



Williamson County School Board Meeting

May 16, 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 April 18, 2022 School Board Meeting Minutes
- b. Easement at Trinity Elementary /Park
- c. TDOT Easement at Fairview High/ Middle School
- d. Recommendation for Field Trip Fee Requests

5. Communications to the Board

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

6. New Business

- a. Evaluation of Superintendent (Annual Agenda Item)
- b. 2021-2022 School Board Budget
 - I. Approval of General Purpose School Fund Amendments
05.22 Bridge Camps Grant. \$ 1,166,232.72
 - II. Approval of General Purpose School Fund Amendments
05.22 Summer Learning Camps Grant. \$2,812,709.95
 - III. Approval of General Purpose School Fund
Amendments 05.22 STREAM Mini Camps Grant.
\$803,631.41
 - IV. Approval of General Purpose School Fund
Amendments 05.22 Summer Transportation Grant.
\$757,384.19
 - V. Approval of General Purpose School Fund Resolutions
06.22 Additional SSS Expenses. \$275,000.
 - VI. Approval of General Purpose School Fund Resolutions
06.22 Trustee Commission. \$650,000.
 - VII. Approval of General Purpose School Fund Resolutions
06.22 ESCO Payment. \$1,101,303.99
 - VIII. Approval of General Purpose School Fund
Resolutions 06.22 Additional Insurance Expenses.
\$550,000.

IX. Approval of General Purpose School Fund Resolutions

06.22 Additional Substitute Pay Expenses. \$2,500,000.

X. Approval of General Purpose School Fund Resolutions

06.22 Additional Fuel Costs. \$366,000.

XI. Approval of Central Cafeteria Fund Resolutions 06.22

Additional Cafeteria Expenses. \$3,067,500.

c. Approval of ESEA Grants (Annual Agenda Item)

d. Board Policies - Second Reading

I. 4.600 Report Cards and Grading Systems

II. 4.6051 Credit Requirements for Graduation

e. Board Policies - First Reading

I. 1.901 Charter School Applications

II. 4.205 Enrollment in Advanced Courses (NEW)

III. 6.300 Code of Conduct (NEW)

IV. 6.307 Drug-Free Schools (NEW)

f. Approval of PECCA Memorandum of Understanding (Annual Agenda Item)

g. Approval of Certified and Classified Pay Schedules for the 2022-23 School Year.

7. Adjournment



Williamson County School Board Meeting
April 18, 2022 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

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

Present: 11, Absent: 1.

1. Call to Order

Madam Chair Garrett called the meeting to order at 6:30 p.m.

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

Madam Chair Garrett called upon Sheriff's Deputies Coutras and Purcell to lead the Pledge of Allegiance, followed by a moment of silence.

2. Items of Particular Public Interest (Public Comment)

The following individuals spoke during public comment.

Rod Berger spoke about Community Participation & Support for the Board.

Elliott Franklin spoke about support for the Founder's Charter School application.

Kate Watkins spoke about curriculum and resources and in favor of the Epic app.

Lisa Salmon spoke about Erin's Law.

Tim Burbage spoke about support for the Founders Classical Academy.

Mitch Emoff spoke about support for the Founders Classical Academy.

Trisha Lucente spoke about the Epic app and age-appropriate content.

Kristie Harris spoke about censorship and diversity.

Gary Chapman spoke about the value of options for education in our county.

Bob Britton spoke about books and support for the Epic app.

Hannah Rosen spoke about support for the Epic app.

Carol Pringle spoke about support for Founders Classical Academy.

Lisa Rooney spoke about supporting a rich, diverse curriculum.

Edina Kishonthy spoke about ResponsiveEd launching a charter school.

Kimberly Jemmott spoke in favor of the Epic app.

Meredith Daniel spoke about WCS teacher tuition rate.
Mallory Hampton spoke about WCS teacher tuition rate.
Ashley Webster spoke in favor of the EPIC app.
Natalie Showalter spoke about DEI in schools.
Zack Swanson spoke in favor of Foundation's Charter School.
Lindsey Hornick spoke about censorship and diversity.
Scott Cutcher spoke about the toxic indoctrination of our children and in favor of Foundation's Charter School.
Leann White spoke about early release for the 2022-23 school year.

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. Rick Wimberly.

Mrs. Candace Emerson: Absent
Mrs. Nancy Garrett: Yes
Mr. Joshua Brown: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Absent for vote
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes10, Nay: 0, Absent: 2

4. Approval of Consent Agenda

Madam Chair Garrett presented the consent agenda for approval.

Motion Passed: Motion by Mr. Joshua Brown to approve. A second was made by Mrs. Angela Durham.

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

- a. Approval of March 21, 2022, School Board Meeting Minutes
- b. Recommendation for Field Trip Fee Requests

5. Communications to the Board

- a. Superintendent's Report

Superintendent Jason Golden thanked the individuals who spoke during public comment and encouraged listeners to watch the April 14 work session to learn more about the Epic app, and options for families. He stated, "We serve everyone, we serve our whole community, we serve anyone who chooses to come to public schools." He reminded the community and parents that families can opt out of certain curriculum items and library books. Golden spoke about the presentation at the work session from the Planning and Zoning department. He stated that this year we do not need to do a lottery. Everyone who applied for an out of zone will receive confirmation from the department soon.

I. Student, Staff and School Spotlights

In Student Spotlights, the Board recognized Future Farmers of America (FFA) students from Fairview and Page high schools for their success at the State Convention. Fairview High was named an FFA State Superior Chapter. Their teacher is David Harper. From Page High, Bryson Boone is the Division V Social Systems champion. Bryson and his classmates, Molly McKenzie, Sarah Milazo and Parker Pugh, are also the State Farm Business Management champions. Also from Page High, Cole Cruise and Morgan Riley are the State champions for Wildlife Management and Beef Production Placement, respectively. Their instructor is Shana Boteler.

Several students also won at the National Speech and Debate Association (NSDA) National Qualifying Event Tournament. Brentwood High won the Overall Sweepstakes and Debate Sweepstakes, and BHS students William Hong and Sully Mrkva placed first in Public Forum Debate. Their teachers are Matt Grimes and Harriet Medlin. Ravenwood High received the Leading Chapter Award, and their instructors are Rachel Cahill and Nathan Meredith.

A Ravenwood High student, Yuti Kale, was honored for scoring a perfect 36 composite on her ACT exam.

Students in the Brentwood area also had great success in the VEX IQ State Championship. Brentwood Middle's Connor Harris, Austin Schul and Colt King are the Teamwork Champions and won the Excellence Award in addition to qualifying for the World tournament. Also from BMS, Leyton Stevenson, Jack Harwell, McCale French, Jasmine Merrikh and Izzy Aulino won the Team Design Award and are World qualifiers. Cameron Work and Neel Inavolu, also from Brentwood Middle, won the Team Think Award and qualified for the World competition. Brentwood Middle's William Pankow, Andrew Yawn, Jett Holt, Bryson Breece, Caitlyn Arnold, Emerson Wille and Ashley Xu are also World qualifiers. Brentwood Middle is coached by Debra Schaefer.

A Brentwood High team, which includes Anthony Beckett, Yuhua Cai, Grant Carpenter, Lucas Clevenger, Luke Haws, Shaunak Moghe, Quin Wehby and Vikram Vinayagam, also qualified for the high school World Championship. They are coached by Dr. Roberto Marrero. The team will be joined by their peers at Ravenwood High: Mark Bell, Adwit Satyawadi and Connor Tasik. They are coached by Josh Peck.

In Staff Spotlights, Crockett Elementary's Stephanie Higgs was honored for being named the 2020-21 Tennessee Performing Arts Center Teacher of the Year.

Ravenwood High Principal Dr. Pam Vaden is the Tennessee Association of Secondary School Principals Middle Tennessee Region Principal of the Year.

b. Board Chair Report

Madam Chair Garrett reminded the School Board members of upcoming events, Shining Apple, Recognizing Students entering the Military, Senior Fine Arts, and Graduations.

6. New Business

a. Approval of Out of County Tuition Rate for Full Time Employees

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of the Out-of-County Tuition rate for Full Time Staff.

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

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

b. Approval of Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item)

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of the Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item).

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

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

c. Board Policies - First Reading

I. 4.600 Report Cards and Grading Systems

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of Board Policy 4.600 Report Cards and Grading Systems on first reading.

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

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

II. 4.6051 Credit Requirements for Graduation

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of Board Policy 4.6051 Credit Requirements for Graduation on first reading.

Motion Passed: Motion by Mrs. Jennifer Aprea to approve on first reading. A second was made by Mrs. Angela Durham.

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

III. 6.309 Zero Tolerance Offenses

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of Board Policy 6.309 Zero Tolerances on first reading.

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

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

d. Founder's Charter School Application

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of the Charter School Review Team Recommendation to approve the Resolution of the Williamson County Board of Education Denying the Charter School Application submitted by Founder's Classical Academy.

Motion Passed: Motion by Mr. Jay Galbreath to approve the resolution as presented. A second was made by Mr. Eric Welch.

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

Yes: 10, Nay: 0, Absent: 1, Abstain: 1

e. Approval to Close Discovery Virtual K-8 for the 2022-2023 School Year

Madam Chair Garrett called upon Superintendent Golden, who recommended approval to close Discovery Virtual K-8 for the 2022-2023 School Year.

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

Mrs. Candace Emerson: Absent
Mrs. Nancy Garrett: Yes
Mr. Joshua Brown: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Nay
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 10, Nay: 1, Absent: 1

f. Approval of Coding I Instructional Material Waiver Request

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of Coding I Instructional Material Waiver Request.

Motion Passed: Motion by Mrs. Jennifer Aprea to approval. A second was made by Ms. Sheila Cleveland.

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

Approval of Tenure Recommendations (Annual Agenda Item)

Madam Chair Garrett called upon Superintendent Golden, who recommended approval of Tenure Recommendations (Annual Agenda Item).

Motion Passed: Motion by Mrs. Nancy Garrett to approve. A second was made by Mr. KC Haugh.

Mrs. Candace Emerson: Absent
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
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Yes: 11, Nay: 0, Absent: 1

7. Adjournment

There being no further business, Madam Chair Garrett adjourned the meeting at 8:27 p.m.

Chairperson

Superintendent



MEMORANDUM

May 11, 2022

TO: Williamson County Board of Education

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

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

RE: Vogue Tower Partners VII, LLC Easement Acquisition at Trinity Elementary School

Vogue Tower Partners VII, LLC has requested an access easement at Trinity Elementary School, a Williamson County Board of Education (WCBoE) property. The request is to develop, construct and operate a telecommunications tower and related systems and improvements on an adjacent property with ingress, egress and access rights to and from Murfreesboro Road, over, across and through a portion WCBoE property.

A copy of the easement agreement and the proposed project plans are attached for your review. Staff recommends approval of this request.

(Above Space For Recorder's Uses Only)

PREPARED BY AND RETURN TO:

Vogue Tower Partners VII, LLC
430 Chestnut Street, Suite 101-B
Chattanooga, TN 37402
ATTN: Janet Gill

Tenant Site Reference: TN-092 Trinity Park
Parcel No: 088 00908 00014088

ACCESS EASEMENT AGREEMENT

THIS ACCESS EASEMENT AGREEMENT (this "Agreement") is executed to be effective as of the _____ day of _____, 2022, by and between Williamson County Board of Education ("Grantor") and Vogue Tower Partners VII, LLC ("Grantee").

Background

- A. Grantor owns that certain tract of real property located in Williamson County, Tennessee (the "Grantor Tract").
- B. Grantee wishes to develop, construct and operate a telecommunications tower and related systems and improvements (collectively, the "Tower") on a certain tract of real property (the "Premises") located in Williamson County, Tennessee, adjacent to Grantor's property.
- C. In order for Grantee to develop, construct and operate the Tower, Grantee has requested and Grantor has agreed to grant a non-exclusive easement for the use of a portion of the Grantor Tract (the "Access Easement"), as more particularly described on **Exhibit A** and made a part hereof to provide ingress, egress and access rights to and from Murfreesboro Road, over, across and through a portion of Grantee's Tract to the Premises.

Agreement

NOW, THEREFORE, for and in consideration of the mutual benefits provided herein by this Agreement, and for other good and valuable consideration, the receipt and legal sufficiency of which are hereby acknowledged, the parties hereto agree that the above recitals are true and correct and are incorporated herein, and further agree as follows:

1. Access Easement.

(a) Grant of Access Easement. Grantor hereby grants and conveys to Grantee a, non-exclusive easement and right of entry and access over, across and through the Access Easement for the purpose of vehicular ingress and egress to and from Murfreesboro Road to the Premises. Grantor hereby grants such Access Easement to run concurrent with the Grantee's Option and Lease Agreement with Williamson County, Tennessee dated February 16, 2022.

(b) Costs and Approval. Grantee shall be responsible, at its sole cost and expense and in accordance with all applicable law, any damage made to said Access Easement.

(c) Access to Easement. No fence or other barrier which would prevent or obstruct the passage of pedestrian or vehicular travel for the purposes herein shall be erected or permitted within or across the Access Easement.

2. Indemnification. Grantee shall indemnify, defend, and hold harmless Grantor, his successors and assigns from all claims, causes of action, and liability, as well as all losses and costs and expenses (including but not limited to attorney's fees) (collectively "Losses"), arising or resulting from Grantee's actions or negligence (or the actions or negligence of Grantee's agents, employees, contractors, or invitees) or from Grantee's failure to adhere to the terms of this Agreement or otherwise relating to Grantee's use and enjoyment of the Access Easement (including but not limited to liability for attractive nuisance).

3. Grantor Not Liable. Grantor shall not be liable for any damage to, or loss of personal property or equipment sustained by Grantee within the Access Easement, unless such loss is caused by the negligence of Grantor.

4. Reservation of Rights. All right, title and interest in and to the Access Easement under this Agreement, which may be used and enjoyed without interfering with the rights conveyed by this Agreement are reserved to Grantor. Grantor shall have the right to grant additional easement rights in the area in which the Access Easement is located, provided same shall not interfere with, or otherwise adversely affect any of Grantee's rights herein.

5. No Dedication to Public Use. This Agreement is not intended to, and should not be construed to dedicate, any easements to the general public, nor shall this instrument be construed to restrict the use and development of the Grantor Tract, except as expressly provided herein.

6. Covenant Running With the Land. The terms and provision of this Agreement shall run with the land and shall be binding upon and inure to the benefit of the successors and assigns of Grantor and Grantee and subsequent owners of the Grantor Tract and Premises.

7. Notices. All notices required or permitted to be given under this Agreement shall be in writing and shall be delivered to the other party by hand delivery, or by certified mail, return receipt requested, or by nationally recognized overnight delivery service, and shall be addressed as follows:

To Grantor: Williamson County Board of Education
1320 West Main Street
Franklin, TN 37064
Attn: Dana Ausbrooks

To Grantee: Vogue Tower Partners VII, LLC
430 Chestnut Street, Suite 101-B
Chattanooga, TN 37402
Attn: Pat Troxell-Tant

8. Amendments. This Agreement may be changed, modified or amended only by an instrument in writing duly executed and acknowledged by the parties.

9. Enforcement. The terms and provisions of this Agreement may be enforced by all rights and remedies available at law or in equity. In the even that any party hereto must hire legal counsel to enforce the terms and conditions of this Agreement, then the expenses of legal counsel incurred by the party seeking enforcement shall be an amount due and payable by the party against whom enforcement is obtained.

10. No Waiver. The failure to enforce any particular provision of this Agreement on any particular occasion shall not be deemed a waiver by any party of any of its rights hereunder, nor shall it be deemed to be a waiver of subsequent or continuing breaches of that provision, unless such waiver be expressed in a writing signed by the party to be bound.

11. Governing Law. This Agreement shall be governed by and construed, interpreted and applied in accordance with the laws of the State of Tennessee.

12. Severability. In the even any provision or portion of this Agreement is held by any court of competent jurisdiction to be invalid or unenforceable, such holding will not affect the reminder hereof, and the remaining provision shall continue in full force and effect to the same extent as would have been the case had such invalid or unenforceable provision or portion never been a part hereof.

13. Counterparts. This Agreement may be signed in counterparts, each of which shall be deemed an original and all of which when taken together shall constitute one instrument.

IN WITNESS WHEREOF, this Agreement has been executed to be effective as of the date first above written.

**GRANTOR:
WILLIAMSON COUNTY BOARD OF EDUCATION**

By: _____

Name: _____

Title: _____

Date: _____

GRANTOR ACKNOWLEDGMENT

STATE OF TENNESSEE)
COUNTY OF WILLIAMSON)

Personally appeared before me, a Notary Public in and for the above jurisdiction, the within named _____, with whom I am personally acquainted (or who was identified to me on the basis of satisfactory evidence), who after being first duly sworn, acknowledged that he is the _____ (title) the within named bargainer, and that in such capacity he, being authorized so to do, executed the foregoing Easement Agreement for the purposes therein contained, on behalf of the said Williamson County Board of Education.

Witness my hand and seal, this ____ day of _____, 2022

Notary Public
My Commission Expires: _____

GRANTEE ACKNOWLEDGMENT

STATE OF TENNESSEE)
COUNTY OF HAMILTON)

Before me, _____, a Notary Public of the State and County aforementioned, personally appeared Patricia Troxell-Tant, with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence), and who, upon oath, acknowledged herself to be CEO of Vogue Tower Partners VII, LLC, a Delaware limited liability company, and as such CEO executed the foregoing instrument for the purpose therein contained, [by signing the name of the corporation Vogue Tower Partners VII, LC, a Delaware limited liability company as CEO] and acknowledged the instrument to be the free act and deed of Vogue Tower Partners VII, LLC, a Delaware limited liability company.

Witness my hand and seal, this ____ day of _____, 2022

Notary Public
My Commission Expires: _____



MEMORANDUM

April 30, 2022

TO: Williamson County Board of Education

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

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

RE: Tennessee Department of Transportation Request for Right-of-Way and Easement Acquisition at Fairview High School/Middle School

The Tennessee Department of Transportation (TDOT) has requested right-of-way (ROW) and easements along Highway 100 fronting Williamson County Board of Education (WCBoE) property. The request is to allow roadway, slope, and sidewalk improvements along the frontage of the property. WCBoE owns two properties along Highway 100 that are impacted by these improvements. The Fairview High School tennis courts are designated as Tract 9 in the TDOT plans. The remainder of the property containing Fairview High School/Middle School are designated as Tract 11.

TDOT has provided an appraisal of the property and has made an offer to purchase the requested ROW and easements for a total cost of \$29,300 (\$24,500 for Tract 9 and \$4,800 for Tract 11). A copy of the offers and the proposed project plans are attached for your review. Staff recommends approval of this request.

4/1/2021 12:13:32 PM Y:\Projects\0010000100014285 TDOT Roadway 2017-2020\WO #3-SR 100 Williamson Co\IDGN\Final ROW files Revised_04-01-2021 (Do Not Edit)\WO #3-SR 100 Williamson Co - Title Sheet.dgn

Index Of Sheets

SHEET NO.	DESCRIPTIONS
1	TITLE SHEET
2	TYPICAL SECTIONS
3	RIGHT-OF-WAY & UTILITY NOTES, UTILITY OWNERS, AND DISTURBED AREA
3A	RIGHT-OF-WAY ACQUISITION TABLE
3B-3F	PROPERTY MAP
4-13	PRESENT LAYOUT
4A-13A	RIGHT-OF-WAY DETAILS
4B-13B	PROPOSED LAYOUT
4C-13C	PROFILE
14-14D	PROFILES OF PRIVATE DRIVES
15	EROSION PREVENTION AND SEDIMENT CONTROL (EPSC) NOTES
16-16I	EROSION PREVENTION AND SEDIMENT CONTROL (EPSC) PLANS STAGE 1
17-17I	EROSION PREVENTION AND SEDIMENT CONTROL (EPSC) PLANS STAGE 2
18-18I	EROSION PREVENTION AND SEDIMENT CONTROL (EPSC) PLANS STAGE 3
19-19E	CULVERT CROSS-SECTIONS
20-93	ROADWAY CROSS-SECTIONS

NO PROJECT COMMITMENTS SHEET INCLUDED IN THIS SET OF PLANS

STATE OF TENNESSEE DEPARTMENT OF TRANSPORTATION BUREAU OF ENGINEERING

WILLIAMSON COUNTY

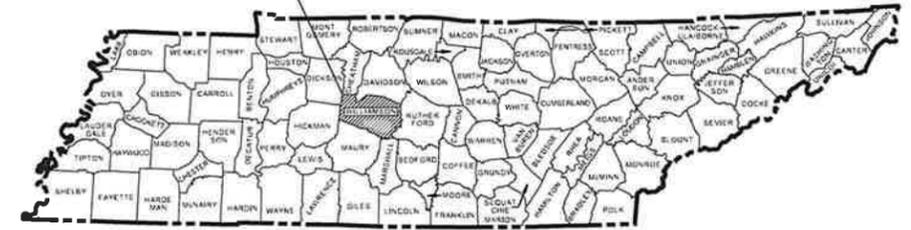
SR-100, FROM THE FAIRVIEW COMMUNITY CENTER NORTH OF DEER RIDGE RD TO BOWIE LAKE RD IN FAIRVIEW

RIGHT-OF-WAY SIDEWALK PROJECT

STATE HIGHWAY NO. 100 F.A.H.S. NO.

TENN.	YEAR	SHEET NO.
	2019	1
FED. AID PROJ. NO.	STP-EN-NH-100(83)	
STATE PROJ. NO.	94013-2220-14	

PROJECT LOCATION
WILLIAMSON COUNTY



EXCLUSIONS	
STATION TO STATION	LENGTH (FT.)
373+69.00 - 383+27.23	958.23
-	-
TOTAL =	958.23



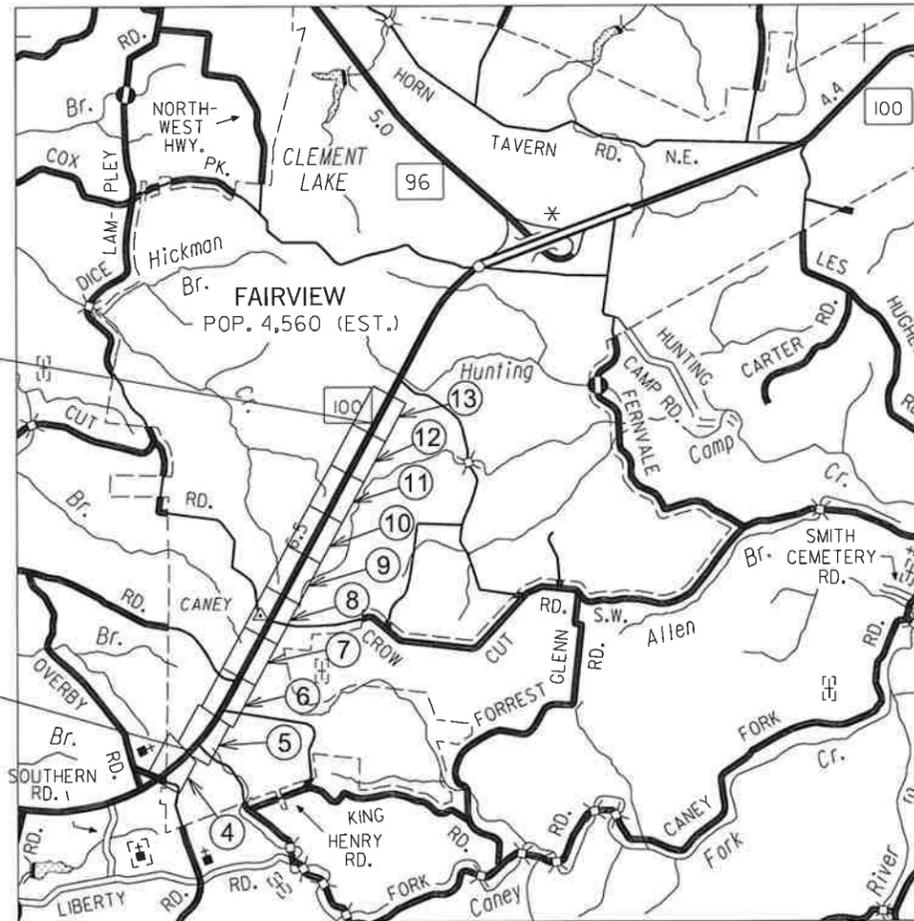
R.O.W. PLANS

SEALED BY

04/02/2021

94013-2220-14
END PROJECT NO. STP-EN-NH-100(83) R.O.W.
STA. 408+00.00
N 597265.3523 E 1633839.7648

94013-2220-14
BEGIN PROJECT NO. STP-EN-NH-100(83) R.O.W.
STA. 296+00.00
N 587681.2248 E 1628147.0946



SCALE: 1"= 1/2 MILE



R.O.W. LENGTH 2.121 MILES

SPECIAL NOTES

PROPOSALS MAY BE REJECTED BY THE COMMISSIONER IF ANY OF THE UNIT PRICES CONTAINED THEREIN ARE OBVIOUSLY UNBALANCED, EITHER EXCESSIVE OR BELOW THE REASONABLE COST ANALYSIS VALUE.

