB #1271</b>	<b>Bethesda Elementary School Wastewater Improvements</b>	
<b>Project Description</b>	This project was to perform wastewater improvements at Bethesda Elementary School.	
<b>Department</b>	Maintenance, Adam Christopher	
<b>Architect/Engineer</b>	Steven Jones, Water Management Services	
<b>Advertised</b>	Friday, October 8, 2021	
<b>Bid Opening</b>	Thursday, November 18, 2021 at 2:30 p.m.	
	<b>Name of Company</b>	<b>Bid Amount</b>
<b>Bidders Solicited for this Project</b>	Civil Constructors	
	Contracting Services	
	Dynamics, Inc.	
	Gillespie Construction Enterprises	
	J & H	
	Mid State Construction Co	
	Romach	
	Roy Joe Angel Construction Co	\$1,850,000.00
	Underground Pipe & Construction	
<b>W &amp; O Construction Company</b>	<b>\$1,821,000.00</b>	
<b>Awarded</b>	<b>W &amp; O Construction Company</b>	

<b>RFP #1272</b>	<b>AED Automated External Defibrillators</b>	
<b>Project Description</b>	Procurement of AED units for district.	
<b>Department</b>	Purchasing	
<b>Advertised</b>	Wednesday, November 3, 2021	
<b>Bid Opening</b>	Tuesday, November 30, 2021 at 10:30 a.m.	
	<b>Name of Company</b>	<b>Bid Amount for AED Units</b>
<b>Bidders Solicited for this Project</b>	One Beat Medical	\$1,150.00
	AEO Superstore	\$1,182.75
	Cintas	\$1,149.00
	Premedics	no bid
	Heartland Stryker	no bid
	School Health	\$1,274.66
	General Med Devices	\$1,099.00
	<b>Rescue One Training</b>	<b>\$1,058.00</b>
	Sterling Medical	\$1,389.00
<b>Awarded</b>	<b>Rescue One Training</b>	

<b>RFB #1273</b>	<b>New General Ed &amp; Special Ed School Bus</b>		
<b>Project Description</b>	and any new growth that is needed.		
<b>Department/Director</b>	Transportation, Jeff Fuller		
<b>Advertised</b>	Friday, November 5, 2021	in the Tennessean	
<b>Bid Opening</b>	Thursday, December 9, 2021 at 10:30 a.m.		
	<b>Name of Company</b>	<b>General Ed</b>	<b>Special Ed</b>
<b>Bidders Solicited for this Project</b>	Cumberland International	No Bid	<b>\$112,553.00</b>
	Mid South Bus Center	<b>\$115,252.00 w/beltfrm</b>	\$117,970.00
	Central States	\$123,523.00 w beltfrm	\$136,381.00
<b>Awarded</b>	<b>19 Gen Ed buses awarded to Mid State Bus Ctr. 4 Special Ed Buses awarded to Cumberland Intl.</b>		

<b>RFP #1274</b>	<b>CTE IT: Autonomous Robot</b>	
<b>Project Description</b>	Procure an autonomous robot to be used for numerous applications for the WCS CTE Department. This	
<b>Department</b>	CTE, Jeremy Qualls	
<b>Advertised</b>	Friday, October 22, 2021	
<b>Bid Opening</b>	Tuesday, November 9, 2021 at 2:30 p.m.	
	<b>Name of Company</b>	<b>Bid Amount</b>
<b>Bidders Solicited for this Project</b>	Anybotics	
	<b>Boston Dynamics</b>	<b>\$76,000.00</b>
	Fetch Robotics	
	True-Tech	
	Unitree	
<b>Awarded</b>	<b>Boston Dynamics</b>	

<b>RFP #1275</b>	<b>District Copy Paper</b>	
<b>Project Description</b>	This is a comprehensive large distribution of Copy Paper for all WCS Schools & WCS Ancillary Bldgs.	
<b>Department</b>	Purchasing	
<b>Advertised</b>	Wednesday, November 3, 2021 in the Tennessean	
<b>Bid Opening</b>	Wednesday, December 1, 2021 at 2:30 p.m.	
	<b>Name of Company</b>	<b>Bid Amount</b>
<b>Bidders Solicited for this Project</b>	<b>American Paper &amp; Twine</b>	<b>\$34.90 per case</b>
	Liberty Paper	No bid
	Staples	No bid
	Office Depot	\$34.99 per case
	Veritiv	\$40.15 per case
<b>Awarded</b>	<b>American Paper &amp; Twine was awarded this distribution</b>	

