



Williamson County School Board Meeting

January 18, 2022 6:30 PM

Williamson County Administrative Complex - Auditorium

1. Call to Order

- a. Record Attendance
- b. Pledge of Allegiance and a Moment of Silence

2. Items of Particular Public Interest (Public Comment)

3. Approval of Agenda

4. Approval of Consent Agenda

- 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)

5. Communications to the Board

- a. Superintendent's Report
 - I. Student, Staff and School Spotlights
- b. Board Chair Report

6. New Business

- a. Approval 2021–2022 School Board Budget Amendments and Resolutions (10 minutes)
 - 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
- b. General Purpose School Fund Resolution 2.22 Additional Staffing - \$3,404,971
- c. General Purpose School Fund Resolution 2.22 Raise - \$3,914,269
- d. Approval of Retention Bonus for School Psychologists
- e. Approval of Open and or Closed Zoned Schools for 2022-2023 (Annual Agenda Item)
- f. Approval of Charter School Review Committee 2022
- g. Approval of TSBA Legislative Agenda
- h. COVID-19 ADA Disability Accommodation Protocol

7. Adjournment



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 Bidingger 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

Wimberly: Yes

Mr. Eric

Welch: Yes

Mr. KC

Haugh: Yes

Mrs. Nancy

Garrett: Yes

Mr. Joshua

Brown: Yes

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

Cash: Yes

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

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

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.

Chairperson

Superintendent

Williamson County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Wellness	Descriptor Code: 6.411	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.¹

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^{2,3}**

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.² 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.^{4,5,6}

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.^{4,5,6}
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.^{2,5,6}

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 EDUCATION⁷**

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 CURRICULUM³**

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

3 **SCHOOL HEALTH INDEX³**

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.⁸

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: Review: Annually, in November	Descriptor Term: Virtual Education Program	Descriptor Code: 4.214	Issued Date: 09/20/21
		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.¹

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.*¹

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

11 Virtual education programs³ shall be made available to students for the following purposes:

- 12 1. Continuity of educational service for students who are homebound; and⁴
- 13
- 14 2. Continuity of educational service for students who are quarantining.⁵
- 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)

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>									

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



MEMORANDUM

TO: Williamson County School Board

FROM: 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.



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:

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

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:

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

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 14th, 2022, approve and amend the 2021-22 General Purpose School Fund budget in the following manner:

Revenue		
141.39000	Fund Balance	\$3,404,971
Expenditure		
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
	Total	\$3,404,971

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 31st, 2022, and will first be received on the February 28th 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

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

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

Account	Account Description	Amount
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

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

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



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.**

Grade 1H						
A	Bus Attendant; Custodial Associate; Maintenance Apprentice Technician	12.68	13.16	13.85	14.68	15.52
Grade 2H						
A	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	Secretary (Department, Guidance, Registrar, School)	13.51	14.61	15.72	16.82	17.92
Grade 3H						
A	Maintenance Technician (Filter Technician, General Maintenance Worker); Warehouse Technician	14.53	15.72	16.89	18.08	19.25
B	Teacher Assistant (SPED)	16.00	16.00	17.05	18.24	19.44
Grade 4H						
A	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	Accounting Clerk II (A/P Technician, Purchasing Assistant)	15.85	17.34	18.83	20.30	21.79
Grade 5H						
A	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	Skilled Trades III (Fire Alarm Technician, Electrician, HVAC Technician); Junior Accountant	17.34	18.93	20.52	22.11	23.70
Grade 6H						
A	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	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.**

Grade 1E						
A	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	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
Grade 2E-Bachelor's degree (Exempt)						
A	District Webmaster; Energy Resources Coordinator; Compensation and Reporting Manager; Internal Auditor; Supervisor (HR, Payroll)	\$60,874	\$66,962	\$73,050	\$79,137	\$85,224
Grade 3E-Midlevel Management - Bachelor's degree (Exempt)						
A	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
Student Workers						

Year 1	Year 2	Year 3
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.

SACC					
Grade 1S					
SACC Group Associate**; SACC Seasonal Worker	12.91	13.40	14.11	14.96	15.81
**SACC Group Associates working the morning shift receive a \$2/hour shift premium during the SY.					
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
Grade 2S					
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
FOOD SERVICE					
Grade 1F					
Food Service Associate**	12.91	13.40	14.11	14.96	15.81
**Food Service Workers employed as a Rover receive an additional \$1.50/hr in lieu of mileage reimbursement.					
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
Grade 2F					
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.
TRANSPORTATION					
Grade 1T					
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
Grade 2T					
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
IT					
Grade 1IT					
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
OPERATIONS					
Grade 1O					
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.

HEALTH SERVICES					
Grade 1HS					
Sign Support Staff	14.26	15.42	16.58	17.74	18.90
Grade 2HS					
Interpreter - Non-licensed	18.94	20.71	22.48	24.24	26.01
Grade 3HS Bachelor's degree (Non-exempt)					
Certified Occupational Therapy Assistant (COTA); Physical Therapist Assistant (PTA); Speech-Language Pathology Assistant (SPLA)	21.37	23.42	25.45	27.50	29.53
Grade 4HS Bachelor's degree (Exempt)					
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



**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**

Years of Experience*	Elementary School	Middle School	High School
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

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 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**

Years of Experience*	
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

Degree Supplement	
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.

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: 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.

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



MEMORANDUM

TO: Williamson County 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
Elementary																						
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	K-5 only
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
Middle																						
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	
High																						
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.