THIS PROJECT TO BE CONSTRUCTED UNDER THE STANDARD SPECIFICATIONS OF THE TENNESSEE DEPARTMENT OF TRANSPORTATION DATED JANUARY 1, 2015 AND ADDITIONAL SPECIFICATIONS AND SPECIAL PROVISIONS CONTAINED IN THE PLANS AND IN THE PROPOSAL CONTRACT.

TDOT C.E. MANAGER 1: ASO HAWRAMI, P.E.
 DESIGNED BY: NEEL-SCHAFFER
 DESIGNER: ALICIA RUDOLPH, P.E. CHECKED BY MICHAEL AGNEW, P.E.
 P.E. NO. 94013-1220-14 (DESIGN)
 PIN NO. 126905.00

S.R. 100

SURVEY 05-31-18	TRAFFIC DATA
	ADT (2019) 14250
	ADT (2039) 30210
	DHV (2039) 3323
	D 65 - 35
	T (ADT) 2 %
	T (DHV) 1 %
	V 45 MPH

STATE PLANE COORDINATES ARE BASED ON GPS MEASUREMENTS OBTAINED 04-17-18 USING GEOID 03 MODEL AND DATUM ADJUSTMENT FACTOR OF 1.000086

APPROVED:
PAUL D. DEGGES, CHIEF ENGINEER

DATE: _____

APPROVED:
CLAY BRIGHT, COMMISSIONER

U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL HIGHWAY ADMINISTRATION

APPROVED: _____ DATE _____
DIVISION ADMINISTRATOR

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	3A

REV. 08/15/19: REVISED TRACT NO. 29
 PARCEL NO. REVISED TRACT NO. 36
 BOOK NO. REVISED TRACT NO. 37
 TAX MAP NO. AND PARCEL NO.
 REV. 01/11/21: REVISED TRACT NO. 37
 OWNER, BOOK, AND PAGE. REVISED
 TRACT NO. 46 OWNER, BOOK, AND PAGE.
 REV. 04/01/21: REVISED TRACT NO. 45
 OWNER, BOOK, AND PAGE.

R.O.W. ACQUISITION TABLE

TRACT NO.	PROPERTY OWNERS	COUNTY RECORDS				TOTAL AREA (ACRES)			AREA TO BE ACQUIRED (ACRES)			AREA REMAINING (ACRES)		EASEMENT (ACRES)			
		TAX MAP NO.	PARCEL NO.	DEED DOCUMENT REFERENCE		LEFT	RIGHT	TOTAL	LEFT	RIGHT	TOTAL	LEFT	RIGHT	PERMANENT	SLOPE	CONSTRUCTION	AIR RIGHTS
				BOOK	PAGE												
1	WILLIAMSON COUNTY	69	28	752	736	21.763								1111 S.F.	2415 S.F.	0.392	
2	TERRY CLYDE WHITE	69C "A"	31	5195	158	0.947					0.947				1549 S.F.	3356 S.F.	
3	JANETTE LEE HUGHES	69C "A"	1	3333	510	1.217					1.217						
4	GARY JAWORSKI AND GLENDA JAWORSKI	69	32	983	920	1.391					1.391			1017 S.F.	190 S.F.	2986 S.F.	
5	WILLIAMSON COUNTY BOARD OF EDUCATION	46	66	123	191	11.004					11.004			2200 S.F.	1033 S.F.	0.262	
6	FRANCES C. NEWCOME, ETAL	69D "A"	6	1279	904		0.689	0.689				0.689		777 S.F.	1260 S.F.	2218 S.F.	
7	KATHY G. WHITE	69D "A"	7	525	752		0.666	0.666				0.666		328 S.F.	160 S.F.	1579 S.F.	
8	FRANCES C. NEWCOME, ETAL	69D "A"	8	1279	904		0.670	0.670				0.670		572 S.F.		1181 S.F.	
9	WILLIAMSON COUNTY TENNESSEE	46	110.09	2308	414		3.698	3.698				3.698		660 S.F.	2069 S.F.	0.184	
10	DONNA G. OWENS	46M "A"	4	5338	522	0.938		0.938				0.938		412 S.F.	348 S.F.	3209 S.F.	
11	WILLIAMSON COUNTY BOARD OF EDUCATION	46	110	1835	761	76.680	76.680		1082 S.F.	1082 S.F.		76.655		170 S.F.		1177 S.F.	
12	BARBARA F. MANGRUM	46M "A"	3	5908	583	1.000		1.000				1.000		1044 S.F.		1619 S.F.	
13	TERRY HAMM AND SHERRI HAMM	46M "A"	2	5430	2	1.025		1.025				1.025		1675 S.F.		1621 S.F.	
14	DAVID W. PETERSEN AND SANDRA L. PETERSEN	46M "A"	1	529	612	1.041		1.041				1.041		818 S.F.		1594 S.F.	
15	GERALD E. PARHAM AND DAWN E. PARHAM	46	110.05	6641	659	0.988		0.988				0.988		650 S.F.	21 S.F.	1829 S.F.	
16	JIMMY L. KIRBY AND JUDY D. KIRBY	46	100	3026	865	11.604	11.604					11.604					
17	THELMA JONES	46	110.08	7078	721	0.984		0.984				0.984		250 S.F.	2048 S.F.	2387 S.F.	
18	CLEVELAND JONES AND THELMA JONES	46	110.11	966	786	1.082		1.082				1.082		600 S.F.		666 S.F.	
19	THELMA JONES	46	110.06	420	112	1.160		1.160				1.160		3046 S.F.	2203 S.F.	2921 S.F.	
20	LISA A. THORPE	46L "A"	16	4006	834	0.742		0.742				0.742		1298 S.F.	150 S.F.	598 S.F.	
21	MARY AILEEN BIBEE	46L "A"	15	2466	314	0.778		0.778				0.778		662 S.F.		703 S.F.	
22	KENNETH R. ANDREWS AND SHARON E. ANDREWS	46L "A"	14	626	544	0.775		0.775				0.775					
23	CHRISTOPHER T. JENSEN	46L "A"	13	6880	372	0.930		0.930				0.930				2051 S.F.	
24	PAUL C. VICTORY	46	67	244	425	2.255		2.255				2.255				1739 S.F.	
25	JOHN M. BLACKWELL AND KANDIE D. BLACKWELL	46	98	1406	493	0.820		0.820				0.820		450 S.F.	103 S.F.		
26	WILLIAM D. GORDOZA AND TERESA S. GORDOZA	46	87.01	206	965	0.822		0.822				0.822					
27	WILLIAM BERNARD NESER, II AND JAN LAVERNE NESER	46	97	2003	833	0.933		0.933				0.933		250 S.F.			
28	STEVE A. DOERR AND KAREN A. DOERR	46	94	6454	445	2.224		2.224				2.224		2393 S.F.	753 S.F.	1727 S.F.	
29	COMMUNITY HOUSING PARTNERSHIP OF WILLIAMSON COUNTY, TN	46	93	1309	15	1.430		1.430				1.430			955 S.F.	1281 S.F.	
30	CRAIG CROPPER AND JANET CROPPER	46	69	1943	500	14.158		14.158				14.158		773 S.F.	415 S.F.	3490 S.F.	
31	CRAIG CROPPER AND JANET CROPPER	46	89	6566	598	1.861		1.861				1.861		37 S.F.	598 S.F.	1480 S.F.	
32	MIDDLE TENNESSEE ELECTRIC	46	88	255	127	5.825		5.825				5.825		953 S.F.			
33	JOYCE LAMPLEY	46	85	7088	164	20.266		20.266				20.266					
34	JOYCE LAMPLEY	46	85.03	6688	128	0.936		0.936				0.936					
35	THE LAMPLEY TENNESSEE COMMUNITY PROPERTY TRUST	46	82.05	7242	271	3.899		3.899				3.899					
36	GRAND CENTRAL STATION PARTNERSHIP	46	83	6244	917	1.150		1.150				1.150		552 S.F.	3 S.F.	1503 S.F.	
37	GARY S. THOMPSON, INDIVIDUALLY AND DEBORAH W. THOMPSON AS TRUSTEE OF DEBORAH W. THOMPSON REVOCABLE LIVING TRUST AGREEMENT	47	6.00	7793	546	0.781		0.781				0.781		948 S.F.	1480 S.F.	2047 S.F.	
38	DEBORAH W. THOMPSON, TR. AND GARY STEVEN THOMPSON	47	5.03	4809	234	1.938		1.938				1.938		900 S.F.	1130 S.F.	1732 S.F.	
39	EDL PROPERTIES, LLC AND LAMPLEY TENNESSEE COMMUNITY PROPERTY	46	82	7242	276	14.366		14.366				14.366					
40	SS FAIRVIEW, LLC	47	5.01	7062	204	1.987		1.987				1.987		2492 S.F.	219 S.F.	1950 S.F.	
41	WATER AUTHORITY OF DICKSON COUNTY	47	5.04	4071	657	2632 S.F.		2632 S.F.				2632 S.F.		659 S.F.			
42	BOYLE W. MANGRUM AND JOANN MANGRUM	47	4	158	16	1.628		1.628				1.628					
43	EARL D. LAMPLEY, JR. AND BETTY D. LAMPLEY	47	3	6899	181	2.358		2.358				2.358					
44	SPIRIT 18 FAIRVIEW TN, LLC	47	2.02	5993	574	3.694		3.694				3.694					
45	WILLIAM C. HULL AND HENRIETTA HALL	47	2.03	7844	318	2.088		2.088				2.088		1353 S.F.	621 S.F.	2890 S.F.	
46	THOMAS O. HULAN JR. AND WIFE, LEE ANN HULAN	47A "C"	2	7658	892	0.668		0.668				0.668		1408 S.F.			
47	EDWARD PAQUIN AND JOEY FAQUA	42P "A"	5	1754	683	0.526		0.526				0.526		1893 S.F.			
ACQUISITION TOTALS (ACRES)														0.658	0.538	2.021	

R.O.W.
PLANS

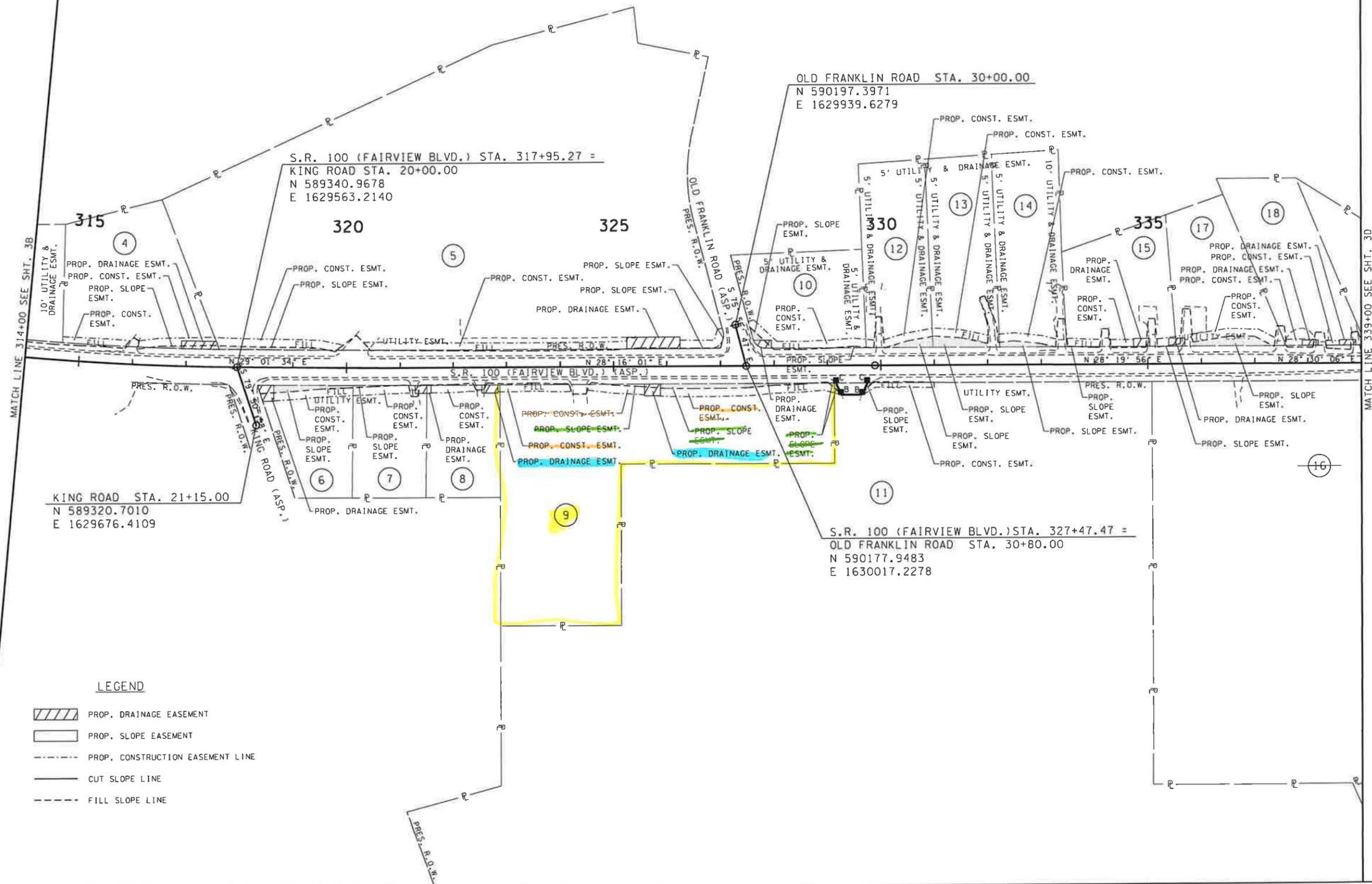
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STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

RIGHT-OF-WAY
ACQUISITION
TABLE

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	3C



LEGEND

	PROP. DRAINAGE EASEMENT
	PROP. SLOPE EASEMENT
	PROP. CONSTRUCTION EASEMENT LINE
	CUT SLOPE LINE
	FILL SLOPE LINE

**R.O.W.
PLANS**

SEALED BY

COORDINATES ARE NAD/83(1995), ARE DATUM ADJUSTED BY THE FACTOR OF 1.000086 AND TIED TO THE TGRN. ALL ELEVATIONS ARE REFERENCED TO THE NAVD 1988.

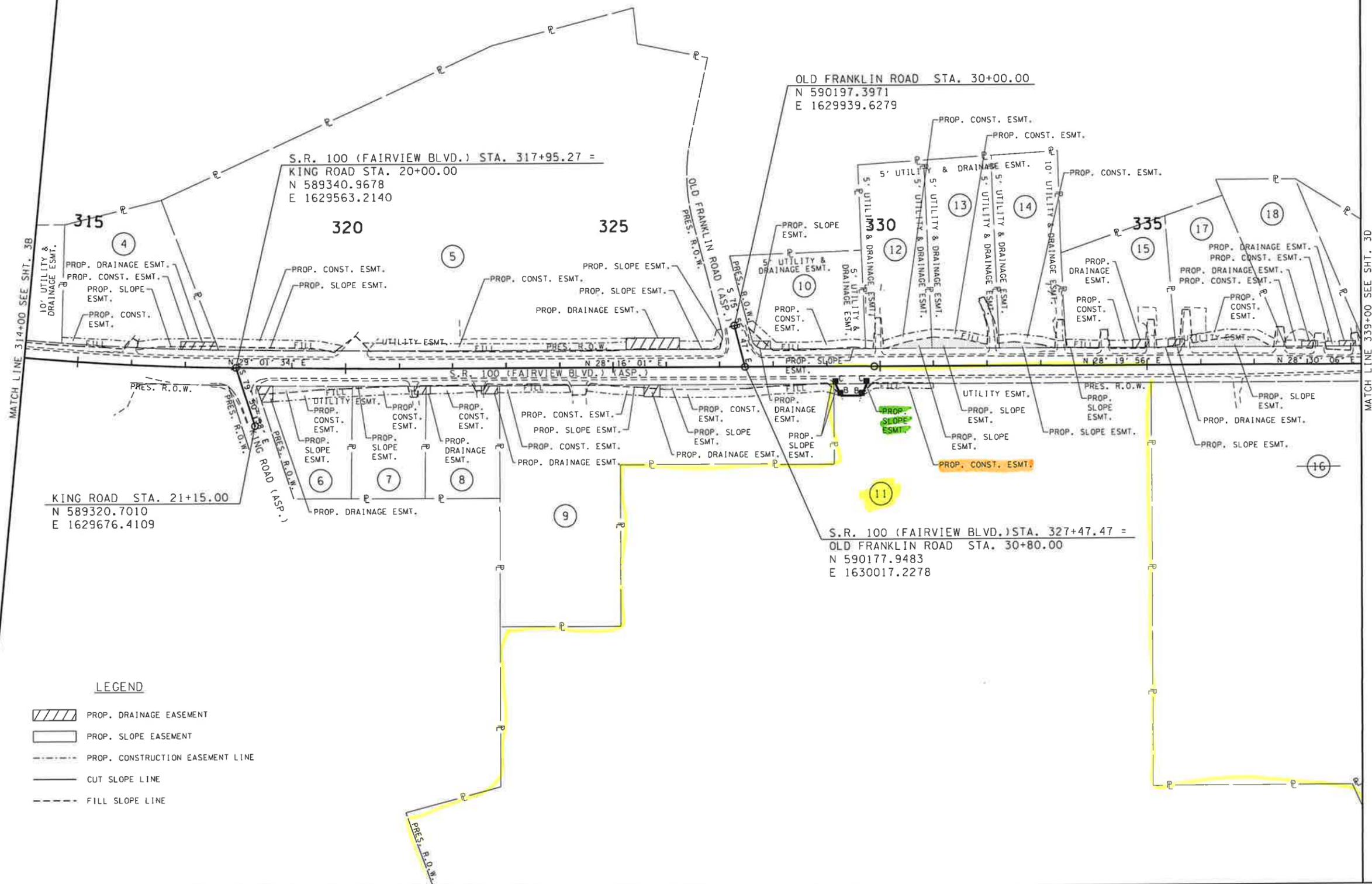
**STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION**

**PROPERTY
MAP**

STA. 314+00 TO STA. 339+00
SCALE: 1"=100'

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	3C



MATCH LINE 339+00 SEE SHT. 3D

MATCH LINE 314+00 SEE SHT. 3B

LEGEND

	PROP. DRAINAGE EASEMENT
	PROP. SLOPE EASEMENT
	PROP. CONSTRUCTION EASEMENT LINE
	CUT SLOPE LINE
	FILL SLOPE LINE

R.O.W. PLANS

SEALED BY

COORDINATES ARE NAD/83(1995), ARE DATUM ADJUSTED BY THE FACTOR OF 1.000086 AND TIED TO THE TGRN. ALL ELEVATIONS ARE REFERENCED TO THE NAVD 1988.

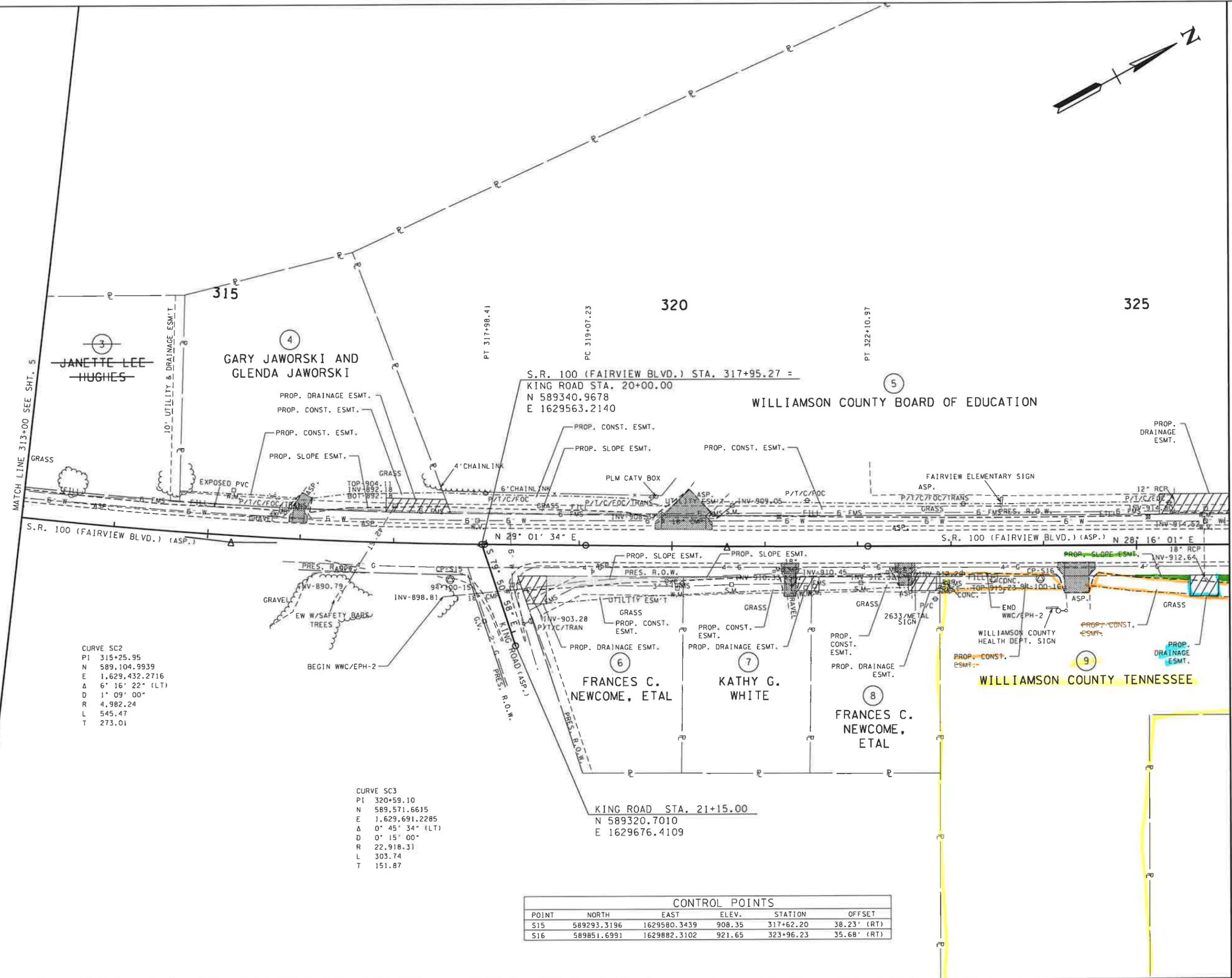
STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PROPERTY MAP

STA. 314+00 TO STA. 339+00
SCALE: 1"=100'

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	6



CURVE SC2
 PI 315+25.95
 N 589,104.9939
 E 1,629,432.2716
 Δ 6° 16' 22" (LT)
 D 1' 09" 00"
 R 4,982.24
 L 545.47
 T 273.01

CURVE SC3
 PI 320+59.10
 N 589,571.6615
 E 1,629,691.2285
 Δ 0° 45' 34" (LT)
 D 0' 15" 00"
 R 22,918.31
 L 303.74
 T 151.87

POINT	NORTH	EAST	ELEV.	STATION	OFFSET
S15	589293.3196	1629580.3439	908.35	317+62.20	38.23' (RT)
S16	589851.6991	1629882.3102	921.65	323+96.23	35.68' (RT)

MATCH LINE 326+00 SEE SHT. 7

R.O.W.
PLANS

SEALED BY

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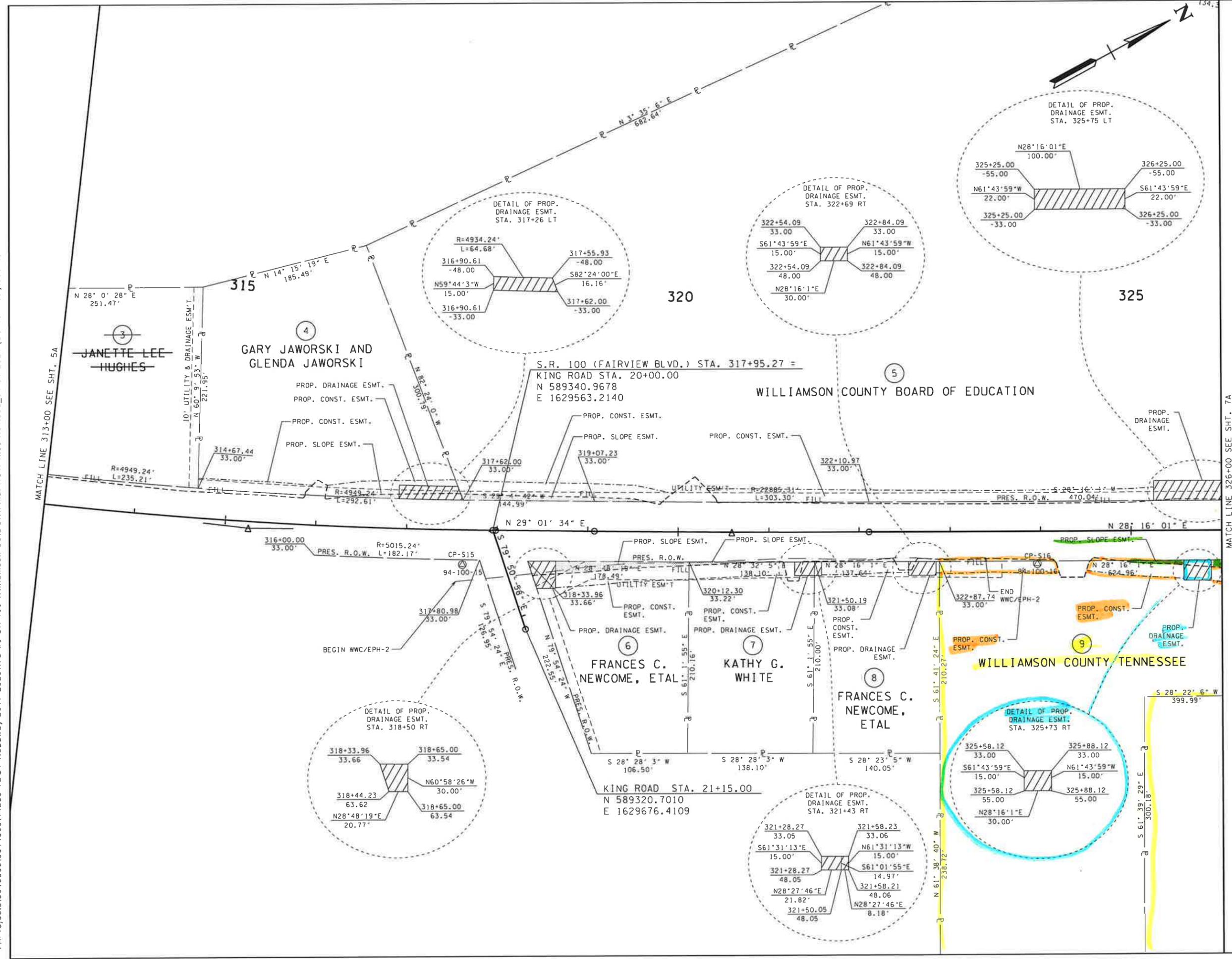
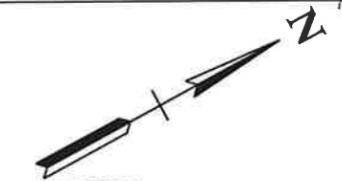
STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PRESENT
LAYOUT

STA. 313+00 TO STA. 326+00
SCALE: 1"= 50'

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	6A



R.O.W.
PLANS

SEALED BY

COORDINATES ARE NAD/83(1985), ARE DATUM ADJUSTED BY THE FACTOR OF 1.000086 AND TIED TO THE TGRN. ALL ELEVATIONS ARE REFERENCED TO THE NAVD 1988.

STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

RIGHT-OF-WAY
DETAILS

STA. 313+00 TO STA. 326+00
SCALE: 1"= 50'

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	6B



STA 314+57.46 20.00 LT	8 12	GT. EL. 905.19 OUT. EL. 901.22	STA 321+43.26 20.00 RT	16 12	GT. EL. 912.89 IN. EL. N 908.99 IN. EL. E 907.30 OUT. EL. 907.13
STA 317+62.00 20.00 LT	10 12	GT. EL. 907.94 IN. EL. 904.21 OUT. EL. 903.80	STA 321+43.25 31.22 RT	17 42	GT. EL. 911.35 OUT. EL. 907.41
STA 320+50.43 20.00 LT	11 12	GT. EL. 911.89 IN. EL. W 908.16 IN. EL. N 908.16 OUT. EL. 907.99	STA 322+69.09 20.00 RT	18 12	GT. EL. 914.54 IN. EL. 909.95 OUT. EL. 909.78
STA 320+61.16 27.09 LT	12 EW	INV. 908.66	STA 322+69.09 31.33 RT	19 42	GT. EL. 914.00 OUT. EL. 910.06
STA 323+11.65 20.00 LT	13 12	GT. EL. 915.12 OUT. EL. 911.22	STA 325+72.64 31.76 LT	20 EW	INV. 914.46
STA 318+57.51 38.00 RT	14 EW	INV. 903.69	STA 325+72.73 20.00 LT	21 12	GT. EL. 918.00 IN. EL. W 914.31 IN. EL. N 914.31 OUT. EL. 914.22
STA 318+57.51 20.00 RT	15 12	GT. EL. 910.50 IN. EL. 905.71 OUT. EL. 903.78	STA 325+72.73 20.00 RT	22 12	GT. EL. 918.00 IN. EL. 913.17 OUT. EL. 913.08
			STA 325+73.13 37.11 RT	23 EW	INV. 912.58

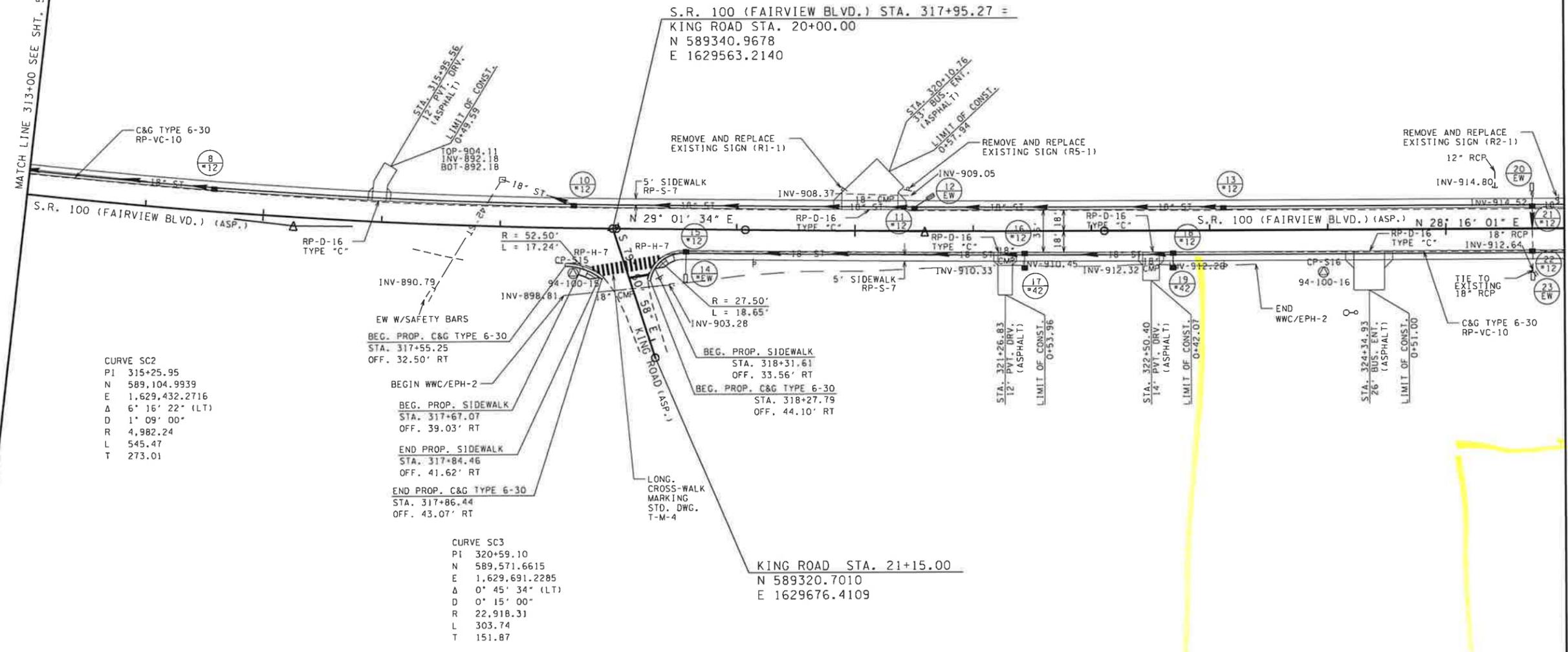
315

320

325

MATCH LINE 313+00 SEE SHT. 5B

MATCH LINE 326+00 SEE SHT. 7B



CURVE SC2
 PI 315+25.95
 N 589,104.9939
 E 1,629,432.2716
 Δ 6° 16' 22" (LT)
 D 1' 09' 00"
 R 4,982.24
 L 545.47
 T 273.01

BEG. PROP. C&G TYPE 6-30
 STA. 317+55.25
 OFF. 32.50' RT

BEGIN WWC/EPH-2

BEG. PROP. SIDEWALK
 STA. 317+67.07
 OFF. 39.03' RT

END PROP. SIDEWALK
 STA. 317+84.46
 OFF. 41.62' RT

END PROP. C&G TYPE 6-30
 STA. 317+86.44
 OFF. 43.07' RT

CURVE SC3
 PI 320+59.10
 N 589,571.6615
 E 1,629,691.2285
 Δ 0° 45' 34" (LT)
 D 0' 15' 00"
 R 22,918.31
 L 303.74
 T 151.87

KING ROAD STA. 21+15.00
 N 589320.7010
 E 1629676.4109

R.O.W.
PLANS

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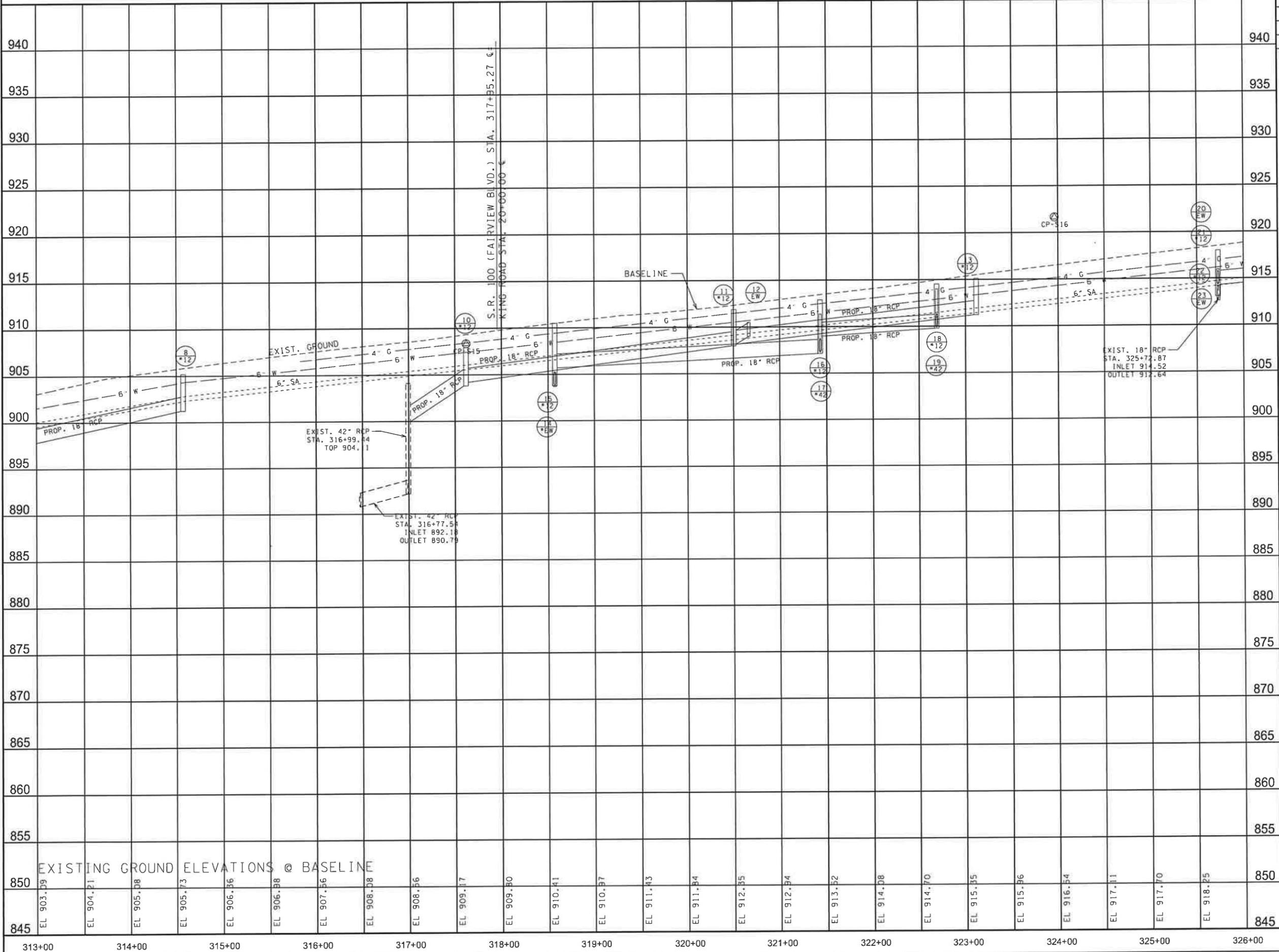
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STATE OF TENNESSEE
 DEPARTMENT OF
 TRANSPORTATION

PROPOSED
LAYOUT

STA. 313+00 TO STA. 326+00
 SCALE: 1"= 50'

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	6C



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**R.O.W.
PLANS**

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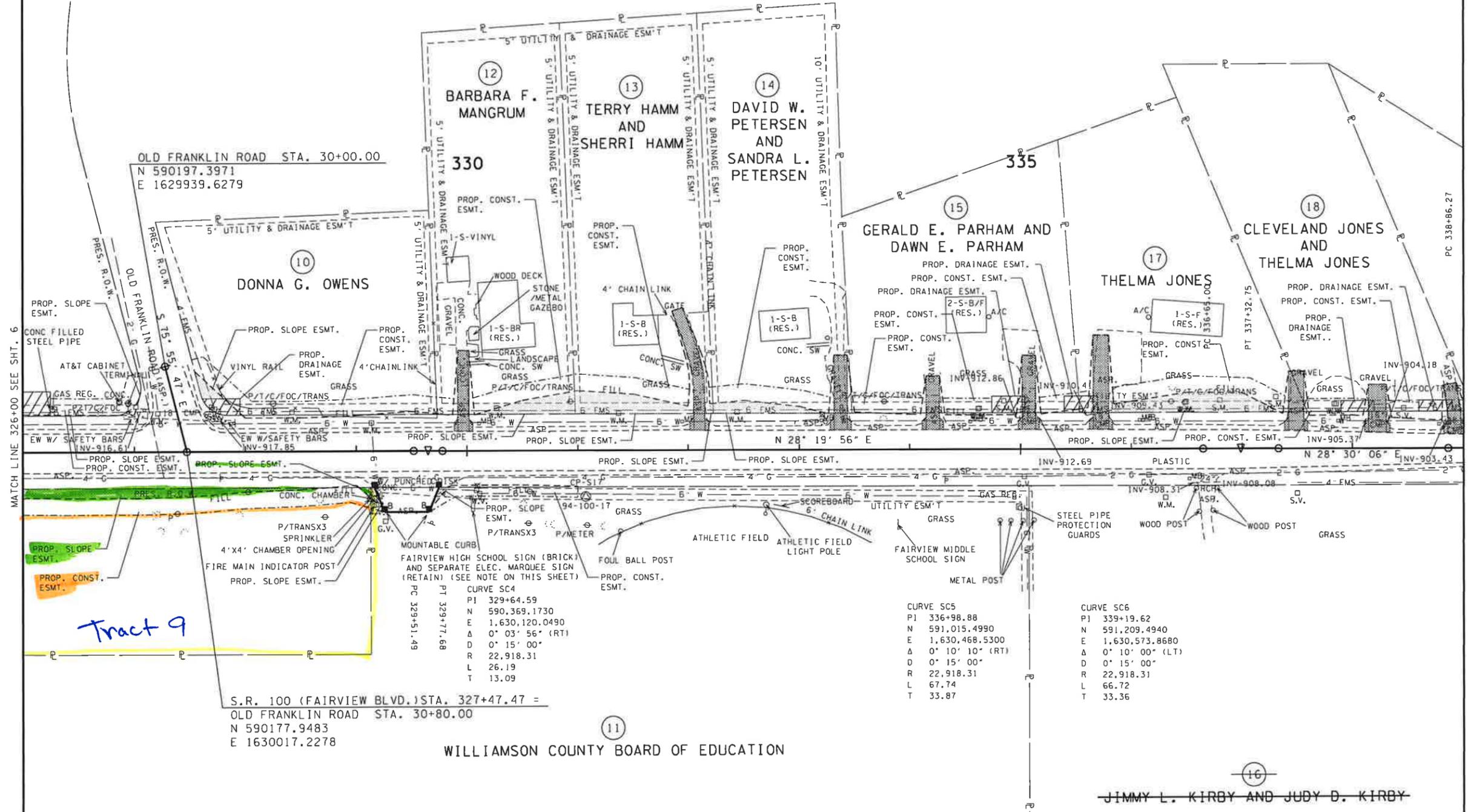
COORDINATES ARE NAD/83(1995),
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**STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION**

PROFILE

STA. 313+00 TO STA. 326+00
 SCALE: 1"= 50' HORIZ.
 1"=5' VERT.

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7



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MATCH LINE 339+00 SEE SHT. 8

R.O.W.
PLANS

SEALED BY

COORDINATES ARE NAD/83(1995), ARE DATUM ADJUSTED BY THE FACTOR OF 1.000086 AND TIED TO THE TGRN. ALL ELEVATIONS ARE REFERENCED TO THE NAVD 1988.

STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PRESENT
LAYOUT

STA. 326+00 TO STA. 339+00
SCALE: 1"= 50'

CONTROL POINTS					
POINT	NORTH	EAST	ELEV.	STATION	OFFSET
S17	590474.7117	1630224.2178	902.62	331+06.92	41.60' (RT)

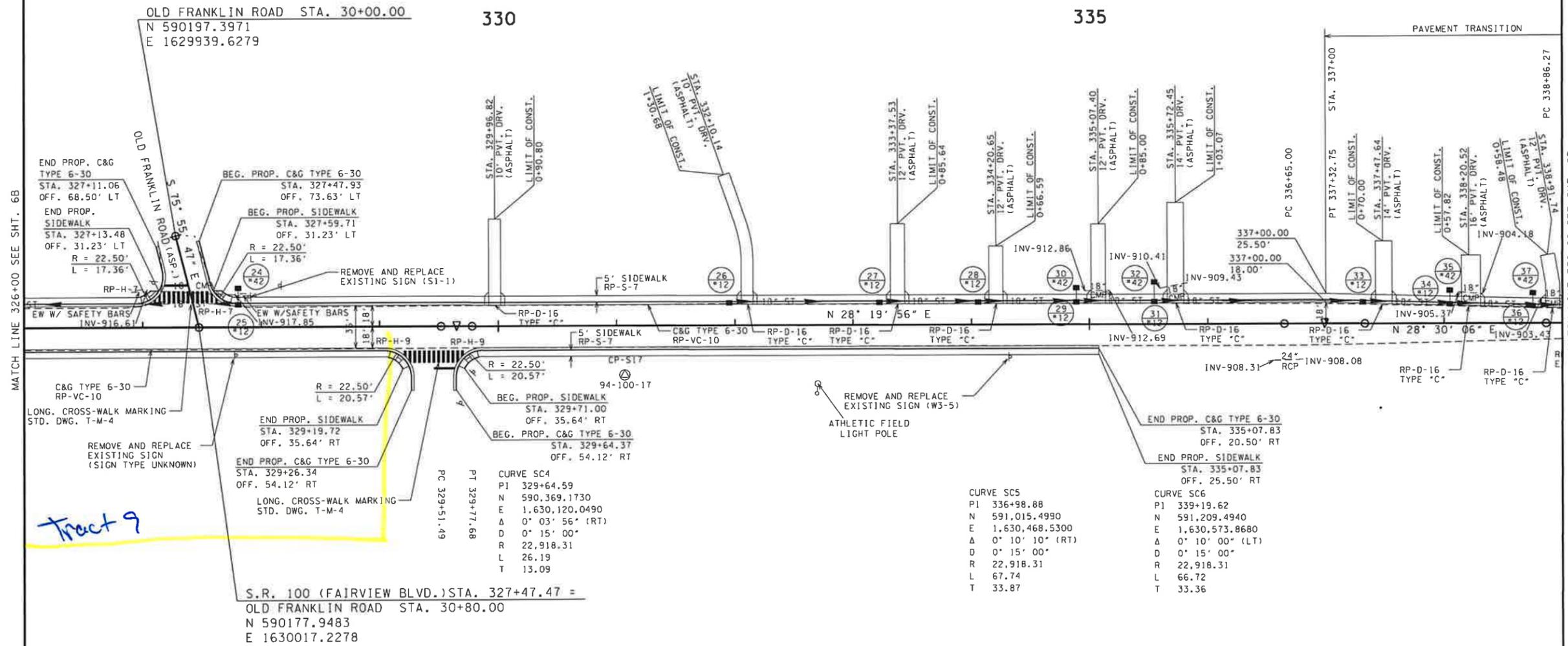
Tract 9

NOTE: THE CONTRACTOR SHALL ENSURE THAT NO IMPACTS ARE MADE TO THE FAIRVIEW HIGH SCHOOL SIGN LOCATED AT APPROXIMATELY STA. 330+05 RT.