# School Board Overnight Field Trip Report

Trip ID	Trip Date	Return Date	Approved	Origin	Trip Name	Trip Type	Activity Type	#	Destination
32163	12/3/2021	12/4/2021	11/18/2021	Brentwood High	Wrestling @ Huntsville Inv.	Athletic Trip	Varsity Wrestling	20	Huntsville High School
	<b>Notes/Fees</b> No Cost. No bus needed. Wrestler number subject to change								
31868	12/10/2021	12/11/2021	11/9/2021	Brentwood High	Wrestling @ McCallie Inv.	Athletic Trip	Varsity Wrestling	20	McCallie High School
	<b>Notes/Fees</b> No Cost. No Bus. Wrestler Numbers Subject to change								
32164	12/17/2021	12/18/2021	11/30/2021	Brentwood High	Wrestling @ Dalton Ga	Athletic Trip	Varsity Wrestling	16	Coahulla Creek High School
	<b>Notes/Fees</b> No Cost. No bus needed. Wrestler number subject to change								
32378	1/7/2022	1/8/2022	12/14/2021	Brentwood High	Wrestling @ Drennan Inv.	Athletic Trip	Varsity Wrestling	14	Father Ryan High School
	<b>Notes/Fees</b> No cost. Wrestler number subject to change								
31851	3/15/2022	3/18/2022	10/18/2021	Brentwood High	BHS Band Disney Trip	Band Trip	9th - 12th grade	150	Disney World
	<b>Notes/Fees</b> over100 - \$1,480.00 per student. No driver needed. 6am departure flight on 3/15/2022.								
31686	11/13/2021	11/14/2021	11/8/2021	Brentwood Middle	Dance Team Competition	Athletic Trip	Dance Team	23	Lexington, KY
	<b>Notes/Fees</b> 0 cost per student, fees paid covered at dance studio. Dancers are responsible for transportation to and from the competition as well as lodging if staying overnight. Parents are encouraged to attend. Both dance team coaches + outside choreographer will be present.								
31686	11/13/2021	11/14/2021	11/8/2021	Brentwood Middle	Dance Team Competition	Athletic Trip	Dance Team	23	Lexington, KY
	<b>Notes/Fees</b> 0 cost per student, fees paid covered at dance studio. Dancers are responsible for transportation to and from the competition as well as lodging if staying overnight. Parents are encouraged to attend. Both dance team coaches + outside choreographer will be present.								
33419	1/20/2022	1/22/2022	1/4/2022	Centennial High	Mid State Band	Fine Arts	Concert	168	Embassy Suites by Hilton Nashville SE M'boro
	<b>Notes/Fees</b> No Cost. Funds provided through Donations, fundraisers and boosters. Following schools are going. BMS, BHS, CHS, FVHS, FHS, PHS PMS, GMS, HMS, HILLS, INHS, MCMS, NHS, RHS, SSMS, SHS, SMS, TSMS, WMS								
33420	1/13/2022	1/15/2022	1/4/2022	Centennial High	Mid State Orchestra & Jazz	Fine Arts	Concert	136	Embassy Suites by Hilton Nashville SE M'boro
	<b>Notes/Fees</b> No Cost. Funds provided through Donations, fundraisers and boosters. Following schools are going. BMS, BHS, CHS, FVHS, FHS, PHS PMS, GMS, HMS, HILLS, INHS, MCMS, NHS, RHS, SSMS, SHS, SMS, TSMS, WMS								
31605	2/3/2022	2/7/2022	1/3/2022	Centennial High	National Dance Championship	Athletic Trip	Dance Team	14	Disney World
	<b>Notes/Fees</b> over100. \$841 per person. Fundraising will offset costs. No bus needed.								
31605	2/3/2022	2/7/2022	1/3/2022	Centennial High	National Dance Championship	Athletic Trip	Dance Team	14	Disney World
	<b>Notes/Fees</b> over100. \$841 per person. Fundraising will offset costs. No bus needed.								
32118	2/21/2022	3/11/2022	11/16/2021	Chapman's Retreat Elementar	Skating SCHOOLWIDE	Athletic Trip	School Wide	617	Skatetime
	<b>Notes/Fees</b> \$10 per student. SKATING IN CRES GYM, 3 WEEKS FROM FEBRUARY 21 - MARCH 11. NO BUSES NEEDED.								
32377	2/24/2022	2/27/2022	12/15/2021	Fairview High	Youth in Government	Academic Field Trip	Youth in Government	25	Doubletree Hotel Nashville
	<b>Notes/Fees</b> No Cost. Paid from fees								
32297	12/3/2021	12/4/2021	12/2/2021	Franklin High	Powell HS Dual Tournament	Athletic Trip	Varsity Wrestling	20	Powell High School
	<b>Notes/Fees</b> No cost to students								
32300	12/17/2021	12/18/2021	12/3/2021	Franklin High	Coahulla Creek	Athletic Trip	Varsity Wrestling	20	Coahulla Creek High School
	<b>Notes/Fees</b> No Cost to Students. No Bus needed								
32299	12/26/2021	12/31/2021	12/3/2021	Franklin High	Destin Basketball Trip	Athletic Trip	9th - 12th grade	30	Sandestin Hilton
	<b>Notes/Fees</b> No Cost to Students. No bus needed, this trip is Booster paid.								
32179	1/27/2022	1/28/2022	11/17/2021	Heritage Middle	HMS ALL-COUNTY BAND	Band Trip	Concert	0	Brentwood Baptist Church
	<b>Notes/Fees</b> No Cost - Students will provide their own transportation to this event. Event occurs evening of 1/27 and all-day 1/28								
32096	11/5/2021	11/6/2021	11/4/2021	Independence High	FOOTBALL PLAYOFF	Athletic Trip	Varsity Football	85	Collierville High School
	<b>Notes/Fees</b> No Cost - NO DRIVER NEEDED								
32231	3/13/2022	3/18/2022	12/3/2021	Page High	Varsity Baseball at Pensacola	Athletic Trip	Varsity Baseball	24	Hampton Inn Pensacola Beach
	<b>Notes/Fees</b> No CostNo Driver Needed								
32149	12/3/2021	12/4/2021	12/2/2021	Ravenwood High	Forensics Competition	Academic Field Trip	Forensics	20	Collierville High School
	<b>Notes/Fees</b> No CostEstimated number of students but there won't be more than one bus will hold.								