End of Document

© 2022 Thomson Reuters. No claim to original U.S. Government Works.

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



MEMORANDUM

TO: Williamson County 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

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



MEMORANDUM

TO: Williamson County School Board

FROM: 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.

WCS AMERICANS WITH DISABILITIES ACT/REHABILITATION ACT COVID-19 STUDENT ACCOMMODATIONS PROTOCOL

Williamson County Schools (WCS) is committed to ensuring that students with disabilities have an opportunity equal to that of their peers to participate in WCS programs, benefits, and services as required by law. Due to the fact-intensive nature of the interactive process that is integral to addressing requests for reasonable accommodations, such matters are best addressed at the school level by personnel who know the student best, with support and assistance of Central Office personnel. To assist school officials in making these determinations in the context of the unique challenges presented by COVID-19, the Board of Education has adopted guidelines to be used when a student with a disability (or a parent, guardian or advocate of such student) requests a reasonable accommodation related to COVID-19. While COVID-19 has and continues to present challenges for all students; students with disabilities may be uniquely affected by COVID-19, either because their disability renders them more likely to contract COVID-19 or renders them more vulnerable to severe symptoms from COVID-19. Students with disabilities may also require accommodations related to the implementation of certain COVID-19 precautions – for example, some disabilities may render it difficult or impossible for a student to tolerate masking or other precautions. In each instance, reasonable accommodations must be considered based on the individual student’s circumstances and implemented appropriately.

This protocol is intended to address reasonable accommodations for access to school facilities by students with disabilities. Any request for reasonable accommodation that implicates the requirements for FAPE under the Rehabilitation Act or the IDEA will continue to be addressed via the process outlined for such requests under WCS policies and federal law. While this policy is not intended to address requests related to FAPE, administrators are encouraged to consult with members of the IEP or 504 teams for an individual student to the extent those individuals may have insights related to appropriate accommodations.

Any COVID-19 accommodation starts with a request from a student with a disability, the student’s parent or guardian, or an advocate acting on the student’s behalf. As with all requests for reasonable accommodations, appropriate accommodations related to COVID-19 should be determined through an interactive process that includes input from and collaboration among school officials and the student’s parent, guardian, and/or advocate requesting the accommodation on the student’s behalf. Each request for an accommodation related to COVID-19 should be evaluated individually, based upon a consideration of the specific facts and circumstances presented at the time of the request. Such considerations include, but are not limited to, the specific disability and needs of the student requesting the accommodation, the rate of COVID-19 infection in the school where the accommodation is requested, the recommendations of public health authorities, and if the accommodation may directly affect other students, the nature and impact of the requested accommodation on those other students, as well as the impact of the accommodation on the educational experience of the student in question and other students. Accommodations that affect other students to such an extent as to alter the fundamental nature of the program are not reasonable accommodations. Examples of COVID-19 accommodations which may be adopted pursuant to the interactive process depending upon the need of the student include, but are not limited to:

- Physical distancing consistent with the recommendations of public health authorities;

- Use of air purifiers;
- Early or late dismissal from classes to avoid hallway traffic;
- Preferred seating in classrooms;
- Provision of an alternative location for lunch;
- Masking of teachers and staff who interact with the student;
- N95 masking for the student in question;
- Encouraged voluntary masking of students who interact with the student;
- Required masking of students who interact with the student; or
- A waiver related to an existing masking requirement, should the Board at some point implement such a requirement for all students.

Where required masking is determined to be a reasonable accommodation, the requirement should be narrowly tailored and implemented in a manner which is least restrictive to other students and the learning environment, while still providing an effective accommodation to the student with a disability. For example, in an instance where required masking accommodations are deemed to be appropriate after a request for such accommodation and a determination through the interactive process that there is a need to accommodate a student with a disability, masking requirements should generally be limited to only the specific locations in which the student requesting the accommodation is present and should generally be limited to the duration necessary to achieve the goal of providing the affected student with meaningful access to the school. Because Williamson County Schools are equipped with enhanced ventilation systems, school officials should first consider whether implementing masking requirements at an individual grade level or in individual classrooms where a student is present, combined with adjusted class dismissal times to avoid hallway contact, will be sufficient to satisfy such an accommodation request. However, the Board recognizes the obligation of Williamson County Schools to afford a case-by-case evaluation of the need for such accommodations and to fashion each accommodation as needed for the student in question. Accordingly, the reasonableness and circumstances underlying the need for required masking as an accommodation, including, but not limited to, the rate of COVID-19 infection in the school where the accommodation was implemented, should be re-evaluated by school officials in conjunction with the parent(s) or guardian(s) of the student for whom the accommodation was implemented at least once every two weeks. Where required masking is implemented as a reasonable accommodation, existing medical and religious exemptions must be recognized, and proximity between those students and the student requiring the accommodation will be addressed through distancing and other strategies. When any school administrator is asked to consider a mandatory masking requirement that will impact students other than the student requesting the accommodation, the administrator shall consult with the Executive Director of Health and Wellness or his/her designee prior to determining whether to implement such requirement.

Nothing herein shall prohibit the Board of Education from implementing, nor require the Board of Education to implement, a district-wide policy addressing any of these mitigation strategies for the general school population. Rather, the intent of this protocol is to authorize and guide school personnel in making decisions related to accommodations for students with disabilities through the interactive process contemplated by the Americans with Disabilities Act and Section 504 of the Rehabilitation Act, regardless of whether such policies are in effect for the general school population.