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7B



STA 327+80.26 33.06 LT	(24) #42	GT. EL. 919.26 OUT. EL. 916.32	STA 335+54.52 20.00 LT	(31) #12	GT. EL. 913.66 IN. EL. W 907.05 IN. EL. S 908.55 OUT. EL. 906.88
STA 327+80.26 20.00 LT	(25) #12	GT. EL. 920.25 IN. EL. 916.17 OUT. EL. 916.00	STA 335+54.52 35.76 LT	(32) #42	GT. EL. 911.17 OUT. EL. 907.23
STA 331+95.03 20.00 LT	(26) #12	GT. EL. 919.88 OUT. EL. 915.98	STA 337+30.96 19.21 LT	(33) #12	GT. EL. 909.18 IN. EL. 905.45 OUT. EL. 905.28
STA 333+22.14 20.00 LT	(27) #12	GT. EL. 918.22 IN. EL. 914.49 OUT. EL. 914.32	STA 338+04.76 17.40 LT	(34) #12	GT. EL. 907.25 IN. EL. W 901.92 IN. EL. S 903.35 OUT. EL. 901.75
STA 334+05.50 20.00 LT	(28) #12	GT. EL. 916.88 IN. EL. 913.15 OUT. EL. 912.98	STA 338+04.76 28.02 LT	(35) #42	GT. EL. 906.03 OUT. EL. 902.09
STA 334+88.98 20.00 LT	(29) #12	GT. EL. 915.29 IN. EL. W 909.06 IN. EL. S 911.39 OUT. EL. 908.89	STA 338+74.88 15.67 LT	(36) #12	GT. EL. 905.13 IN. EL. W 900.06 IN. EL. S 901.23 OUT. EL. 899.89
STA 334+88.98 31.00 LT	(30) #42	GT. EL. 913.17 OUT. EL. 909.23	STA 338+74.88 25.70 LT	(37) #42	GT. EL. 904.17 OUT. EL. 900.23



MATCH LINE 339+00 SEE SHT. 8B

**R.O.W.
PLANS**

SEALED BY

COORDINATES ARE NAD/83(1995),
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**STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION**

**PROPOSED
LAYOUT**

STA. 326+00 TO STA. 339+00
SCALE: 1"= 50'

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Tract 9

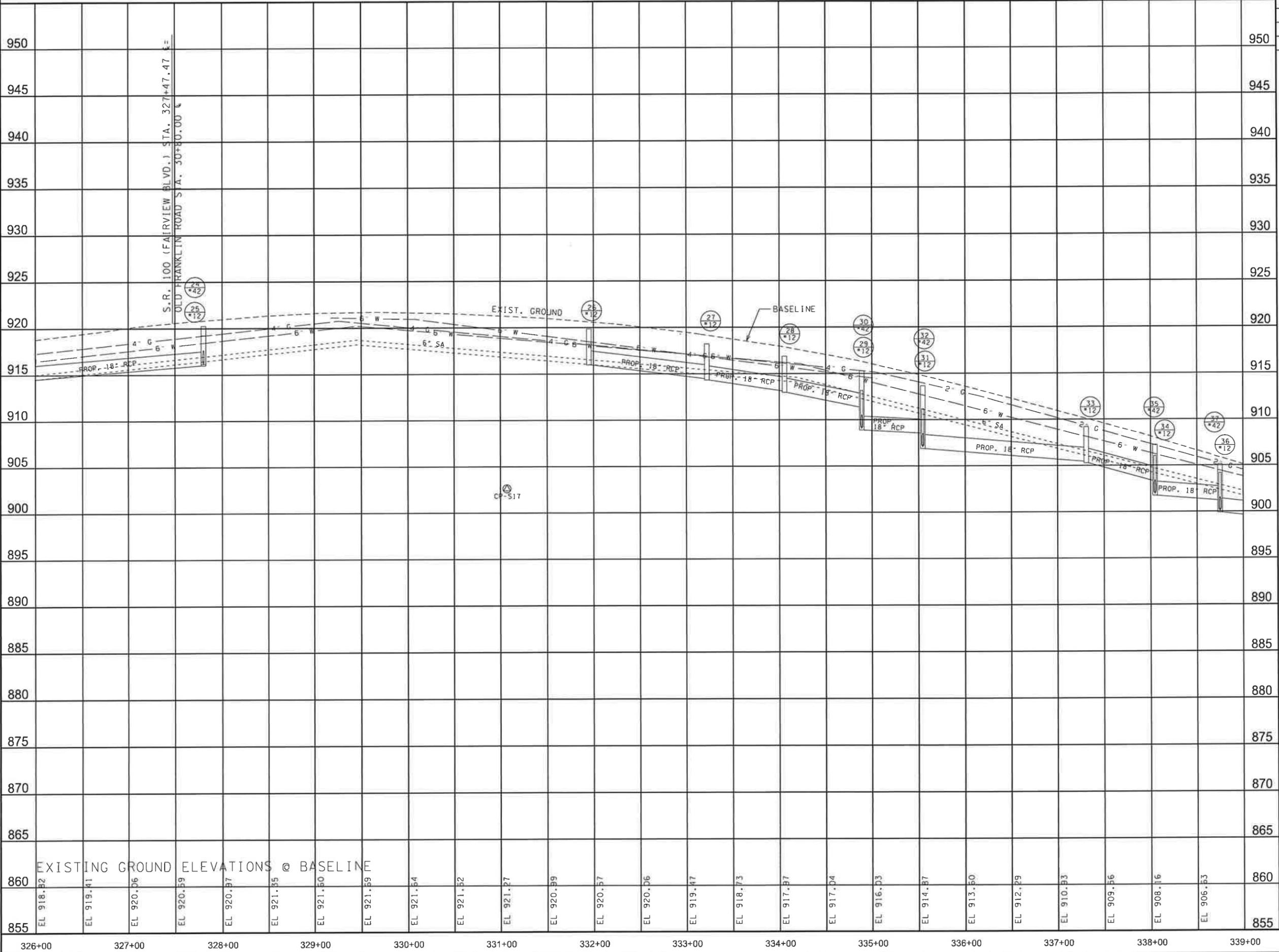
S.R. 100 (FAIRVIEW BLVD.) STA. 327+47.47 =
OLD FRANKLIN ROAD STA. 30+80.00
N 590177.9483
E 1630017.2278

CURVE SC4
PI 329+64.59
N 590,369.1730
E 1,630,120.0490
Δ 0° 03' 56" (RT)
D 0° 15' 00"
R 22,918.31
L 26.19
T 13.09

CURVE SC5
PI 336+98.88
N 591,015.4990
E 1,630,468.5300
Δ 0° 10' 10" (RT)
D 0° 15' 00"
R 22,918.31
L 67.74
T 33.87

CURVE SC6
PI 339+19.62
N 591,209.4940
E 1,630,573.8680
Δ 0° 10' 00" (LT)
D 0° 15' 00"
R 22,918.31
L 66.72
T 33.36

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7C



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R.O.W.
PLANS

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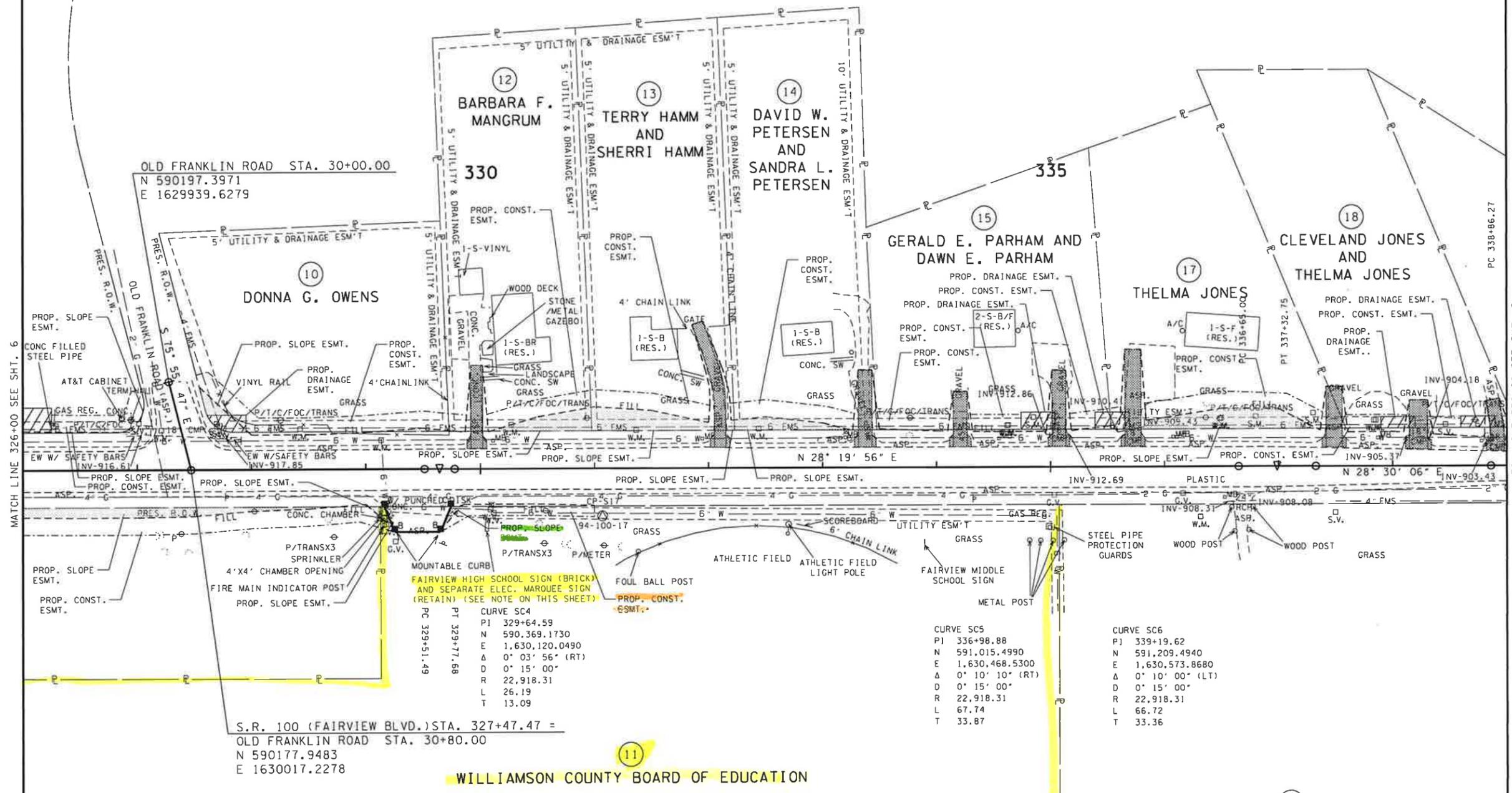
COORDINATES ARE NAD/83(1995), ARE DATUM ADJUSTED BY THE FACTOR OF 1.000086 AND TIED TO THE TGRN. ALL ELEVATIONS ARE REFERENCED TO THE NAVD 1988.

STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PROFILE

STA. 326+00 TO STA. 339+00
SCALE: 1"= 50' HORIZ.
1"=5' VERT.

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7



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MATCH LINE 326+00 SEE SHT. 6

MATCH LINE 339+00 SEE SHT. 8

R.O.W. PLANS

SEALED BY

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STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PRESENT LAYOUT

STA. 326+00 TO STA. 339+00
SCALE: 1"= 50'

FAIRVIEW HIGH SCHOOL SIGN (BRICK) AND SEPARATE ELEC. MARQUEE SIGN (RETAIN) (SEE NOTE ON THIS SHEET)

PC 329+51.49
PT 329+77.68
CURVE SC4
PI 329+64.59
N 590.369.1730
E 1,630,120.0490
Δ 0° 03' 56" (RT)
D 0' 15' 00"
R 22,918.31
L 26.19
T 13.09

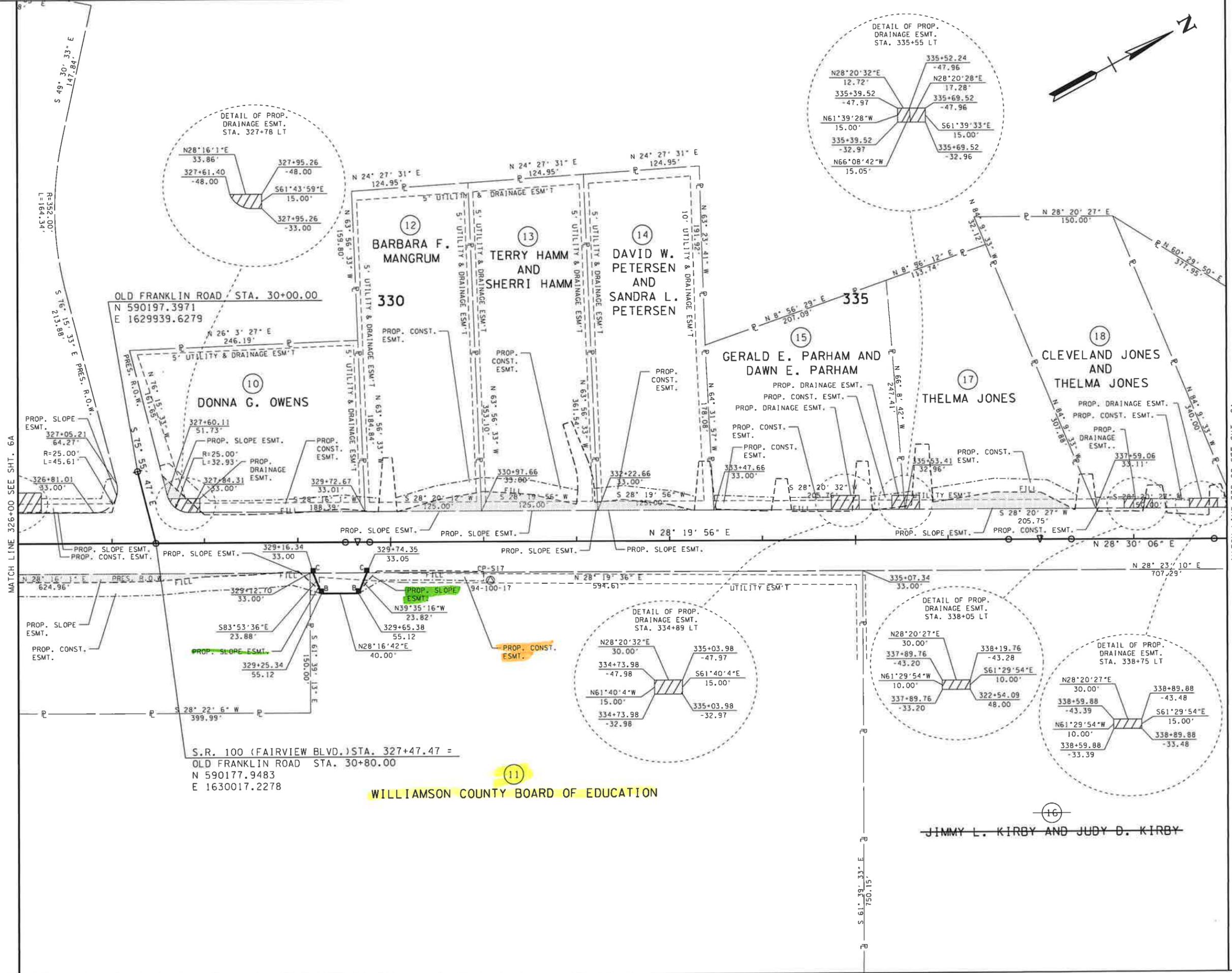
CURVE SC5
PI 336+98.88
N 591,015.4990
E 1,630,468.5300
Δ 0° 10' 10" (RT)
D 0' 15' 00"
R 22,918.31
L 67.74
T 33.87

CURVE SC6
PI 339+19.62
N 591,209.4940
E 1,630,573.8680
Δ 0° 10' 00" (LT)
D 0' 15' 00"
R 22,918.31
L 66.72
T 33.36

POINT	NORTH	EAST	ELEV.	STATION	OFFSET
S17	590474.7117	1630224.2178	902.62	331+06.92	41.60' (RT)

NOTE: THE CONTRACTOR SHALL ENSURE THAT NO IMPACTS ARE MADE TO THE FAIRVIEW HIGH SCHOOL SIGN LOCATED AT APPROXIMATELY STA. 330+05 RT.

TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7A



MATCH LINE 339+00 SEE SHT. 8A

MATCH LINE 326+00 SEE SHT. 6A

R.O.W. PLANS

SEALED BY _____

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STATE OF TENNESSEE
DEPARTMENT OF TRANSPORTATION

RIGHT-OF-WAY DETAILS

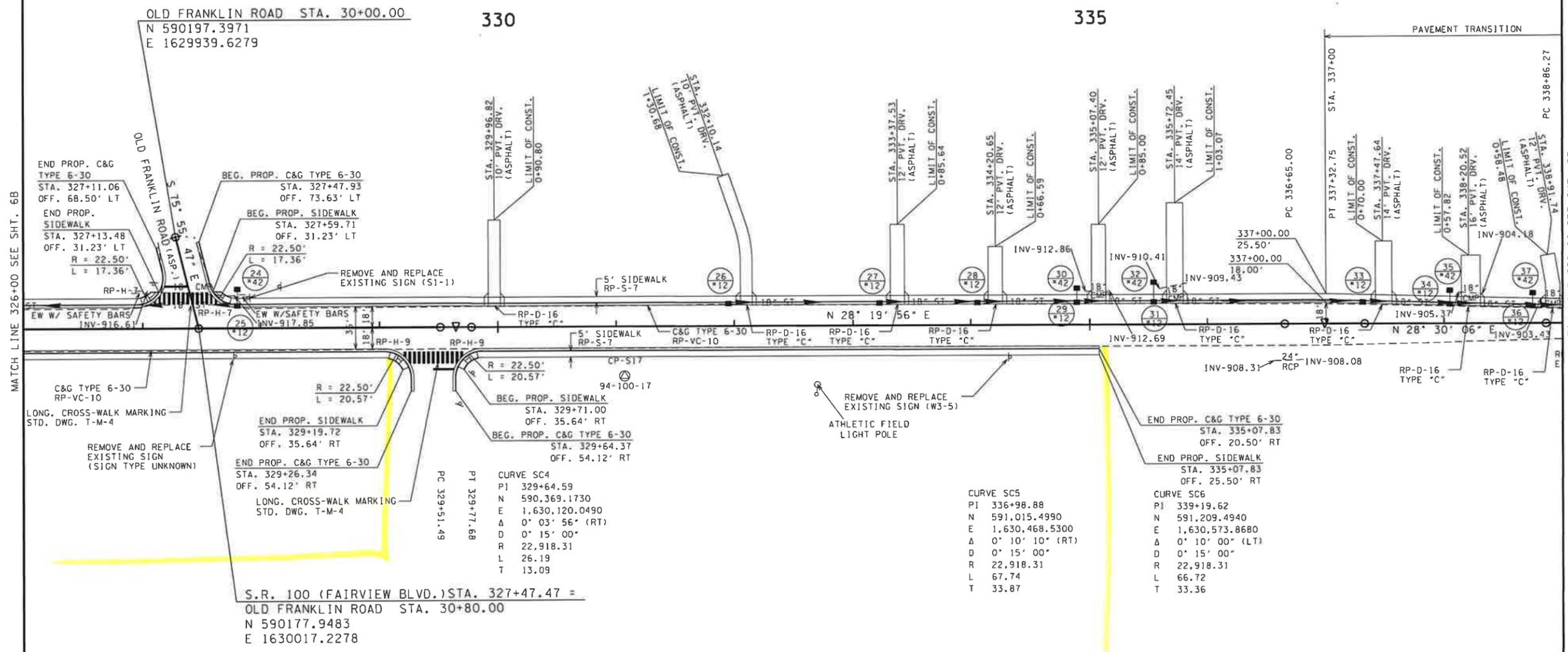
STA. 326+00 TO STA. 339+00
SCALE: 1"= 50'

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7B



STA 327+80.26 33.06 LT	24 #42	GT. EL. 919.26 OUT. EL. 916.32	STA 335+54.52 20.00 LT	31 #12	GT. EL. 913.66 IN. EL. W 907.05 IN. EL. S 908.55 OUT. EL. 906.88
STA 327+80.26 20.00 LT	25 #12	GT. EL. 920.25 IN. EL. 916.17 OUT. EL. 916.00	STA 335+54.52 35.76 LT	32 #42	GT. EL. 911.17 OUT. EL. 907.23
STA 331+95.03 20.00 LT	26 #12	GT. EL. 919.88 OUT. EL. 915.98	STA 337+30.96 19.21 LT	33 #12	GT. EL. 909.18 IN. EL. 905.45 OUT. EL. 905.28
STA 333+22.14 20.00 LT	27 #12	GT. EL. 918.22 IN. EL. 914.49 OUT. EL. 914.32	STA 338+04.76 17.40 LT	34 #12	GT. EL. 907.25 IN. EL. W 901.92 IN. EL. S 903.35 OUT. EL. 901.75
STA 334+05.50 20.00 LT	28 #12	GT. EL. 916.88 IN. EL. 913.15 OUT. EL. 912.98	STA 338+04.76 28.02 LT	35 #42	GT. EL. 906.03 OUT. EL. 902.09
STA 334+88.98 20.00 LT	29 #12	GT. EL. 915.29 IN. EL. W 909.06 IN. EL. S 911.39 OUT. EL. 908.89	STA 338+74.88 15.67 LT	36 #12	GT. EL. 905.13 IN. EL. W 900.06 IN. EL. S 901.23 OUT. EL. 899.89
STA 334+88.98 31.00 LT	30 #42	GT. EL. 913.17 OUT. EL. 909.23	STA 338+74.88 25.70 LT	37 #42	GT. EL. 904.17 OUT. EL. 900.23



MATCH LINE 339+00 SEE SHT. 8B

R.O.W.
PLANS

SEALED BY

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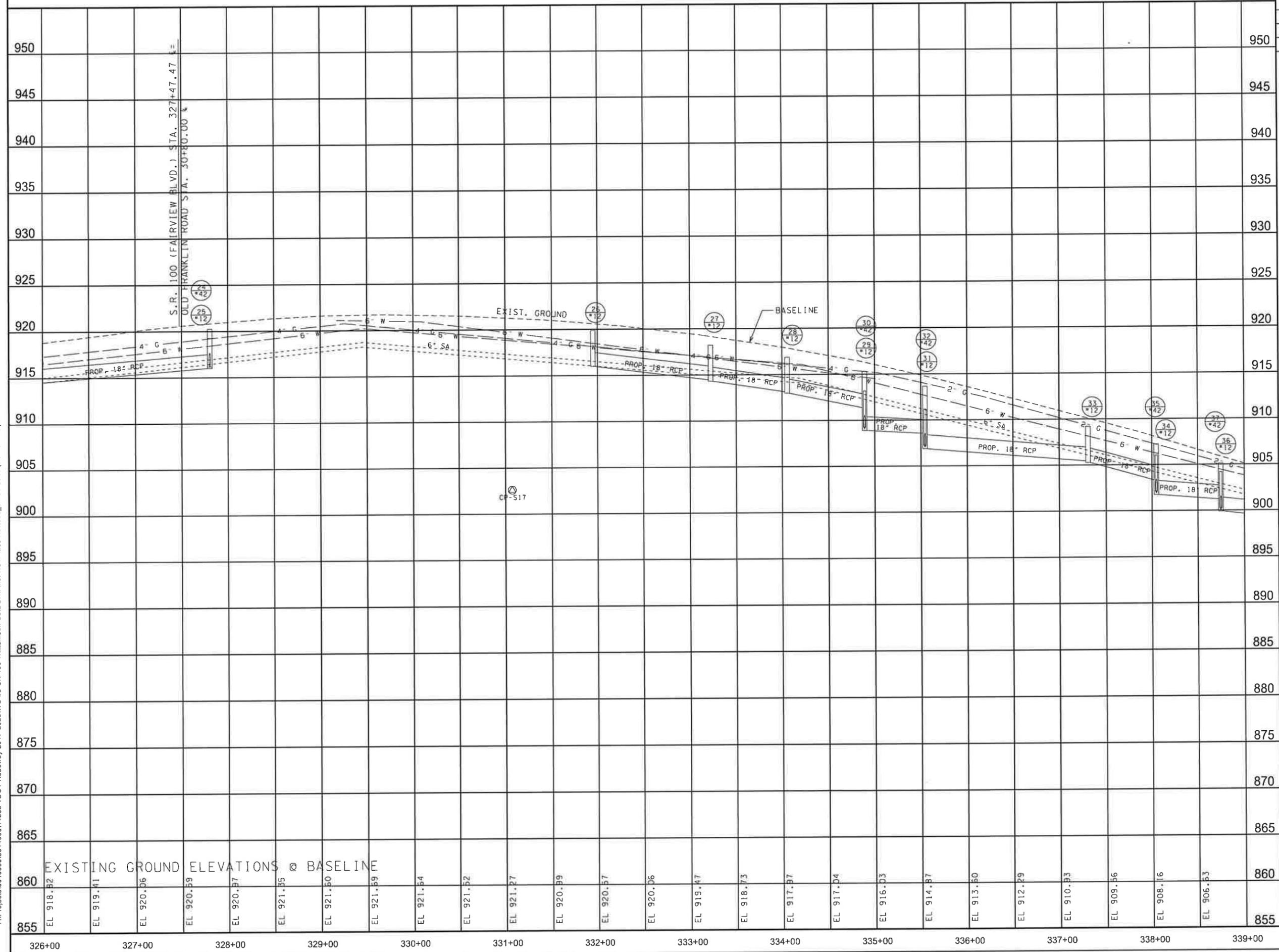
STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PROPOSED
LAYOUT

STA. 326+00 TO STA. 339+00
SCALE: 1"= 50'

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TYPE	YEAR	PROJECT NO.	SHEET NO.
R.O.W.	2019	STP-EN-NH-100(83)	7C



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R.O.W. PLANS

SEALED BY

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STATE OF TENNESSEE
DEPARTMENT OF
TRANSPORTATION

PROFILE

STA. 326+00 TO STA. 339+00
SCALE: 1"=50' HORIZ.
1"=5' VERT.