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## MEMORANDUM

TO: Williamson County School Board

CC: Jason A. Golden, Superintendent

FROM: Carol Birdsong, Executive Director of Communications

DATE: January 3, 2022

RE: STRATEGIC PLAN: II, 8, 1- MODIFY WCS WEBSITES TO IMPROVE ACCESS TO PEOPLE WITH DISABILITIES

The Williamson County Schools Communications Department has taken numerous steps to meet its Strategic Plan goal of improving website accessibility to people with disabilities.

In the summer of 2020, WCS began using Blackboard to design and host its websites. The District chose Blackboard because their products are designed and developed in accordance with the internationally recognized Web Content Accessibility (WCAG) Guidelines 2.1 Level AA as well as the Section 508 standards in the United States.

WCS also purchased a product called Ally which allows WCS webmasters to automatically check website content for accessibility issues against an accessibility checklist that is based on key areas of the WCAG 2.1 AA standard.

In addition, WCS webmasters are required to attend multiple training sessions each school year where improving accessibility is among the topics addressed. Past training sessions have included how to add alt text to images, how to select correct fonts and colors and how to make forms accessible.

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## MEMORANDUM

TO: Williamson County School Board

FROM: Leigh Webb, Assistant Superintendent of Secondary Schools

DATE: 01/03/2022

RE: Strategic Plan Update  
Strategic Commitment: III  
Goal: 7  
Action Step: 6: Expand dual credit, dual enrollment, and industry certification opportunities for CTE students so that every CTE concentrator graduates with an opportunity to obtain a postsecondary certificate or industry certification.

The College, Career, and Technical Education department has expanded opportunities for students to obtain postsecondary certifications, dual enrollment, dual credit, and/or industry certifications through various means. At the start of the 2022 school year, a new certification and Dual Credit program will open with Columbia State Community College in the Hospitality and Tourism program of study. Students will be able to receive college credit and a technical certificate through Marketing, Culinary Arts, and/or a combination of both. Additional Dual Enrollment opportunities are being explored at this time.

The CCTE department piloted an online certification program called Precision Exams during the 2021-22 school year. Though this endeavor, 1106 certification assessments were passed (71% pass rate) within the Marketing, Business, Criminal Justice, Digital Arts, and Teaching as a Profession clusters.

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## MEMORANDUM

TO: Williamson County School Board

FROM: Leigh Webb, Assistant Superintendent of Secondary Schools

DATE: 01/03/2022

RE: Strategic Plan Update  
Strategic Commitment: III  
Goal: 8  
Action Step: 4: Provide practicum courses so all WCS CTE students will have an opportunity to participate in a business/industry specific project based learning practicum course on campus and minimize the need for student travel.

The CTE department has increased the amount of practicum courses offered during the 2021-22 school year. The Arts Practicum is a project-based learning class that sees students from TV/Film, Arts, Digital Arts and Design courses come together to form a “marketing firm” class that helps market the local schools, arts, athletics, and academics.

The CTE department has also created the Outside the Lines Work Based Learning (WBL) class where students can apply to participate in a project-based learning environment for school credit. These students report to the Entrepreneurship and Innovation Center during their last class period to work for the WCS Athletics Director to help improve, enhance, and get practical work experience while working alongside district leaders. This WBL experience is designed for students to see the many thriving professional careers associated with athletics, but “outside the lines” of the actual athletic contest.

The CTE department hosted the Career Quest virtually in the 2021-22 school year. This event aligns with the strategic plan for industry awareness, industry tours and workforce development. The Career Quest will return to a live event held at the Williamson County Ag Center in the 2022-23 school year.