State of Tennessee Department of Transportation
Approved Offer Compensation

ROW FORM-2
Revision 11-05-2014

STATE PROJ. #:94013-2220-14
 FED PROJ. #: STP-EN-NH-100(83)
 PIN #: 126905.00
 TAX MAP/PARCEL NO: 046/110.09, 46/110.09
 OWNERS: WILLIAMSON COUNTY TENNESSEE

COUNTY/S Williamson
 FIELD OFFICE: Region 3
 FORM 2 DATE: 2/3/2022
 TRACT #: 9

SUMMARY OF REPORTS

COMPLETED BY	APPROVER NAME	APPRAISAL AMOUNT	EFFECTIVE DATE	TYPE REPORT
Ted Boozer	Gregory K Zieba	\$22,300.00	08/27/2019	Formal Part Affected (FPA)

APPROVED ACQUISITION AREAS/COMPENSATION

INTERESTS ACQUIRED	ORIGINAL ACQUISITION AREAS	ORIGINAL APPROVED COMP.	REVISED ACQUISITION AREAS	REVISED APPROVED COMPENSATION	ALTERNATE ACQUISITIONS AREAS	ALTERNATE APPROVED COMP
LAND (FEE SIMPLE)		\$0.00		\$0.00		
PDE	660 s.f.	\$2,970.00		\$3,341.00		
SLOPE EASEMENT	2,069 s.f.	\$7,448.00		\$8,379.00		
TCE	0.184 Ac.	\$10,820.00		\$11,565.00		
AIR RIGHTS		\$0.00		\$0.00		
ACCESS CONTROL		\$0.00		\$0.00		
AVIGATION		\$0.00		\$0.00		
OTHER		\$62.00		\$90.00		
(LAND OWNER) IMPROVEMENTS		\$1,000.00		\$1,125.00		
(OWNER) DAMAGES/BENEFITS		\$0.00		\$0.00		
APPROVED OFFER AMOUNT		\$22,300.00		\$24,500.00		
UTILITY ADJUSTMENT		\$0.00		\$0.00		
(OWNER) TOTAL		\$22,300.00		\$24,500.00		
TENANT IMPROVEMENTS TOTAL		\$0.00		\$0.00		
FORM 2 GRAND TOTAL		\$22,300.00		\$24,500.00		

ORIGINAL AREA SUMMARY			ALTERNATE AREA SUMMARY		
ORIGINAL AREA BEFORE	ORIGINAL AREA ACQUIRED	ORIGINAL AREA AFTER	ALTERNATE AREA ACQUIRED		ALTERNATE AFTER AREA ACQUISITION
3.698 Ac.	0.000 Ac.	0.938 Ac.			

COMMENTS TO NEGOTIATOR

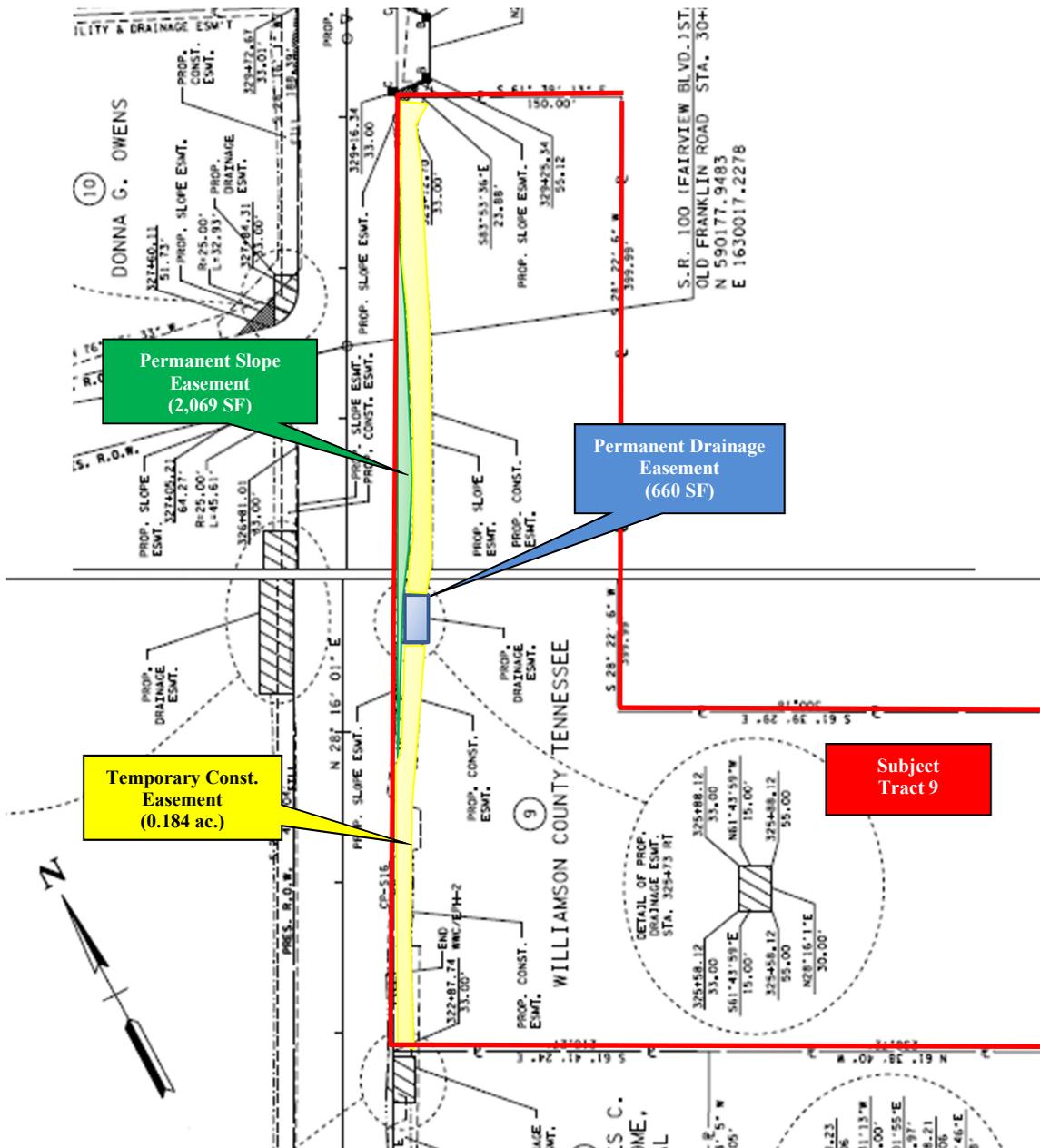
The appraisal report appears to be well founded, documented and supported with data found for the market area of the project. Since the Effective Date of the report is beyond the typical time period of acquisition, the appraisal reviewer has researched and established a market rate adjustment to reflect the difference in market conditions between the effective date of the appraisal and the current acquisition period. Therefore, the approved Total Amount Due Owner has been adjusted for market conditions and rounded to \$24,500 by the appraisal reviewer.



Completed By _____

Agency Staff Approval (If Consultant) _____

ROW PLANS



State of Tennessee Department of Transportation

ROW FORM-2
Revision 11-05-2014

Approved Offer Compensation

STATE PROJ. #:94013-2220-14
FED PROJ. #: STP-EN-NH-100(83)
PIN #: 126905.00

COUNTY/S Williamson
FIELD OFFICE: Region 3
FORM 2 DATE: 2/3/2022

TAX MAP/PARCEL NO: 046/110.00, 46/110

TRACT #: 11

OWNERS: WILLIAMSON COUNTY BOARD OF EDUCATION, Williamson County Board of Education

SUMMARY OF REPORTS

COMPLETED BY	APPROVER NAME	APPRAISAL AMOUNT	EFFECTIVE DATE	TYPE REPORT
Ted Boozer	Gregory K Zieba	\$4,300.00	08/15/2019	Formal Part Affected (FPA)

APPROVED ACQUISITION AREAS/COMPENSATION

INTERESTS ACQUIRED	ORIGINAL ACQUISITION AREAS	ORIGINAL APPROVED COMP.	REVISED ACQUISITION AREAS	REVISED APPROVED COMPENSATION	ALTERNATE ACQUISITIONS AREAS	ALTERNATE APPROVED COMP
LAND (FEE SIMPLE)	1,082 s.f.	\$750.00	1,082 s.f.	\$750.00		
PDE		\$0.00	0 s.f.	\$0.00		
SLOPE EASEMENT	170 s.f.	\$96.00	170 s.f.	\$108.00		
TCE	1,177 s.f.	\$243.00	1,177 s.f.	\$273.00		
AIR RIGHTS		\$0.00	0 s.f.	\$0.00		
ACCESS CONTROL		\$0.00	0 s.f.	\$0.00		
AVIGATION		\$0.00	0 s.f.	\$0.00		
OTHER		\$11.00	0 s.f.	\$69.00		
(LAND OWNER) IMPROVEMENTS		\$3,200.00		\$3,600.00		
(OWNER) DAMAGES/BENEFITS		\$0.00		\$0.00		
APPROVED OFFER AMOUNT		\$4,300.00		\$4,800.00		
UTILITY ADJUSTMENT		\$0.00		\$0.00		
(OWNER) TOTAL		\$4,300.00		\$4,800.00		
TENANT IMPROVEMENTS TOTAL		\$0.00		\$0.00		
FORM 2 GRAND TOTAL		\$4,300.00		\$4,800.00		

ORIGINAL AREA SUMMARY			ALTERNATE AREA SUMMARY		
ORIGINAL AREA BEFORE	ORIGINAL AREA ACQUIRED	ORIGINAL AREA AFTER	ALTERNATE AREA ACQUIRED		ALTERNATE AFTER AREA ACQUISITION
76.680 Ac.	0.025 Ac.	76.655 Ac.			

COMMENTS TO NEGOTIATOR

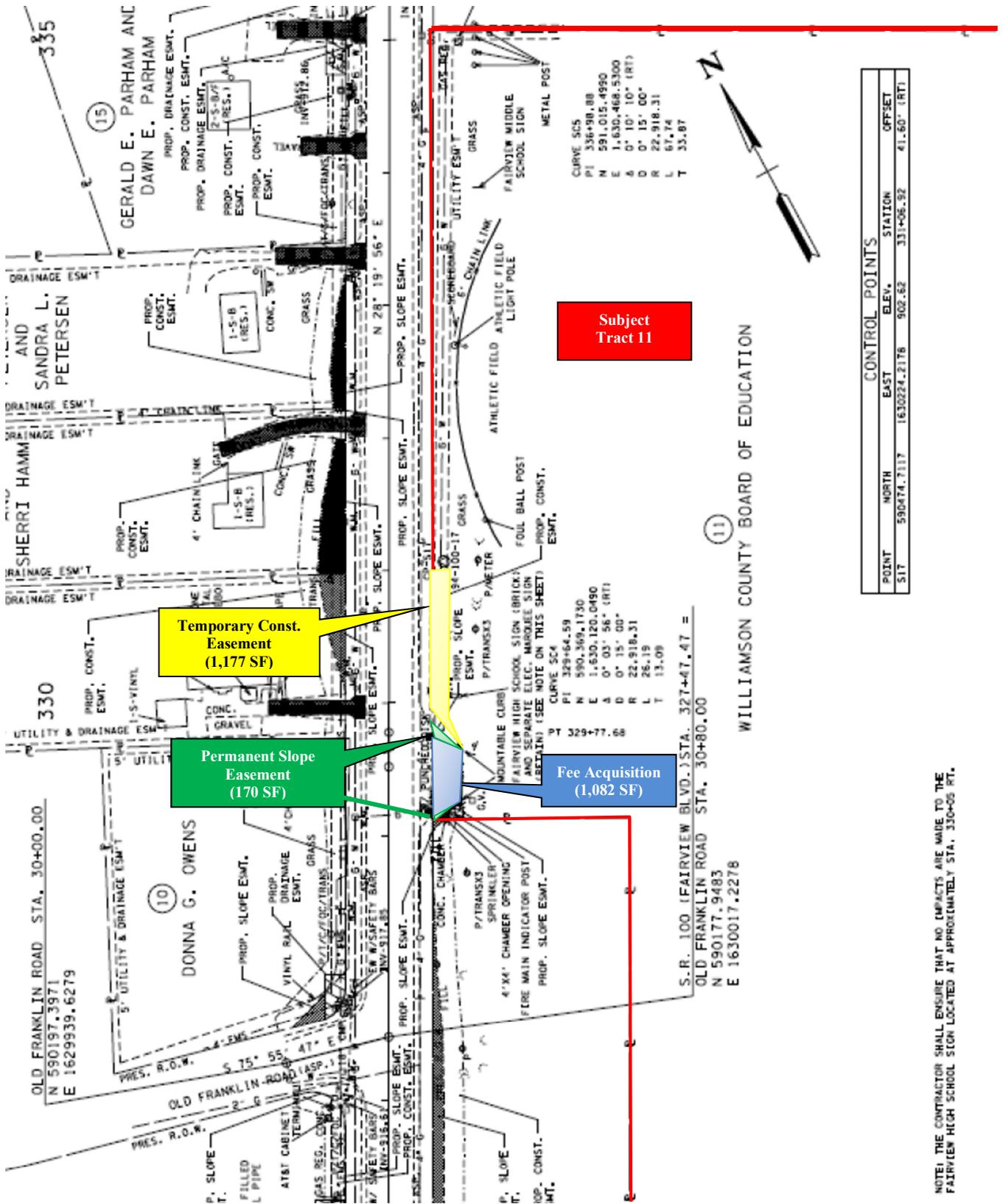
The appraisal report appears to be well founded, documented and supported with data found for the market area of the project. Since the Effective Date of the report is beyond the typical time period of acquisition, the appraisal reviewer has researched and established a market rate adjustment to reflect the difference in market conditions between the effective date of the appraisal and the current acquisition period. Therefore, the approved Total Amount Due Owner has been adjusted for market conditions and rounded to \$4,800 by the appraisal reviewer.



Completed By _____

Agency Staff Approval (If Consultant) _____

ROW PLANS



CONTROL POINTS					
POINT	NORTH	EAST	STATION	ELEV.	OFFSET
S17	590474.7117	1630224.2178	902+62	331+06.92	41.60' (RT)

NOTE: THE CONTRACTOR SHALL ENSURE THAT NO IMPACTS ARE MADE TO THE FAIRVIEW HIGH SCHOOL SIGN LOCATED AT APPROXIMATELY STA. 330+05 RT.

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
34551	7/10/2022	7/15/2022	4/19/2022	Brentwood High	Mu Alpha Theta Nationals	Academic Field Trip	Math Comp.	10	Hilton Alexandria Mark Center
Notes/Fees over100-\$150 + airfare NO BUS NEEDED.									
34600	7/14/2022	7/14/2022	4/29/2022	Brentwood High	Music City Yearbook Workshop	Academic Field Trip	Journalism	6	Lipscomb University
Notes/Fees over100 - \$195 per participant. Yearbook Fund will cover 100% of cost.									
34601	7/15/2022	7/15/2022	4/29/2022	Brentwood High	Music City Yearbook Workshop	Academic Field Trip	Journalism	6	Lipscomb University
Notes/Fees over100 - \$195 per participant. Yearbook Fund will cover 100% of cost.									
34317	4/24/2022	4/24/2022	4/22/2022	Centennial High	DECA ICDC	CTE Trip	Career/Technical - DECA 27		Atlanta Conv. Ctr
Notes/Fees over100. \$650 per student, Stop for food and restroom breaks are required									

**2021-2022 WCS Superintendent of Schools Evaluation
Annual Goals and Objectives**

<i>Performance Goal 1: Present a fiscally sound pay plan to effectively address recent market changes, including classified and certified positions.</i>		5 - Significantly above Expectations	4- Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average	
	<i>Number of Evaluators</i>	4	5	2	0	0	0	0	11	
	<i>Points</i>	20	20	6	0	0	0	0	46	4.18

Comments:
Galbreath: I appreciate the collaborative efforts with the Mayor and Commission on the mid-year pay raise as well as the Fall pay adjustment for classified employees. The biggest risk and need seems to be the paraprofessionals and I am concerned that the proposed classified pay is not sufficient.
Cleveland: Mr. Golden has and continues to push for an increase in teacher's pay to be more aligned with the competitive market.
Brown: Mr. Golden has responded to the market and market within budget constraints to present a sound, defensible pay structure.
Cash: More attention to support personnel: TAs, secretarial, teachers, trades and subs. I feel they are still below a fair pay scale.
Haugh: The word “unprecedented” has been used repeatedly on this topic in recent months, and the success in working to bridge pay gaps is the result of great working relationships with the county Mayor, County Commission, community at large, and the board. We all acknowledge there's more that needs to be done, but the strides during this evaluation are the most impactful in recent memory. This is vitally important to our district and has received appropriate attention and skillful management.
Garrett: Successful collaboration with our funding body, the County Commission is an essential element of meeting this goal. One of Jason's primary strengths is his financial acumen, largely because of his many years as deputy Superintendent. More importantly, he has the respect of the Commission. I consistently received supportive messages from Commissioners on Jason’s performance and interaction with them, even if they disagree.

Apra: I know WCS is doing the best we can under the circumstances and I appreciate all of the efforts by Superintendent Golden and staff to keep the issue of pay front of mind. I hope we can consider this a continued effort to attract and retain the best of the best.

Mitchell: More needs to be done. Reasons for attrition need to be better understood and trended.

Durham: Jason was successful in developing and executing a plan to increase compensation across the district, adding much needed financial relief to our most critical district expense. This unprecedented series of changes comes at a critical time in our district, when the key to our continued achievement lies heavily in the hands of our student-facing employees. We still have a gap to fill in compensation, but the efforts this year in focusing on our human capital are a huge step in the right direction. Unrelated to this goal, but a definite consideration for continued retention and improvement of attrition rate is the need to conduct a full satisfaction survey, externally administered, to better understand how we can meet our employees' needs and be the most preferred place to work.

Welch: Mr. Golden has been instrumental in achieving support from our funding body in raising teacher pay, including an unprecedented mid-year raise, as well as negotiating for an increase in salaries that exceeded the initial recommendations. As Mr. Golden is well aware, we are not fully where we need to be yet and should continue to push. Mr. Golden should also encourage the Board of Education to expend its own political capital to support these efforts

Wimberly: Mr. Golden has made strong progress presenting a fiscally sound pay plan to effectively address recent market changes. While the Board as a body has not made clear its expectations, Board members seem to have high expectations for this goal...thus, in my opinion, he has met those high expectations.

Performance Goal 2: Develop a communication plan to include external WCS stakeholders; continue to evaluate communications strategies with internal stakeholders.		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	<i>Total evaluators</i>	1	4	5	1	0	0	11	
	<i>Points</i>	5	16	15	2	0	0	38	3.45

Comments:
Galbreath: Communications has been lacking, particularly how we proactively communicate with Parents. I have been asking for engaging our boosters in a collaborative effort for over two years, and that has been promised but has still not happened.
Cleveland: Mr. Golden has worked hard this last year to improve not only communications within the WCS families, but the Williamson County community as a whole. He has added to the budget an Assistant Director of Community Engagement to focus on external stakeholders. He has accepted many invitations to speak at community organizations and was selected to be on the County Growth Planning Committee
Brown: I feel our communication is adequate, but more could be done to make our overall communications more proactive and less reactive. I would ask for consideration as to whether more sensitivity can be shown towards our communications in situations that are potentially deemed by external stakeholders as emotional or political in nature.
Haugh: A thorough communication plan has been created, addressing all stakeholders effectively. The Community Engagement position is a tangible, meaningful deliverable toward this goal. I would like to see more action items beyond the strategies and exploration represented in the plan and think this would be a good area to expand on for next year. Areas identified in the plan touch on some key challenges, for example, how to reach a wider audience to showcase our student talent and accomplishments.
Garrett: WCS has made significant progress communicating with external stakeholders this year. Our award-winning communications team continues to push out interesting and positive content for both internal and external audiences. I would like to see more details of current communication strategies and more information about the overall strategic direction of internal communications. Note: in the third quarter of this academic year, our board requested a climate survey for WCS Employees survey and resulting outcomes should be considered as an input for next year's goals.

Apra: I've always felt as a district we have gone above and beyond to communicate and engage with external stakeholders. I think a new goal to consider would be how we deal with issues that arise from a small handful of stakeholders when the decisions impact more than just their children.

Mitchell: I feel that communications with the Community need to include more person to person events at the schools. I feel that Jason needs to increase his person to person communication with extended staff, including teachers. Weekly emails are valuable but there needs to be regular Q&A opportunities with the full staff of the district that are open to the board as well.

Durham: Jason's time dedication to our district is incredible. Outside of normal, daily workload and a full schedule, he also dedicates countless hours to our community by attending community meetings and working with municipalities. The plan for adding an engagement director and individuals to more completely capture all of the important achievements the district has seen will no doubt pay off in terms of ensuring attention and focus is duly given on the district's accomplishment of all pillars of our vision. There's no such thing as 'over-sharing' the good news - the district has much to be proud of - let's highlight all of those items!

Wimberly: The Communications Plan looks very strong tactically. The only possible shortcoming I see is a lack of a plan for ensuring that messaging is clear.

<i>Performance Goal 3: Develop a plan to address learning loss resulting from COVID-19 through student performance measured by TCAP, Tennessee End of Course examinations and AP examinations.</i>		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	<i>Total evaluators</i>	3	3	5	0	0	0	11	
	<i>Points</i>	15	12	15	0	0	0	42	3.82

<i>Comments:</i>
Galbreath: Learning loss was expected and evident from the closure of schools, the increased use of technology, and quarantine losses and remote. The summer programs were state mandated and implemented last year and will continue, however, the results are inconclusive at this point.
Cleveland: This was not an easy task for any public school superintendent. I feel that Mr. Golden and his team took learning loss very personal and seriously, working exceptionally hard to address it. WCS school district performance shows their success
Brown: Plan has been developed. I'm not clear on if we yet have the results of whether performance shows learning loss has been addressed.
Cash: Put more emphasis on instruction throughout school year rather than social inquiries and social emotional learning.
Haugh: This effort began with effective, granular analysis of areas needing most attention leading into this school year, and resources were effectively applied to the highest priority areas.
Garrett: The ability to pull together in the state required summer camps on very short notice last year was noteworthy. I've received positive feedback from families and teachers on the camps.
Aprea: Really excited to see we're moving toward district wide pacing guides!
Mitchell: I feel that Jason has done an excellent job on this goal and the district appears to be leading the state and reduction of learning loss.

Durham: Rebounding from the loss endured throughout the pandemic is going to take multiple years of direct and intentional focus. At the most basic level, adding tools and human resources will help us begin the journey back to high achievement and preparedness we were experiencing pre-pandemic.

Welch: Mr. Golden has prepared a plan to address learning due to lost classroom time from COVID that works within the parameters and limitations put on school districts by the TN Dept of Education.

Performance Goal 4: Develop goals and action steps to improve students' sense of safety at school.		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	<i>Total evaluators</i>	2	4	3	1	1	0	11	
	<i>Points</i>	10	16	9	2	1	0	38	3.45

Comments:
Galbreath: The board received the FHS report, but there were not supposed to be future actions to implement the recommendations until the Board discussed and at least came to consensus on what, if any actions we agree to take. The actions that are being reported as being responsive to FHS report are focused on making sure policies and discipline are consistent, which are fine goals. I feel that WCS administration is developing underlying DEI goals that are being pursued based on the FHS report without the Board adoption of those initiatives. The Superintendent's goals and the Board's engagement of FHS, were focused on student sense of safety, but the FHS report was focused on implementing a full DEI solution. The expansion of the WCS response to this issue should not be expanded without Board approval
Brown: Goals and plan have been developed. I'm unsure of how students sense of safety has been improved.
Cash: Actual safety I feel is good. I don't know if the bullying issues have changed.
Haugh: Very pleased with the continued focus on additional counselors and social workers. Even in a non COVID environment, these resources are vitally important to our student community, and that need has only been more pronounced. I'm encouraged that recruiting for these positions is getting additional resources as well. I would like to see some additional quantifiable metrics in this area in the future. The standardization of student handbooks is a very significant undertaking and that work is on track to have a meaningful impact for the next school year.
Garrett: One important item that is not detailed in Jason's self evaluation are the bullying incident reports that go to the Superintendent, assistant Superintendent of HR, Building administrators and board chair. These reports provide details of investigation and investigation outcomes related to reported bullying.

Mitchell: Emotional intelligence learning needs to be encouraged and implemented. Social intelligence learning needs to be encouraged and implemented. There needs to be a plan to protect children who identify as LGBTQ from external hate/abuse and ensure they're given access to resources if needed. Children who are at risk due to emotional insecurities need to be proactively identified and proactively helped to avoid self harm events.

Durham: Rebounding from the loss endured throughout the pandemic is going to take multiple years of direct and intentional focus. At the most basic level, adding tools and human resources will help us begin the journey back to high achievement and preparedness we were experiencing pre-pandemic.

Welch: Mr. Golden has made student safety, both physical and mentally/emotionally, a priority even in the face of strong political headwinds as he helped institute new procedures that more heavily considered the backgrounds and environments of every student and family in WCS.

Apra: This is the one area where I feel we still have a ways to go as a district. Updating the handbook for consistency was a great first step. But I'd love to see that work continue toward educating families about the procedures and roles, along with promoting more consistency and enforcement of rules throughout the district. Student mental health, especially around social media, is becoming even more of an issue at even younger ages. More education around that would help improve student sense of safety. I also think more needs to be done to ensure that students who face bullying or racism can feel safe in reporting incidents every time.

Wimberly: The Board and community have set the bar high for this goal, but I'm particularly impressed with the Superintendent's vigor on this goal.

<i>Performance Goal 5: Include improvements in operations support processes in monthly operations report presented at the Board's work session.</i>		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	<i>Total evaluators</i>	4	4	2	1	0	0	11	
	<i>Points</i>	20	16	6	2	0	0	44	4

<i>Comments:</i>
Galbreath: The construction reports in advance have been very helpful, and the monthly reports by individual areas of operations have also been a good focus, but as the Supt's report says, these are still a work in process. I would prefer to see the presentations at least a day or so in advance to be prepared for the topic at hand. And the reporting on the objectives, while included at the end of the agenda, have not provided a comprehensive view of the status of the strategic plan.
Cleveland: I feel Mr. Golden has improved communications to the Board. Staff members were invited to the work session to update the Board on department procedures, goals and results. It was good to get information directly from the head of the departments.
Brown: I have appreciated the regular operations reports of our work sessions and board meetings and found them useful in responding to questions for members of the community and parents in my district.
Cash: Busing is still an issue in many areas. Hard to find drivers.
Haugh: This has been an enlightening and informative feature of the monthly work sessions, and I hope this is a permanent addition. We have an exceptional organization and it's a great benefit to the board and general public to hear from our talented leadership. This goal has been thoroughly achieved.
Garrett: These monthly reports have served as a catalyst for significant strategy and policy related board discussions and unanticipated positive impact, which has helped the board's strategic focus.
Aprea: I've really appreciated the information shared during these reports.

Durham: I always appreciate hearing from department leaders and from Jason on the progress we are making toward goals and achievement. Promoting awareness and appreciation for the work behind the scenes that contributes to the success of our district is a critical part of ensuring that the community and external stakeholders understand the overall value of our district. Jason does a fantastic job of advocating for and showing support for our staff.

Welch: Mr. Golden has a detailed grasp of operations.

Student Achievement		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	Total evaluators	2	5	1	3	0	0	11	
	Points	10	20	3	6	0	0	39	3.55

Comments:

Galbreath: The process for the curriculum review left much to be desired, particularly the length of the process even as estimated prior to Thanksgiving to be concluded prior to Winter Break. The solution to issues with the curriculum by parents continues to be an "opt-out" process, which does create an optimal learning environment for those students. I hope changes will continue to be pursued by the administration to develop solutions that are inclusive of all students so that the need for opting out is minimized and all students are given the opportunity to learn in the classroom with their peers with developmentally appropriate curriculum and instruction.

Cash: Too much social emotional instruction in K -8 rather than actual basic education. Too much emphasis on retesting.

Haugh: Superintendent Golden is consistently effective in this area, and it's not to be taken for granted that WCS is a top performing district year after year. Excellent systems and leadership drive consistent results with very high expectations. One benefit of the Board's many curriculum discussions and presentations was to see the research-based methods used in ELA, as one example, which has increased student reading and preparedness. The Board has also recently been made more aware of the ways in which technology applications are evaluated and considered prior to adoption. Lastly, the proposed planning period for 2022-23 is indicative of continuous improvement efforts in professional development and collaboration methods among our teaching staff.

Mitchell: Jason has excelled in this area.

Durham: I bounced between applying a rating of 2 or 3 on this question, as the past two years have lacked intentional focus on being 'great' and have been focused more on surviving. I don't necessarily believe this is a reflection on Jason's performance as much as it is a reflection on the state of our society and community. I ultimately landed on a rating of '2' because I believe we are going to need to be bold and innovative, focusing intentionally on the student's academic achievement and eliminating distractions, inapplicable content and age appropriate topics, particularly in the elementary grade level. In addition, we need to address equity gaps in programming offerings across high schools, raise student awareness of course offerings and identifying strategic ways to develop & build (not just respond and support) interest across other areas of study. Taking the approach of 'if there is a student interest in a subject and if we can find a teacher willing to teach it' is not innovative, inspiring or progressive. High school is the avenue for students to explore fields of future study and make life, post-secondary and career decisions - we need to do a better job of equipping them with exposure and opportunity to evaluate pathways.

Welch: The education of students is the reason for the existence of WCS and under the leadership of Mr. Golden the district has continued to push student success for every child, expanding course offerings and opportunities for career and college readiness.

Board Relationships		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	Total evaluators	3	3	5	0	0	0	11	
	Points	15	12	15	0	0	0	42	3.82

Comments

Cleveland: My expectation bar is high. Any good superintendent that earns my support should achieve this level. Mr. Golden has met my expectations.

Brown: I feel informed and have the resources and explanations needed to make informed decisions as a board member, my only request is for more advanced notice of upcoming decisions and actions that may be expected of the board to allow for additional planning and information gathering beyond that which is allowed at regularly scheduled meetings.

Cash: Need to think and work a little harder on issues rather than strictly going by hurry (sic?) policy. Sometimes you have to look outside the box with decision making.

Haugh: Exemplary professionalism is consistently demonstrated in all dealings with the board and the communication is timely and informative. Policy is always supported and when changes are warranted, the recommendations are sound yet flexible for additional input.

Mitchell: Jason is very professional with all board members, even when board members are not professional to Jason or his staff.

Welch: Mr. Golden is the consummate professional in working with the Board. He is responsive to requests and provide accurate detailed information to questions as well as proactive in sharing information of interest. I would encourage him to be less deferential and stronger where he has honest disagreements with specific policy/procedure recommendations, including Board overreach into operations.

Community Relationships		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average	
	<i>Total evaluators</i>	3	1	6	0	0	0	0	10 (Brown didn't mark)	
	<i>Points</i>	15	4	18	0	0	0	0	37	3.7

Comments:

Cleveland: Same comments as in Board Relations

Cash: Could work better with all parents, whether pro or con, on specific issues.

Haugh: Superintendent Golden is an exemplary spokesperson for WCS, as evidenced in his interactions with the community in a multitude of venues on a regular basis. Some of those stakeholders include community organizations, athletic booster clubs, PTO, leadership, business organizations, county mayors, County Commissioners and of course parents and students. His relationships with the community are strong and he consistently encourages parental involvement as recently as our April board meeting.

Mitchell: I believe the district needs to have more face to face events with the Community, including recurring Q&A sessions.

Durham: There is no-one more professional than Jason Golden. He is a kind, empathetic and caring leader who listens to others, treats others respectfully at all times and makes conscientious and fiscally sound financial decisions. He is prepared with answers and is knowledgeable about all aspects of the district, enabling him to quickly and effectively answer questions on the fly and achieve nearly 100% county commission support of budget requests.

Welch: Since the onset of the pandemic, these have been extremely challenging and community-splitting years. Mr. Golden has worked hard to bring both sides together and navigate the right path. As we continue to return to a sense of normality/new normal, I would encourage Mr. Golden to look to continue our efforts in improving community engagement and classroom volunteerism.

		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
Staff and Personnel Relationships	<i>Total evaluators</i>	1	3	5	1	0	1	10 (Cleveland marked NA)	
	<i>Points</i>	5	12	15	2	0	0	34	3.4

Comments:

Galbreath: The use of technology has much cause for concern that I have expressed and have not seen a plan to modify. We implemented multiple simultaneous technology solutions, including multiple learning management systems, 1:1 chromebooks for K-12, and now we have hundreds of apps on those devices that need monitoring and evaluation as part of curriculum and/or supplemental resources.

Brown: Excellent visibility of senior staff with the board reflects shared decision making and collaborative leadership.

Cash: With outside (sic?) performers curriculum we are losing so much input for teachers in many cases. Opinions are not welcomed. K - 5th is very rigid with no room for change or better judgement on what or how to teach.

Haugh: The Board's best insights into the collaboration and working relationships of WCS are on display and our work sessions where the spotlight is shared among assistant superintendents, staff members and department leadership. It's quite apparent to this Board member that staff talents are being optimized and celebrated as part of the culture. As an important action item, what HR has heard from teachers regarding morale and public opinion is concerning and a broader issue that goes beyond Williamson County's borders. I applaud Superintendent Golden for soliciting that initial feedback and sharing it with the Board. The concerns our professionals express need to be a high priority this summer and into next year. We'll need to analyze that information carefully to ensure we focus on the most meaningful areas within our control and continue to make WCS a desirable destination for prospective teachers and staff.

Apra: Would love to pursue a staff climate survey to make sure we have a solid understanding of whether or not needs are being met.

Mitchell: Jason delegates appropriately. The district PD is focused on student learning, but could be better coordinated across departments to ensure consistency and common themes. Technology used in teaching and learning changes too much, in some cases, year to year, and does not seem to be researched sufficiently for quality of product and end user support. Shared leadership and decision making opportunities below assistant superintendents appear problematic and inconsistent across departments. Work from home rules are not implemented consistently across departments, resulting in some departments being more restrictive than others.

Durham: Generally, staff members are given an appropriate span of control and decision-making. I have seen instances where I would have discouraged some methods of communication or would redirect staff members from presenting certain behaviors, opinions or content. It's okay for Jason to overrule a staff member's recommendation or input.

Welch: Mr. Golden empowers his professional staff to exercise their expertise and authority.

Facilities, Finance and Human Resources		5- Significantly above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly below Expectations	NA - Not Applicable	TOTAL	Average
	<i>Total evaluators</i>	1	6	3	1	0	0	11	
	<i>Points</i>	5	24	9	2	0	0	40	3.64

Comments:

Galbreath: The overall finance, facilities, and HR are very good. Some opportunities for improvement include the proactive purchase of land for schools on the 5-year capital plan to ensure timely completion and to secure land in optimal locations and the current prices. I would also like to discuss the process for the reporting and/or approval of the site plans for capital projects. Currently, the Board approves a price of the project only, and on most projects don't ever see the scope nor design of the project before it's construction. The Board is not getting requests to approve cost overruns, which is a meaningful change from past years, when decisions were made without the Board to modify the scope rather than to complete the project and ask for additional funds.

Brown: Mr Golden has an excellent handle on the processes, both operational and financial of the system, and demonstrates an ability to address the needs of the district and empower staff accordingly.

Cash: This is ongoing and changes happen every day. The retention of teachers is a big issue in my opinion. We require teachers to teach more of what goes on around us rather than true education, so many areas of social emotional learning is pushed on our teachers, which is a conflict with parents. So much subject matter is being taught when parents should be teaching their children. Parents have little say in what their children are being taught. I strongly feel our teachers need to leave an anonymous survey to vent much frustration with their jobs. This would allow them to focus on what they are trained to do: teach the basic educational needs to be successful.

Haugh: Consistently meets and exceeds expectations in all these areas, even in extremely challenging times for employers. Where critical issues have come up (e.g., supply chain shortages, transportation difficulties), WCS leadership has proven resourceful and resilient to meet the needs of our students. Public and funding body support for facilities is at an appropriately high level, which is reflective of trust that's been built over a number of years of fiscally responsible budgeting and clear articulation of needs.

Mitchell: Where is the human resource data example in the school?

Durham: I have requested for several years a district-wide equity review, school by school. Amenities need to be addressed and improved at some schools. Additionally, user-friendly systems and technology must be explored and implemented in order to allow for robust data aggregation, reporting and decision making. Anecdotal comments and lack of data to drive solutions, strategy and direction will only set us up for status quo.

Welch: Mr. Golden is a strong advocate for the district, both facilities and personnel working hard to acquire the resources we need and sharing the District's numerous successes as Tennessee's highest performing LEA. I would encourage Mr. Golden to shift more effort to talking about challenges and concerns going forward. While we have an immense number of accomplishments, our strong successes has the potential of over-shadowing our challenges and need for community success.

PERFORMANCE GOALS (80%)			OVERALL AVERAGE
Goal 1: Present a fiscally sound pay plan to effectively address recent market changes, including classified and certified positions.			4.18
Goal 2: Develop a communication plan to include external WCS stakeholders; continue to evaluate communications strategies with internal stakeholders.			3.45
Goal 3: Develop a plan to address learning loss resulting from COVID-19 through student performance			3.82
Goal 4: Develop goals and action steps to improve students' sense of safety at school.			3.45
Goal 5: Include improvements in operations support processes in monthly operations report presented at the Board's work session			4
		TOTAL	3.78

DEMONSTRABLE CHARACTERISTICS (20%)			OVERALL AVERAGE
Student Achievement			3.55
Board Relationships			3.82
Community Relationships			3.7
Staff and Personnel Relationships			3.4
Facilities, Finance and Human Resources			3.64
		TOTAL	3.62

OVERALL	3.75
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To: Board of Education
From: Rachel Farmer, Assistant Superintendent/CFO *rf*
RE: Amendments and Resolutions for the 21-22 Budget
Date: May 16, 2022



The following amendments require your approval only.

General Purpose School Fund

Amendments:

05.22 Bridge Camps Grant

We have been allocated funds from the State Summer Learning Loss Bridge Camps Grant to fund Bridge Camps for students entering grades six through eight in the summer of 2022 to address learning loss related to Covid-19. We will receive the funds on a reimbursement basis. **\$1,166,232.72**

05.22 Summer Learning Camps Grant

We have been allocated funds from the State Summer Learning Camps Grant to fund Summer Learning Camps for students entering grades one through five in the summer of 2022 to address learning loss related to COVID-19. We will receive the funds on a reimbursement basis. **\$2,812,709.95**

05.22 STREAM Mini Camps Grant

We have been allocated funds from the State for STREAM Mini Camps to fund STREAM Mini Camps for students entering grades one through five in the summer of 2022 to address learning loss specifically for STREAM topics because of COVID-19. We will receive the funds on a reimbursement basis. **\$803,631.41**

05.22 Summer Learning Transportation Grant

We have been allocated funds from the State Summer Learning Transportation Grant to fund Summer Learning Camps transportation costs for students attending the Summer Learning Camps. We will receive the funds on a reimbursement basis. **\$757,384.19**

General Purpose School Fund and Central Cafeteria Fund

The following end of year resolutions will require both board and commission approval.

General Purpose School Fund Resolutions:

06.22 Additional SSS Expenses

Certain students support service department needs are not able to be properly forecasted during the budget process in that they are tied to student needs. Legal expense for due process procedures and contracts with private agencies are expenses not properly forecasted. Fund balance will be used to cover the increases. Total needed is **\$275,000**.

06.22 Trustee Commission

There is a need to increase the trustee's commission by **\$650,000** based on the amount of local revenue we received. We only budget 92% of anticipated property tax collections and received more than 98% and, therefore will use this account to fund this need.

06.22 ESCO Payment

The school system completed an infrastructure up-grade that allowed us to participate in an energy savings program. In an agreement with the county, we will reimburse the debt service principal and interest payments related to these infrastructure up-grades from fund balance in the amount of **\$1,101,303.99**.

06.22 Additional Insurance Expenses

Due to increases in insurance costs and claims that are hard to forecast, certain insurance lines need to be increased. Property tax collections more than budgeted revenue will be used to account for these increases. Total need is **\$300,000**.

06.22 Additional Substitute Pay Expenses

The substitute pay budget line was decreased last year because of hiring super subs for each school and assuming the need for additional substitutes would be lower in the current fiscal year. Due to continued COVID-19 leaves, the substitute line needs to be increased. Fund balance will be used to cover the increase. Total needed is **\$2,500,000**.

06.22 Additional Fuel Costs

The cost of fuel has gone up significantly and the line needs to be increased. Fund balance will be used to cover the increase. Total needed is **\$366,000.00**.

Central Cafeteria School Fund Resolution:

06.22 Additional Cafeteria Expenses

The cafeteria's budget last year was based on current market expenses. There has been a tremendous increase in market costs this year and budget lines need to be increased. In addition, the mid-year raise adjustments need to be made to this fund. Revenue from the USDA far exceeded budgeted amounts and will be used to account for these needs. Total needed is **\$3,067,500**.

Staff recommends approval of the above noted amendments and resolutions to fund.

May worksession.docx

Amendment:

**APPROPRIATING \$1,166,232.72 FOR SUMMER LEARNING LOSS BRIDGE CAMP GRANT
FUNDS IN THE GENERAL PURPOSE SCHOOL FUND
2021-2022 BUDGET FOR BRIDGE CAMP**

WHEREAS, the Tennessee Learning Loss Remediation and Student Acceleration Act outline summer programming to address gaps in learning; and

WHEREAS, students are being targeted in the summers following the 2021 and 2022 school years; and

WHEREAS, Bridge Camps are being offered to catch-up and accelerate learning because of COVID-19; and

WHEREAS, Bridge Camps require 6 hours per day of programming serving students entering grades six through eight, and

WHEREAS, the State is providing funding to cover costs of these mandated camps;

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

Revenue		
141.40000.465900.000	Transfers in from	\$1,166,232.72
00.31.00.00.G21BC	Bridge Camp Grant	
Expenditures		
141.71100.511600.G21BC	Regular Instructional	\$ 202,752.00
141.71100.516300.G21BC	Educational Assistants	\$ 42,336.00
141.71100.518900.G21BC	Other Salaries and Wages	\$ 31,392.00
141.71100.520100.G21BC	Social Security	\$ 17,141.76
141.71100.520400.G21BC	State Retirement	\$ 25,913.10
141.71100.521200.G21BC	Employer Medicare	\$ 4,008.97
141.71100.521700.G21BC	Retirement-Hybrid Stabilization	\$ 830.00
141.71100.542900.G21BC	Instructional Supplies and Materials	\$ 752,112.03
141.72120.513100.G21BC	Medical Personnel	\$ 11,923.20
141.72120.520100.G21BC	Social Security	\$ 739.24
141.72120.520400.G21BC	State Retirement	\$ 591.16
141.72120.521200.G21BC	Employer Medicare	\$ 172.89
141.72120.521700.G21BC	Retirement-Hybrid Stabilization	\$ 5.00
141.72210.510500.G21BC	Camp Directors	\$ 27,648.00
141.72210.518900.G21BC	Other Salaries and Wages	\$ 6,480.00
141.72210.520100.G21BC	Social Security	\$ 2,115.94
141.72210.520400.G21BC	State Retirement	\$ 3,515.19
141.72210.521200.G21BC	Employer Medicare	\$ 494.86
141.72610.532800.G21BC	Janitorial Services	\$ 6,000.00
141.73100.510500.G21BC	Café Managers	\$ 8,064.00
141.73100.516500.G21BC	Cafeteria Personnel	\$ 11,520.00
141.73100.520100.G21BC	Social Security	\$ 1,214.21
141.73100.520400.G21BC	State Retirement	\$ 979.20
141.73100.521200.G21BC	Medicare	\$ 283.97
141.73100542200.G21BC	Food Supplies	\$ 8,000.00
	Total	\$ 1,166,232.72

School Board Vote

Yes _____ **No** _____

Amendment:

**APPROPRIATING \$803,631.41 FOR STREAM MINI CAMPS GRANT FUNDS IN THE
GENERAL PURPOSE SCHOOL FUND 2021-2022 BUDGET FOR
STREAM MINI CAMPS EXPENDITURES**

- WHEREAS,** the Tennessee Learning Loss Remediation and Student Acceleration Act outline summer programming to address gaps in learning; and
- WHEREAS,** students are being targeted in the summers following the 2021 and 2022 school years; and
- WHEREAS,** STREAM mini camps are being offered to catch-up and accelerate learning as a result of COVID-19; and
- WHEREAS,** STREAM Mini Camps require 1 hour per day additional instruction over the Summer Learning Camps for STREAM specific instruction and serves students entering grade one through five; and
- WHEREAS,** the State is providing funding to cover costs of these mandated camps;
- NOW, THEREFORE BE IT RESOLVED** that the Williamson County Board of Education meeting in regular session on May 16, 2022, approve and amend the 2021-2022 General Purpose School Fund budget as follows:

Revenue		
141.40000.465900.000. 00.31.00.00.G21SM	Transfers in from Summer STREAM Mini Camp	\$803,631.41
Expenditures		
141.71100.511600.G21SM	Regular Instructional	\$ 96,768.00
141.71100.516300.G21SM	Educational Assistants	\$ 27,648.00
141.71100.520100.G21SM	Social Security	\$ 8,678.02
141.71100.520400.G21SM	State Retirement	\$ 12,768.19
141.71100.521200.G21SM	Employer Medicare	\$ 2,029.54
141.71100.521700.G21SM	Retirement-Hybrid Stabilization	\$ 350.00
141.71100.542900.G21SM	Instructional Supplies and Materials	\$ 630,790.74
141.72120.513100.G21SM	Medical Personnel	\$ 4,032.00
141.72120.520100.G21SM	Social Security	\$ 215.61
141.72120.520400.G21SM	State Retirement	\$ 168.88
141.72120.521200.G21SM	Employer Medicare	\$ 50.43
141.72120.521700.G21SM	Retirement-Hybrid Stabilization	\$ 5.00
141.72210.510500.G21SM	Camp Directors	\$ 13,824.00
141.71100.518900.G21SM	Other Salaries & Wages	\$ 3,240.00
141.71100.520100.G21SM	Social Security	\$ 1,057.97
141.71100.520400.G21SM	State Retirement	\$ 1,757.60
141.71100.521200.G21SM	Employer Medicare	<u>\$ 247.43</u>
	Total	\$803,631.41
School Board Vote	Yes_____	No____

Amendment:

**APPROPRIATING \$757,384.19 FOR SUMMER LEARNING TRANSPORTATION GRANT
FUNDS IN THE GENERAL PURPOSE SCHOOL FUND
2021-2022 BUDGET FOR CAMP TRANSPORTATION**

WHEREAS, the Tennessee Learning Loss Remediation and Student Acceleration Act outline summer programming to address gaps in learning; and

WHEREAS, students are being targeted in the summers following the 2021 and 2022 school years; and

WHEREAS, Summer Learning Camps are being offered to catch-up and accelerate learning because of COVID-19; and

WHEREAS, Camps require 6 hours per day of programming serving students entering grades one through five, and

WHEREAS, the State is providing funding to cover transportation costs of these mandated camps;

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

Revenue		
141.40000.465900.000	Transfers in from	\$757,384.19
00.31.00.00.G22SL	Summer Learning Transportation Camp Grant	
Expenditures		
141.72710.514600.G22SL	Bus Drivers	\$ 171,600.00
141.72710.518900.G22SL	Other Salaries & Wages	\$ 55,440.00
141.72710.520100.G22SL	Social Security	\$ 14,076.48
141.72710.520400.G22SL	State Retirement	\$ 11,352.00
141.72710.521200.G22SL	Employer Medicare	\$ 3,292.08
141.72710.541200.G22SL	Diesel Fuel	\$ 495,623.63
141.72710.542500.G22SL	Gasoline	\$ 6,000.00
	Total	\$ 757,384.19

School Board Vote Yes_____ No____

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL BUDGET
\$275,000 FOR ADDITIONAL SPECIAL EDUCATION EXPENSES**

WHEREAS, the Student Support Services Department has estimated there is a need to increase the amount for contracted services for special education students and legal expenses; and

WHEREAS, increases like these arise during the year on a student by student need and are necessary based on a student's particular need for this current school year that were not known during the budget process; and

WHEREAS, we will use fund balance to fund this need;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 13, 2022, approve and amend the 2021-2022 General Purpose School Fund budget in the following manner:

Revenue	Fund Balance	\$275,000
141.39000		
Expenditure	OCS – Legal	\$200,000
141.72220.539999.389	Contracts with Private Agencies	75,000
141.71200.531200.389	Total	\$275,000

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

RESOLUTION NO. _____
Requested by : Board of Education

**RESOLUTION APPROPRIATING \$650,000 IN THE GENERAL PURPOSE SCHOOL FUND
BUDGET FROM CURRENT REVENUES FOR RELATED TRUSTEE COMMISSION**

WHEREAS, there is a need for an additional **\$650,000** in the trustee commission line item due to the actual revenue for property taxes exceeding budgeted amounts; and

WHEREAS, the expense for Trustee's Commission is directly related to the amount collected in property tax;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 13, 2022, amend the 2021-2022 General Purpose School Fund budget in the following manner:

Revenue 141.40000.401100	Property Tax Collections	\$650,000
Expenditures 141.72310.551000	Trustee Commission	\$650,000

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

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION TO TRANSFER FUNDS TO THE RURAL AND GENERAL DEBT SERVICE
FUNDS TO PAY PRINCIPAL AND INTEREST ON
ENERGY SYSTEMS CONSERVATION DEBT**

WHEREAS, Williamson County Schools initiated an energy savings program whereby savings resulting from the upgrade of infrastructure relating to utilities in our schools will offset the related debt; and

WHEREAS, the Board entered into an agreement with the county to reimburse the debt service interest and principal payments;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Commission meeting in regular session on June 13, 2022, approve the following funds and amend the 2021-2022 General Purpose School Fund as follows:

**Revenue
141.39000**

Fund Balance

\$1,101,303.99

**Expenditures Increase
141.82330.562000.510**

**Debt Service Contributions to
Primary Government**

\$1,101,303.99

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

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION APPROPRIATING \$550,000 IN THE 2021-2022 GENERAL
PURPOSE SCHOOL OPERATING BUDGET FOR
LIABILITY, WORKERS COMP AND PROPERTY INSURANCE CLAIMS**

WHEREAS, based on claims to date, projected future payments and the anticipated accrual at year end, the liability, workers comp, and property insurance costs for the school department will exceed budgeted projections; and

WHEREAS, these are unexpected and sometimes hard to forecast due to the nature of the expenses; and

WHEREAS, we will fund this need from excess property tax collections;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 13,2022, approve and amend the 2021-2022 General Purpose School Fund operating budget in the following manner:

Revenue			
141.40000.401100	Property Tax Collections	\$550,000	
Expenditure			
141.72310.550600	Liability/Excess Risk		\$ 50,000
141.72310.551300	Workers Comp Ins		375,000
141.72610.550200	Building and Content		125,000
			\$550,000

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

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2021-2022 GENERAL PURPOSE SCHOOL BUDGET
\$366,000 FOR ADDITIONAL FUEL EXPENSES**

WHEREAS, the price of fuel has gone up significantly over the last six months; and

WHEREAS, increases like this were not known during the budget process; and

WHEREAS, we will use fund balance to fund this need;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 13, 2022, approve and amend the 2021-2022 General Purpose School Fund budget in the following manner:

Revenue 141.39000	Fund Balance	\$366,000
Expenditure 141.72710-542500-510	Gasoline	\$366,000

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

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2021-2022 CENTRAL CAFETERIA FUND BUDGET
\$3,067,500 FOR ADDITIONAL EXPENDITURES FROM EXISTING FUNDS**

WHEREAS, cost related to goods and services have increased significantly over the last year; and

WHEARAS, mid-year raise adjustments need to be accounted for; and

WHEREAS, the Central Cafeteria Fund has estimated there is a need to increase the budget lines for food and non-food supplies, transportation, maintenance for parts and labor, in-service, and equipment as well as some payroll lines; and

WHEREAS, we received additional funds over the amount budgeted for revenue and will use these additional funds to meet this need;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 13, 2022, approve and amend the 2021-2022 Central Cafeteria Fund budget in the following manner:

Revenue		
143.40000.471110	USFDA School Lunch	\$3,067,500
Expenditure		
143.73100.516500	Cafeteria Personnel	\$190,000
143.73100.518700	Overtime Pay	27,000
143.73100.520100	Social Security	6,000
143.73100.520400	Pensions	15,000
143.73100.520700	Medical Insurance	38,000
143.73100.521200	Employer Medicare	1,500
143.73100.542200	Food	1,850,000
143.73100.549900	Non-Food (Other S&M)	400,000
143.73100.535400	Transportation(IWC)	35,000
143.73100.541800	Maintenance-Parts	20,000
143.73100.533600	Maintenance-Labor	15,000
143.73100.546900	USDA Commodities	50,000
143.73100.552400	In-Service/Staff Development	20,000
143.73100.571000	Equipment	400,000
		\$3,067,500 \$3,067,500

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

2022-2023 BUDGET FOR 142 SCHOOL FEDERAL PROJECTS

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL MAY 16, 2022

(Includes Special Education IDEA-Part B, IDEA Pre-School, IDEA Partnership for Systemic Change (K-12), CTE Perkins Basic, and ESEA Grants (Title I, I-Delinquent, I-Neglected, IIA, III, IV) as amended by Every Student Succeeds Act)

REVENUES

47131	CTE Perkins Basic Grant	\$	355,125.52
47141	Title IA, I-Neglected, I-Delinquent Grants to States	\$	757,009.25
47143	Special Education Grants to States	\$	6,756,406.00
47145	Special Education Pre-School	\$	122,851.00
47146	Title III, English Language Acquisition	\$	79,884.99
47189	Title IIA, Eisenhower Professional Development	\$	521,702.03
47590	Title IV, (Student Support and Academic Enrichment)	\$	<u>53,104.63</u>

TOTAL REVENUES \$ **8,646,083.42**

EXPENDITURES

71100	Regular Instruction Program	\$	764,936.42
71200	Special Education Instruction Program	\$	3,983,694.63
71300	Vocational Education Program	\$	239,434.52
72120	Health Services	\$	893,693.51
72130	Other Student Support	\$	131,294.02
72210	Other Instruction Support	\$	562,550.75
72220	Special Education Support	\$	840,136.60
72230	Vocational Support	\$	12,633.98
72710	Transportation	\$	1,400.00
99100	Transfers Out (Indirect Cost and CCEIS Disproportionality)	\$	<u>1,216,308.99</u>

TOTAL EXPENDITURES \$ **8,646,083.42**

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
ESEA as amended by Every Student Succeeds Act
2022-2023 PROPOSED BUDGET

Category	DESCRIPTION	TITLE I-A	TITLE I-A NEGLECTED	TITLE I-A DELINQUENT	TITLE IIA	TITLE III	TITLE IV	TOTALS BY CATEGORY	
REVENUE									
47141	Title I, Grants to Local Education Agencies	742,116.34	5,834.25	9,058.66	-	-	-	757,009.25	
47146	Title III, English Language Acquisition	-	-	-	-	79,884.99	-	79,884.99	
47189	Title IIA, Eisenhower Prof Development	-	-	-	521,702.03	-	-	521,702.03	
47590	Title IV, Other Federal Through State	-	-	-	-	-	53,104.63	53,104.63	
		<u>\$ 742,116.34</u>	<u>\$ 5,834.25</u>	<u>\$ 9,058.66</u>	<u>\$ 521,702.03</u>	<u>\$ 79,884.99</u>	<u>\$ 53,104.63</u>	<u>\$ 1,411,700.90</u>	
EXPENDITURES									
7100 REGULAR INSTRUCTION									
	Teachers	116	496,010.70	-	-	-	-	-	
	Educational Assistants	163	-	-	-	-	-	-	
	Other Salaries & Wages	189	-	4,800.00	7,500.00	-	30,000.00	-	
	Social Security	201	30,752.66	297.60	465.00	-	1,860.00	-	
	State Retirement	204	43,103.33	417.12	651.75	-	2,607.00	-	
	Life Insurance	206	328.00	-	-	-	-	-	
	Medical Insurance	207	91,600.00	-	-	-	-	-	
	Dental Insurance	208	4,000.00	-	-	-	-	-	
	Employer Medicare	212	7,192.16	69.60	108.75	-	4,350.00	-	
	Instructional Materials	429	-	41.77	9.95	-	28,112.25	10,658.78	
	Other Charges	599	-	-	-	-	-	-	
	Instructional Equipment	722	-	-	-	-	-	-	
	TOTAL REGULAR INSTRUCTION		<u>\$ 672,986.85</u>	<u>\$ 5,626.09</u>	<u>\$ 8,735.45</u>	<u>\$ -</u>	<u>\$ 66,929.25</u>	<u>\$ 10,658.78</u>	<u>\$ 764,936.42</u>
72130 OTHER STUDENT SUPPORT									
	Other Salaries & Wages	189	1,200.00	-	-	-	-	-	
	Social Security	201	74.40	-	-	-	-	-	
	State Retirement	204	104.28	-	-	-	-	-	
	Employer Medicare	212	17.40	-	-	-	-	-	
	In-Service Staff Development	524	-	-	-	-	25,063.48	-	
	Other Charges	599	6,025.08	-	-	-	-	-	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 7,421.16</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 25,063.48</u>	<u>\$ -</u>	<u>\$ 32,484.64</u>
72210 INSTRUCTION SUPPORT									
	Education Media Personnel	137	-	-	28,179.54	-	-	-	
	Secretary(s)	161	-	-	22,680.72	-	-	-	
	Other Salaries and Wages	189	-	-	270,915.00	-	-	-	
	Teacher Training	196	-	-	-	-	3,000.00	-	
	Social Security	201	-	-	19,950.07	-	186.00	-	
	State Retirement	204	-	-	27,423.15	-	260.70	-	
	Life Insurance	206	-	-	205.00	-	-	-	
	Medical Insurance	207	-	-	57,250.00	-	-	-	
	Dental Insurance	208	-	-	2,500.00	-	-	-	
	Employer Medicare	212	-	-	4,665.74	-	43.50	-	
	Mileage	355	-	-	7,000.00	-	-	-	
	Other Contracted Services	399	-	-	18,493.00	-	-	-	
	Other Materials/Supplies	499	3,000.00	-	-	-	2,997.41	-	
	In-Service Staff Develop.	524	30,865.99	-	43,825.57	10,109.36	9,000.00	-	
	Other Charges	599	-	-	-	-	-	-	
	TOTAL INSTRUCTION SUPPORT		<u>\$ 33,865.99</u>	<u>\$ -</u>	<u>\$ 503,087.79</u>	<u>\$ 10,109.36</u>	<u>\$ 15,487.61</u>	<u>\$ -</u>	<u>\$ 562,550.75</u>
72710 TRANSPORTATION									
	Contracts with Parents	313	800.00	-	-	-	-	-	
	Contract with Vehicle Owner	315	600.00	-	-	-	-	-	
	TOTAL TRANSPORTATION		<u>\$ 1,400.00</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,400.00</u>
99100 TRANSFERS OUT									
	Indirect Cost	504	26,442.34	208.16	323.21	18,614.24	2,846.38	1,894.76	
	TOTAL TRANSFERS OUT		<u>\$ 26,442.34</u>	<u>\$ 208.16</u>	<u>\$ 323.21</u>	<u>\$ 18,614.24</u>	<u>\$ 2,846.38</u>	<u>\$ 1,894.76</u>	<u>\$ 50,329.09</u>
	TOTALS		<u>\$ 742,116.34</u>	<u>\$ 5,834.25</u>	<u>\$ 9,058.66</u>	<u>\$ 521,702.03</u>	<u>\$ 79,884.99</u>	<u>\$ 53,104.63</u>	<u>\$ 1,411,700.90</u>

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA)
2022-2023 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	IDEA PARTNERSHIP FOR SYSTEMIC CHANGE (K-12)			TOTALS BY CATEGORY
			IDEA, PART B	IDEA PRESCHOOL		
REVENUE						
47143	Special Education - Grants to States		6,746,406.00	-	10,000.00	6,756,406.00
47145	Special Education - Preschool Grants		-	122,851.00		122,851.00
			\$ 6,746,406.00	\$ 122,851.00	\$ 10,000.00	\$ 6,879,257.00

EXPENDITURES

IDEA, PART B
MANDATORY CCEIS

71200 SPECIAL EDUCATION INSTRUCTION

Teachers	116	-	20,000.00	-	-	-
Educational Assistants	163	1,891,440.06	53,000.00	-	-	-
Other Salaries & Wages	189	155,528.07	-	-	-	450,868.38
Social Security	201	126,912.02	7,456.38	-	-	27,953.84
State Retirement	204	156,183.67	9,627.62	-	-	38,589.70
Life Insurance	206	3,772.00	82.00	-	-	287.00
Medical Insurance	207	1,053,400.00	22,900.00	-	-	80,150.00
Dental Insurance	208	46,000.00	1,000.00	-	-	3,500.00
Employer Medicare	212	29,681.04	1,743.83	-	-	6,537.59
Contract w/Private Agencies	312	393,929.57	5,894.37	-	-	-
Other Contracted Services	399	-	-	-	-	512,000.00
Instructional Supplies/Mat	429	3,000.00	1,144.00	-	-	5,000.00
Other Supplies/Materials	499	1,000.00	-	-	-	-
In-Service/Staff Development	524	-	-	-	-	20,301.04
Special Educ Equipment	725	-	-	-	-	-
TOTAL SPECIAL EDUCATION INSTRUCTION		\$ 3,860,846.43	\$ 122,848.20	\$ -	\$ -	3,983,694.63

72120 HEALTH SERVICES

Medical Personnel	131	671,973.96	-	-	-	-
Social Security	201	41,662.39	-	-	-	-
State Retirement	204	58,394.54	-	-	-	-
Life Insurance	206	369.00	-	-	-	-
Medical Insurance	207	103,050.00	-	-	-	-
Dental Insurance	208	4,500.00	-	-	-	-
Employer Medicare	212	9,743.62	-	-	-	-
Travel-Mileage	355	4,000.00	-	-	-	-
TOTAL HEALTH SERVICES		\$ 893,693.51	\$ -	\$ -	\$ -	893,693.51

72220 SPECIAL EDUCATION SUPPORT

Psychological Personnel	124	141,476.00	-	-	-	-
Secretary(s)	161	44,880.00	-	-	-	-
Other Salaries/Wages	189	415,057.38	-	-	-	-
In-Service Training	196	-	-	-	-	-
Social Security	201	37,287.63	-	-	-	-
State Retirement	204	51,787.09	-	-	-	-
Life Insurance	206	328.00	-	-	-	-
Medical Insurance	207	91,600.00	-	-	-	-
Dental Insurance	208	4,000.00	-	-	-	-
Employer Medicare	212	8,720.50	-	-	-	-
Contract w/Private Agencies	312	30,000.00	-	-	-	-
Travel-Mileage	355	5,000.00	-	-	-	-
Other Supplies & Materials	499	-	-	8,510.00	-	-
In-Service/Staff Development	524	-	-	1,490.00	-	-
TOTAL SPECIAL EDUCATION SUPPORT		\$ 830,136.60	\$ -	\$ 10,000.00	\$ -	840,136.60

99100 TRANSFERS OUT

Indirect Cost	504	131,340.91	2.80	-	-	-
Transfers to Other Funds	590	1,030,388.55	-	-	-	-
TOTAL TRANSFERS OUT		\$ 1,161,729.46	\$ 2.80	\$ -	\$ -	1,161,732.26

TOTAL **\$ 6,746,406.00** **\$ 122,851.00** **\$ 10,000.00** **\$ 6,879,257.00**

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
 CARL D. PERKINS CAREER AND TECHNICAL EDUCATION ACT OF 2006
 as amended by the Strengthening Career Technical Education for the 21st Century Act (Perkins V)
 2022-2023 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	<u>CTE PERKINS BASIC</u>	<u>TOTALS BY CATEGORY</u>
REVENUE				
47131	Vocational Education - Grants to States		355,125.52	
			<u>\$ 355,125.52</u>	\$ 355,125.52
<hr/>				
EXPENDITURES				
71300 CAREER AND TECHNICAL EDUCATION				
	Teachers	116	75,069.65	
	Clerical Personnel	162	18,549.72	
	Social Security	201	5,804.04	
	State Retirement	204	7,938.90	
	Life Insurance	206	56.38	
	Medical Insurance	207	15,743.75	
	Dental Insurance	208	687.50	
	Employer Medicare	212	1,357.48	
	Instructional Equipment	730	<u>114,227.10</u>	
	TOTAL CAREER AND TECH EDUC		<u>\$ 239,434.52</u>	\$ 239,434.52
72130 OTHER STUDENT SUPPORT				
	Other Salaries & Wages	189	8,500.00	
	Social Security	201	527.00	
	State Retirement	204	876.00	
	Employer Medicare	212	125.00	
	Travel-Mileage	355	71,025.10	
	In Service/Staff Development	524	<u>17,756.28</u>	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 98,809.38</u>	\$ 98,809.38
72230 CAREER/TECH EDUC SUPPORT				
	Clerical Personnel	162	6,189.36	
	Social Security	201	383.74	
	State Retirement	204	472.25	
	Life Insurance	206	5.13	
	Medical Insurance	207	1,431.25	
	Dental Insurance	208	62.50	
	Employer Medicare	212	89.75	
	In-Service Staff Develop.	524	<u>4,000.00</u>	
	TOTAL CAREER/TECH EDUC SUPPORT		<u>\$ 12,633.98</u>	\$ 12,633.98
99100 TRANSFERS OUT				
	Indirect Cost	504	4,247.64	
	TOTAL TRANSFERS OUT		<u>\$ 4,247.64</u>	\$ 4,247.64
	<u>TOTAL</u>		<u>\$ 355,125.52</u>	<u>\$ 355,125.52</u>

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



MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: May 16, 2022

RE: Approval of ePlan Applications for FY2023 to include ESEA Grants as Amended by Every Student Succeeds Act, IDEA, Part B, IDEA Pre-School, IDEA Partnership for Systemic Change, K-12, and Carl Perkins Basic Grant

This memo is to request the approval of the FY2023 Federal Fund 142 ePlan Applications and Budgets with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2023 ePlan Applications and Budgets for ESEA Grants (Titles IA, I-Delinquent, I-Neglected, IIA, III, IV), IDEA, Part B, IDEA Pre-School, IDEA Partnership for Systemic Change, K-12, and Carl Perkins Basic Grant and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

2022-2023 BUDGET FOR 142 SCHOOL FEDERAL PROJECTS

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL MAY 16, 2022

(Includes Special Education IDEA-Part B, IDEA Pre-School, IDEA Partnership for Systemic Change (K-12), CTE Perkins Basic, and ESEA Grants (Title I, I-Delinquent, I-Neglected, IIA, III, IV) as amended by Every Student Succeeds Act)

REVENUES

47131	CTE Perkins Basic Grant	\$	355,125.52
47141	Title IA, I-Neglected, I-Delinquent Grants to States	\$	757,009.25
47143	Special Education Grants to States	\$	6,756,406.00
47145	Special Education Pre-School	\$	122,851.00
47146	Title III, English Language Acquisition	\$	79,884.99
47189	Title IIA, Eisenhower Professional Development	\$	521,702.03
47590	Title IV, (Student Support and Academic Enrichment)	\$	<u>53,104.63</u>

TOTAL REVENUES \$ **8,646,083.42**

EXPENDITURES

71100	Regular Instruction Program	\$	764,936.42
71200	Special Education Instruction Program	\$	3,993,324.63
71300	Vocational Education Program	\$	239,434.52
72120	Health Services	\$	893,693.51
72130	Other Student Support	\$	131,294.02
72210	Other Instruction Support	\$	562,550.75
72220	Special Education Support	\$	830,136.60
72230	Vocational Support	\$	12,633.98
72710	Transportation	\$	1,400.00
99100	Transfers Out (Indirect Cost and CCEIS Disproportionality)	\$	<u>1,216,678.99</u>

TOTAL EXPENDITURES \$ **8,646,083.42**

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
ESEA as amended by Every Student Succeeds Act
2022-2023 PROPOSED BUDGET

Category	DESCRIPTION	TITLE I-A	TITLE I-A NEGLECTED	TITLE I-A DELINQUENT	TITLE IIA	TITLE III	TITLE IV	TOTALS BY CATEGORY	
REVENUE									
47141	Title I, Grants to Local Education Agencies	742,116.34	5,834.25	9,058.66	-	-	-	757,009.25	
47146	Title III, English Language Acquisition	-	-	-	-	79,884.99	-	79,884.99	
47189	Title IIA, Eisenhower Prof Development	-	-	-	521,702.03	-	-	521,702.03	
47590	Title IV, Other Federal Through State	-	-	-	-	-	53,104.63	53,104.63	
		<u>\$ 742,116.34</u>	<u>\$ 5,834.25</u>	<u>\$ 9,058.66</u>	<u>\$ 521,702.03</u>	<u>\$ 79,884.99</u>	<u>\$ 53,104.63</u>	<u>\$ 1,411,700.90</u>	
EXPENDITURES									
71100 REGULAR INSTRUCTION									
	Teachers	116	496,010.70	-	-	-	-	-	
	Educational Assistants	163	-	-	-	-	-	-	
	Other Salaries & Wages	189	-	4,800.00	7,500.00	-	30,000.00	-	
	Social Security	201	30,752.66	297.60	465.00	-	1,860.00	-	
	State Retirement	204	43,103.33	417.12	651.75	-	2,607.00	-	
	Life Insurance	206	328.00	-	-	-	-	-	
	Medical Insurance	207	91,600.00	-	-	-	-	-	
	Dental Insurance	208	4,000.00	-	-	-	-	-	
	Employer Medicare	212	7,192.16	69.60	108.75	-	4,350.00	-	
	Instructional Materials	429	-	41.77	9.95	-	28,112.25	10,658.78	
	Other Charges	599	-	-	-	-	-	-	
	Instructional Equipment	722	-	-	-	-	-	-	
	TOTAL REGULAR INSTRUCTION		<u>\$ 672,986.85</u>	<u>\$ 5,626.09</u>	<u>\$ 8,735.45</u>	<u>\$ -</u>	<u>\$ 66,929.25</u>	<u>\$ 10,658.78</u>	<u>\$ 764,936.42</u>
72130 OTHER STUDENT SUPPORT									
	Other Salaries & Wages	189	1,200.00	-	-	-	-	-	
	Social Security	201	74.40	-	-	-	-	-	
	State Retirement	204	104.28	-	-	-	-	-	
	Employer Medicare	212	17.40	-	-	-	-	-	
	In-Service Staff Development	524	-	-	-	-	25,063.48	-	
	Other Charges	599	6,025.08	-	-	-	-	-	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 7,421.16</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 25,063.48</u>	<u>\$ -</u>	<u>\$ 32,484.64</u>
72210 INSTRUCTION SUPPORT									
	Education Media Personnel	137	-	-	28,179.54	-	-	-	
	Secretary(s)	161	-	-	22,680.72	-	-	-	
	Other Salaries and Wages	189	-	-	270,915.00	-	-	-	
	Teacher Training	196	-	-	-	-	3,000.00	-	
	Social Security	201	-	-	19,950.07	-	186.00	-	
	State Retirement	204	-	-	27,423.15	-	260.70	-	
	Life Insurance	206	-	-	205.00	-	-	-	
	Medical Insurance	207	-	-	57,250.00	-	-	-	
	Dental Insurance	208	-	-	2,500.00	-	-	-	
	Employer Medicare	212	-	-	4,665.74	-	43.50	-	
	Mileage	355	-	-	7,000.00	-	-	-	
	Other Contracted Services	399	-	-	18,493.00	-	-	-	
	Other Materials/Supplies	499	3,000.00	-	-	-	2,997.41	-	
	In-Service Staff Develop.	524	30,865.99	-	43,825.57	10,109.36	9,000.00	-	
	Other Charges	599	-	-	-	-	-	-	
	TOTAL INSTRUCTION SUPPORT		<u>\$ 33,865.99</u>	<u>\$ -</u>	<u>\$ 503,087.79</u>	<u>\$ 10,109.36</u>	<u>\$ 15,487.61</u>	<u>\$ -</u>	<u>\$ 562,550.75</u>
72710 TRANSPORTATION									
	Contracts with Parents	313	800.00	-	-	-	-	-	
	Contract with Vehicle Owner	315	600.00	-	-	-	-	-	
	TOTAL TRANSPORTATION		<u>\$ 1,400.00</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,400.00</u>
99100 TRANSFERS OUT									
	Indirect Cost	504	26,442.34	208.16	323.21	18,614.24	2,846.38	1,894.76	
	TOTAL TRANSFERS OUT		<u>\$ 26,442.34</u>	<u>\$ 208.16</u>	<u>\$ 323.21</u>	<u>\$ 18,614.24</u>	<u>\$ 2,846.38</u>	<u>\$ 1,894.76</u>	<u>\$ 50,329.09</u>
	TOTALS		<u>\$ 742,116.34</u>	<u>\$ 5,834.25</u>	<u>\$ 9,058.66</u>	<u>\$ 521,702.03</u>	<u>\$ 79,884.99</u>	<u>\$ 53,104.63</u>	<u>\$ 1,411,700.90</u>

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA)
2022-2023 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	IDEA PARTNERSHIP FOR SYSTEMIC CHANGE (K-12)			TOTALS BY CATEGORY
			IDEA, PART B	IDEA PRESCHOOL		
REVENUE						
47143	Special Education - Grants to States		6,746,406.00	-	10,000.00	6,756,406.00
47145	Special Education - Preschool Grants		-	122,851.00		122,851.00
			\$ 6,746,406.00	\$ 122,851.00	\$ 10,000.00	\$ 6,879,257.00

EXPENDITURES

*IDEA, PART B
MANDATORY CCEIS*

71200 SPECIAL EDUCATION INSTRUCTION

Teachers	116	-	20,000.00	-	-	-
Educational Assistants	163	1,891,440.06	53,000.00	-	-	-
Other Salaries & Wages	189	155,528.07	-	-	-	450,868.38
Social Security	201	126,912.02	7,456.38	-	-	27,953.84
State Retirement	204	156,183.67	9,627.62	-	-	38,589.70
Life Insurance	206	3,772.00	82.00	-	-	287.00
Medical Insurance	207	1,053,400.00	22,900.00	-	-	80,150.00
Dental Insurance	208	46,000.00	1,000.00	-	-	3,500.00
Employer Medicare	212	29,681.04	1,743.83	-	-	6,537.59
Contract w/Private Agencies	312	393,929.57	5,894.37	-	-	-
Other Contracted Services	399	-	-	-	-	512,000.00
Instructional Supplies/Mat	429	3,000.00	1,144.00	9,630.00	-	5,000.00
Other Supplies/Materials	499	1,000.00	-	-	-	-
In-Service/Staff Development	524	-	-	-	-	20,301.04
Special Educ Equipment	725	-	-	-	-	-
TOTAL SPECIAL EDUCATION INSTRUCTION		\$ 3,860,846.43	\$ 122,848.20	\$ 9,630.00	\$	3,993,324.63

72120 HEALTH SERVICES

Medical Personnel	131	671,973.96	-	-	-	-
Social Security	201	41,662.39	-	-	-	-
State Retirement	204	58,394.54	-	-	-	-
Life Insurance	206	369.00	-	-	-	-
Medical Insurance	207	103,050.00	-	-	-	-
Dental Insurance	208	4,500.00	-	-	-	-
Employer Medicare	212	9,743.62	-	-	-	-
Travel-Mileage	355	4,000.00	-	-	-	-
TOTAL HEALTH SERVICES		\$ 893,693.51	\$ -	\$ -	\$	893,693.51

72220 SPECIAL EDUCATION SUPPORT

Psychological Personnel	124	141,476.00	-	-	-	-
Secretary(s)	161	44,880.00	-	-	-	-
Other Salaries/Wages	189	415,057.38	-	-	-	-
In-Service Training	196	-	-	-	-	-
Social Security	201	37,287.63	-	-	-	-
State Retirement	204	51,787.09	-	-	-	-
Life Insurance	206	328.00	-	-	-	-
Medical Insurance	207	91,600.00	-	-	-	-
Dental Insurance	208	4,000.00	-	-	-	-
Employer Medicare	212	8,720.50	-	-	-	-
Contract w/Private Agencies	312	30,000.00	-	-	-	-
Travel-Mileage	355	5,000.00	-	-	-	-
In-Service/Staff Development	524	-	-	-	-	-
TOTAL SPECIAL EDUCATION SUPPORT		\$ 830,136.60	\$ -	\$ -	\$	830,136.60

99100 TRANSFERS OUT

Indirect Cost	504	131,340.91	2.80	370.00	-	-
Transfers to Other Funds	590	1,030,388.55	-	-	-	-
TOTAL TRANSFERS OUT		\$ 1,161,729.46	\$ 2.80	\$ 370.00	\$	1,162,102.26

TOTAL \$ 6,746,406.00 \$ 122,851.00 \$ 10,000.00 \$ 6,879,257.00

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
 CARL D. PERKINS CAREER AND TECHNICAL EDUCATION ACT OF 2006
 as amended by the Strengthening Career Technical Education for the 21st Century Act (Perkins V)
 2022-2023 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	<u>CTE PERKINS BASIC</u>	<u>TOTALS BY CATEGORY</u>
REVENUE				
47131	Vocational Education - Grants to States		355,125.52	
			<u>\$ 355,125.52</u>	\$ 355,125.52
<hr/>				
EXPENDITURES				
71300 CAREER AND TECHNICAL EDUCATION				
	Teachers	116	75,069.65	
	Clerical Personnel	162	18,549.72	
	Social Security	201	5,804.04	
	State Retirement	204	7,938.90	
	Life Insurance	206	56.38	
	Medical Insurance	207	15,743.75	
	Dental Insurance	208	687.50	
	Employer Medicare	212	1,357.48	
	Instructional Equipment	730	<u>114,227.10</u>	
	TOTAL CAREER AND TECH EDUC		<u>\$ 239,434.52</u>	\$ 239,434.52
72130 OTHER STUDENT SUPPORT				
	Other Salaries & Wages	189	8,500.00	
	Social Security	201	527.00	
	State Retirement	204	876.00	
	Employer Medicare	212	125.00	
	Travel-Mileage	355	71,025.10	
	In Service/Staff Development	524	<u>17,756.28</u>	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 98,809.38</u>	\$ 98,809.38
72230 CAREER/TECH EDUC SUPPORT				
	Clerical Personnel	162	6,189.36	
	Social Security	201	383.74	
	State Retirement	204	472.25	
	Life Insurance	206	5.13	
	Medical Insurance	207	1,431.25	
	Dental Insurance	208	62.50	
	Employer Medicare	212	89.75	
	In-Service Staff Develop.	524	<u>4,000.00</u>	
	TOTAL CAREER/TECH EDUC SUPPORT		<u>\$ 12,633.98</u>	\$ 12,633.98
99100 TRANSFERS OUT				
	Indirect Cost	504	<u>4,247.64</u>	
	TOTAL TRANSFERS OUT		<u>\$ 4,247.64</u>	\$ 4,247.64
	<u>TOTAL</u>		<u>\$ 355,125.52</u>	<u>\$ 355,125.52</u>

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Report Cards and Grading Systems	Descriptor Code: 4.600	Issued Date: 04/19/21
		Rescinds: 4.600	Issued: 10/19/20

1 **REPORT CARDS**

2 The Superintendent shall develop an administrative procedure to establish a system of grading and
3 assessment for evaluating and reporting student progress in conjunction with Tennessee academic
4 standards for grades K-12.

5 The report cards shall indicate the information necessary to communicate effectively with the parents
6 concerning their child's academic progress, conduct and attendance.

7 When a student's academic performance or behavior noticeably or suddenly changes, the teacher shall
8 promptly inform the parents, maintain a record of the contact, and make an effort to have a conference
9 with the parent. Parents will receive interim progress reports or other notification whenever a
10 significant change in performance occurs or whenever a student is failing.

11 Report cards communicating student academic progress or status (grades) and attendance will be
12 provided to parents on a regular basis (9 weeks).

13 Teachers may use supplemental reports to communicate additional progress as appropriate.

14 **K-1 STANDARDS-BASED GRADING SCALE**

15 The student consistently demonstrates understanding and application of the standard.

16 The student is making progress toward the standard.

17 The student is not making progress toward the standard

18 **GRADES 2- 12 NUMERICAL GRADING SCALE:**

19	<u>Grade</u>	<u>Grade Range</u>
20	A	91 – 100
21	B	81 – 90
22	C	72 – 80
23	D	70 – 71
24	F	0 – 69
25	I	Incomplete (must be removed during the next grading period)
26	P/F	Credit by Examination

1 Numerical grades may be used for tests and other daily or weekly work that is readily quantifiable and
 2 shall be used on report cards. Only **LETTER GRADES** (A, B, C, etc.) will be used on high school
 3 transcripts. No plus (+) or minus (-) notations will be used on high school transcripts.

4 **WEIGHTED GRADES:** For Advanced Placement (A.P.) and International Baccalaureate (I.B.)
 5 courses, teachers will add five (5) percentage points to the first semester period grade. For the second
 6 semester, the student must sit for the exam in order to earn five (5) percentage points for the second
 7 semester. For Honors *and Pre-AP* courses, including middle school courses taught at high school
 8 honors level, teachers will add three (3) percentage points to each semester period grade.

9 For courses that include an opportunity for industry certification and dual enrollment, teachers will add
 10 four (4) percentage points for the first semester. For the second semester, students must sit for the
 11 appropriate exam in order to earn the four (4) additional percentage points.

12 For local and statewide dual credit courses, students will receive four (4) additional percentage points
 13 for each semester. For the second semester, students must sit for the appropriate exam in order to earn
 14 the four (4) additional percentage points.

15 I.B. Math Studies shall be treated as an Honors, not an A.P. / I.B. course for GPA and weighting
 16 purposes.

17 High School courses taken by middle school students will receive honors credit only if taught at the
 18 honors level.

19 Middle school students taking high school honors courses *and high school students taking* courses taken
 20 ~~during high school for college credit, online courses, and other courses specifically designated as~~
 21 ~~pass/fail in the high school course approved list will~~ *have their grades* be recorded on the high school
 22 transcript *with the earned letter grade and corresponding grade point average (GPA).* ~~as pass/fail~~
 23 ~~(p/f) with no GPA value.~~

24 *High School students taking courses in high school for college credit through dual enrollment and*
 25 *those taking courses specifically designated as pass/fail on the high school approved course list will*
 26 *have their grades recorded on the high school transcript as pass/fail (p/f) with no GPA value.*

27 **GPA CALCULATION FOR HIGH SCHOOL COURSES:**

28	<u>Grade</u>	<u>Value</u>	<u>Regular</u>	<u>Honors/Pre-AP</u>	<u>Statewide/Local Dual Credit/AP/IB</u>
29	A	91 – 100	4	4.5	5
30	B	81 – 90	3	3.5	4
31	C	72 – 80	2	2.5	3
32	D	70 – 71	1	1.5	2
33	F	0 – 69	0	0	0

1 This weighted grading scale shall be used for all official purposes including report cards, GPA, honor
2 roll, etc., except the Lottery /Hope Scholarship described below.

3 **TENNESSEE UNIFORM GRADING SCALE FOR LOTTERY/HOPE SCHOLARSHIP:** State
4 law requires that students applying for lottery scholarships and other state scholarship funds be
5 evaluated utilizing the State's uniform grading scale, listed below:

6	A	93 -- 100
7	B	85 -- 92
8	C	75 -- 84
9	D	70 -- 74

10 **COLLEGE ADMISSIONS:** For purposes of communicating with college admissions offices and
11 scholarship granting agencies, grade point averages (GPA) will be calculated.

12 **HONORS RECOGNITION:**

13 The weighted GPA will be calculated on all course work using the Williamson County Grading Scale.
14 GPA will also be calculated using the Tennessee Uniform Grading Scale for Lottery/Hope Scholarship
15 purposes. Both the Williamson County weighted GPA and the Tennessee Uniform GPA will appear on
16 the transcript.

17 Williamson County Schools will not rank students numerically.

18 For the purposes of honors recognition WCS will use the following Latin System:

19 Summa Cum Laude 4.25 and above

20 Magna Cum Laude 4.00-4.24

21 Cum Laude 3.75-3.99

22 Valedictorian and Salutatorian will be chosen using the following criteria:

23 Student must qualify for the highest Latin System honor awarded in the respective school.

24 Student must sit for the AP /IB exam for every course in which enrolled and must achieve a score of 3
25 or above on 75% of the AP / IB exams taken.

26 Student will participate in at least 20 hours of community service during their four years of high
27 school.

28 Students must earn the highest overall ACT composite for their graduating class. The highest ACT is
29 considered the valedictorian(s) and the second highest is considered the salutatorian(s).

Legal References

1. TCA 49-6-407

Cross References

- 4.212 Driver Education
- 4.604 Credit for Prior Courses
- 4.605 Graduation Requirements
- 4.6051 Credit Requirements for Graduation
- 6.709 Student Fees and Fines

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Credit Requirements for Graduation</h2>	Descriptor Code: <h3 style="text-align: center;">4.6051</h3>	Issued Date: <h3 style="text-align: center;">10/21/19</h3>
		Rescinds:	Issued:

1 The following units of credit shall be required for graduation. Students shall complete the required
 2 core curriculum and the additional path requirement. All students shall enroll in six credit classes each
 3 year in high school unless exempted. Exemptions to the six-credit class requirement not covered by an
 4 I.E.P. or §504 plan shall be submitted in writing to the Superintendent for approval.

5 CORE CURRICULUM

	Units of Credit
6 English Language Arts	4
7 Mathematics	4
8 Science	3
9 Social Studies	3
10 Wellness	1
11 Physical Education	.5
12 Personal Finance	.5
13 Sub-Total	16.0

14 The High School Transition Policy (2010) requires students to take a mathematics course each year
 15 while in high school to complete a 4-credit core that must include Algebra I, Geometry, Algebra II,
 16 (or equivalent of these courses), and one advanced math course. These courses must appear on the
 17 student’s transcript.

18 Students shall be required to complete 3 units of Science credit including the following: Biology I,
 19 Chemistry or Physics, and a third lab science.

20 Students shall be required to complete 3 units of Social Studies credit including the following: United
 21 States History; World History and Geography, European History AP, or Human Geography AP;
 22 Economics; and U.S. Government.

23 Certain CTE substitutions may be used to fulfill graduation requirements in accordance with TDOE
 24 approved course substitutions.

25 JROTC substitutions: Two credits of JROTC may substitute for one credit of Lifetime Wellness and
 26 .5 credit of Physical Education. Three credits of JROTC may substitute for .5 credit of Personal
 27 Finance, and .5 credit of U.S. Government provided the teacher meets the requirements set out in
 28 federal and state requirements.

29 The .5 Physical Education requirement may be met by substituting a documented and equivalent time
 30 of physical activity in marching band, JROTC, cheerleading, dance team, TSSAA interscholastic
 31 athletics, or athletics for high school students which are under the management of a Tennessee not-

1 for-profit entity and which are approved by the Superintendent and other areas approved by the
 2 Board. A TDOE approved dance course may substitute for the .5 Physical Education credit if not
 3 utilized as a Fine Art credit.

4 **ADDITIONAL PATH REQUIREMENTS**

	Units of Credit
5	
6 World Language*	2
7 Fine Arts*	1
8 Elective Focus**	3
9 Sub-Total	6
10 TOTAL	22.0

11 *Students not planning to attend a university may request a waiver of the world language ~~and/or fine~~
 12 ~~arts~~ requirements to expand and enhance their elective focus. Approval of such should come from the
 13 Office of the Assistant Superintendent for Middle and High Schools.

14 **The elective focus may be Science and Math, Humanities/Fine Arts, AP/IB, Military Science or
 15 CTE. WCS students completing a CTE elective focus shall be required to earn a minimum of 3.0
 16 credits from a single career cluster as designated by TDOE. Academic Intervention may also be
 17 available as an elective focus for students with an Individualized Education Plan (IEP) or those who
 18 qualify to receive English Language Learner (ELL) services.

19 Individual high schools may set additional credit requirements with only approval from the Board.
 20 These requirements shall be listed on each school's website.

21 **WILLIAMSON COUNTY SCHOOLS RESIDENTS PARTICIPATING IN A FOREIGN** 22 **EXCHANGE PROGRAM**

23
 24 Williamson County students who participate as a foreign exchange student will not receive high
 25 school credits for a foreign exchange experience absent a special exception which may be granted
 26 by the Superintendent upon request by an individual student. Determination shall be made on an
 27 individual basis.

28 **HIGH SCHOOL COURSE CREDIT**

29 Limits on the amount of high school course credit that may be earned for students following a
 30 traditional four-year graduation plan are as follows:

- 31 1. A maximum of ten (10) credits may be earned during a full calendar (12 months) year.
- 32 2. A maximum of eight (8) credits may be earned during a regular academic (180-day school
 33 calendar) year.
- 34 3. A maximum of two (2) credits may be earned during a full summer.
- 35 4. A maximum of six (6) credits, cumulative throughout high school career, may be earned in
 36 summer school to be counted for meeting graduation requirements.
- 37 5. A maximum of six (6) credits during the high school career may be earned through a credit
 38 recovery program. Students who have attempted and failed a semester in certain course(s) may
 39 be approved to earn credit through the credit recovery program. Administrative guidelines will

- 1 establish parameters for earning credit through this program. On the student's transcript, "CR"
2 will be listed by the course name to indicate the course was completed through credit recovery.
3 6. Any exception to this policy must be requested in writing. The request must be approved in
4 writing by the principal and the Superintendent and reported to the Board.

5 Limits on the amount of high school course credit for students on an approved Fast Track option to
6 early graduation are as follows:

- 7
8 1. A maximum of eleven (11) credits may be earned during a full calendar (12 months) year.
9 2. A maximum of nine (9) credits may be earned during a regular academic (180-day school
10 calendar) year.
11 3. A maximum of three (3) credits may be earned during a full summer.
12 4. A maximum of nine (9) credits, cumulative throughout high school career, may be earned in
13 summer school to be counted for meeting graduation requirements.
14 5. Any exception to this policy must be requested in writing. The request must be approved in
15 writing by the principal and the Superintendent and reported to the Board.

16 **FOCUSED PLAN OF STUDY:**

17 Each 8th grade student, parent/guardian and faculty advisor or school counselor will jointly prepare
18 an initial four-year plan of study. By the end of the 10th grade, the student, parent/guardian and school
19 will focus this plan to ensure completion of the program of study and transition to post-secondary study
20 and work. This plan will be reviewed annually by the student and faculty advisor or school counselor
21 and revised as appropriate.

22 **HIGH SCHOOL COURSES TAKEN IN MIDDLE SCHOOL:**

23 WCS high school courses taken before high school will receive high school credit by passing (grade 70
24 or above) both semesters of the course and will be recorded as ~~Pass/Fail with no grade point (GPA)~~
25 ~~value~~ *on the high school transcript with the earned letter grade and corresponding grade point*
26 *average (GPA)*. The following WCS courses have been approved to be taught before high school and
27 receive high school credit: Algebra I, Geometry, Principles of Manufacturing and Level I World
28 Languages. If taught at the honors level, these courses will count towards the Williamson County
29 Honors Diploma. Additional high school courses will not be taught at the middle school level absent a
30 special exception which may be granted by the Superintendent of Schools or designee upon request.
31 Determinations shall be made on an individual basis.

32 **ASSESSMENTS:** Students, other than exempted seniors, will be required to take either state,
33 district, or teacher-developed final examinations in core high school courses or exams provided by
34 College Board or the International Baccalaureate Program. State End of Course (EOC)
35 examinations or teacher-developed tests will be administered in all other core
36 courses. Grades will incorporate state-provided exam results at the minimum weight allowed by
37 the Tennessee State Board of Education. Locally-provided exam results will be incorporated into
38 student grades at the same weight as state-provided exam results.

39 **COLLEGE COURSES:** Courses taken for college credit will be recorded as Pass/Fail with no grade

1 point (GPA) value. Students enrolled in state-wide dual credit courses will receive traditional grades
2 on both their report cards and transcripts. Results from the dual credit challenge exam will appear
3 as a separate entry on student transcripts.

4 **ONLINE COURSES:** Enrollment in online courses should occur in consultation with the
5 student's high school counselor and should be approved by the school principal or designee *prior*
6 *to enrollment*. The student must pass the class under the standards established by an accredited
7 institution offering the course. The course will be entered on the high school transcript *using the*
8 *same letter grade and GPA assigned by institution awarding the credit*. ~~as pass/fail with no grade~~
9 ~~point (GPA) value unless taken through the WCS Online Learning Program.~~

Legal References

1. TRR/MS 0520-01-03-.06(4)(a)

Cross References

Promoting Student Welfare 6.400

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 02/15/21
		Rescinds:	Issued:

1 *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to
3 charter schools converting from existing public schools. Proposals from existing charter school
4 operators or replicators and applicants proposing to contract with educational service providers shall be
5 in accordance with state law.¹

6 ***DEFINITION***

7 *A charter school shall be a public, nonsectarian, non-religious, non-home based school which*
8 *operates within a public school district. It shall be subject to all state and federal laws and*
9 *constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color,*
10 *gender, national origin, religion, ancestry or need for special education services.*

11 *The purposes of charter schools are to:*

- 12 *1) Improve learning for all students and close the achievement gap between high and low*
13 *students;*
- 14
- 15 *2) Provide options for parents to meet educational needs of students in high priority schools;*
16
- 17 *3) Encourage the use of different and innovative teaching methods, and provide greater*
18 *decision-making authority to schools and teachers in exchange for greater responsibility for*
19 *student performance;*
20
- 21 *4) Measure performance of pupils and faculty, and ensure that children have the opportunity to*
22 *reach proficiency on state academic assessments;*
23
- 24 *5) Create new professional opportunities for teachers; and*
25
- 26 *6) Afford parents substantial meaningful opportunities to participate in the education of their*
27 *children.*

28 **APPLICATION PROCESS²**

29 A prospective charter school sponsor shall send notice to the Superintendent of Schools of its intent
30 sixty (60) calendar days prior to February 1st of the year preceding the year in which the proposed
31 charter school plans to begin operation as a charter school.

1 A sponsor seeking board approval of an initial charter school application shall complete the forms
2 provided by the Department of Education. The application shall provide all the information required by
3 state law. The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed
4 by state law for the formation of a charter school, and the proposed charter school will be able to
5 implement a viable program of quality education for its students.³

6 Applications shall be submitted to the Board and Department of Education on or before 4:30 p.m. on
7 February 1st of the year preceding the year in which the proposed charter school plans to begin
8 operation as a charter school. If the 1st of February falls on a Saturday, Sunday, or holiday on which
9 the school district offices are closed, applications will be accepted on the next business day on or
10 before 4:30 p.m. Late applications will not be accepted, without exception. The sponsor shall pay an
11 application fee of \$2,500.00.²

12 **REVIEW TEAM¹**

13 If necessary, the Board shall appoint a review team to assist in reviewing and evaluating charter school
14 applications. The team shall be comprised of members of the administrative staff for the district,
15 community members, and a member of the Board with relevant educational, organizational, financial,
16 and legal experience. At a public meeting in ~~December~~ of each year, the Superintendent of Schools
17 shall make a recommendation to the Board on which members of his/her administrative staff should be
18 appointed to the team. The Board shall name the members of the team at its meeting in January of each
19 year. The Board shall designate a Chair of the review team as the contact person for answering
20 questions about the application process and receiving applications. The Superintendent of Schools
21 and/or designee shall develop an orientation for the team to ensure consistent evaluation standards and
22 the elimination of real or perceived conflicts of interest.

23 The Board shall require the Superintendent of Schools and/or designee to develop a procedure for
24 receiving, reviewing, and ruling on applications for the establishment of charter schools by the review
25 team. The procedure shall include a timeline for the application and review process. A copy of the
26 procedure, including the review criteria, shall be available to any interested party upon request.

27 The review team shall:

- 28 1. Evaluate all charter school applications based on the review criteria adopted by the Board;
- 29 2. Recommend one of the following options to the Board for each application: approve, reject, or
30 reject with stipulations for reconsideration; and
- 31 3. Make recommendations for revocation, renewal, or non-renewal of charter school contracts.
- 32
- 33
- 34

35

36

37

38

1 **APPROVAL/DENIAL OF APPLICATION⁴**

2 The Board shall rule by resolution on the approval or denial of a charter school application within
3 ninety (90) calendar days of receipt of the completed application, or the application shall be deemed
4 approved by state law. The Superintendent of Schools shall report the action taken by the Board to the
5 Department of Education.

6 *Approval*

7 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with
8 the Board which shall be binding on the charter school's governing body. The charter school agreement
9 shall be in writing and signed by the sponsor and the Board. *In the application, the sponsor must
10 demonstrate that the proposed charter school meets the purpose prescribed by law for the formation
11 of a charter school and the proposed charter school will be and shall include all aspects of the
12 sponsor's approved application as well as any reporting requirements prescribed under state or
13 federal laws.⁵*

14 *All charter agreements shall include provisions requiring that:*

- 15 *1. members of charter school governing boards, as well as charter school administrators and*
16 *any employees with contracting or purchasing authority, complete statements of disclosure of*
17 *interest reports (consistent with forms filed by members of the Board and key WCS*
18 *administrators) and provide them to the Board on an annual basis;*
- 19
20 *2. charter schools be fully compliant with all local, state, and federal laws, including the*
21 *Tennessee Open Meetings Act and Tennessee Public Records Act; and*
22
- 23 *3. charter schools comply with Tenn. Code. Ann. §§12-4-101 and 12-4-102, which prohibit*
24 *conflicts of interest in contracting, and require that charter schools disclose all vendor or*
25 *service contracts upon request and, for contracts over \$10,000, submit for publication on the*
26 *WCS website.*

27
28 *All charter schools that include high schools (grades 9-12) must be regionally accredited. It is*
29 *expected that the candidate school status for accreditation will be received during the first year of*
30 *the charter school operation.*

31 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state
32 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁵

33 Charter schools approved by the Board are expected to implement the application as submitted and
34 approved. Material variations in operations from the approved application require amendment pursuant
35 to state law and the charter school agreement.⁶

36 The Board shall not provide services to charter schools that are not requested during the application
37 process except for those services that are required under state or federal law. Services agreed to be
38 provided to the charter school by the Board shall be provided at board actual cost. The Board and
39 charter school shall execute a service contract for any additional services.

1 New charter school agreements are approved for a ten (10) year period.⁷ However, *following the fifth*
2 *year of a charter school's initial period of operation or the fifth year of any renewal of a charter*
3 *school agreement, the LEA must conduct an interim review of the charter school according to the*
4 *guidelines developed by the Department of Education.*⁸

5 The Board may revoke or deny renewal of a charter school agreement for any of the reasons
6 enumerated in state law.⁹

7 *Denial*

8 Upon written receipt of the grounds for denial, the sponsor shall have thirty (30) calendar days within
9 which to submit an amended application to correct the deficiencies. The Board shall have sixty (60)
10 calendar days either to deny or to approve the amended application, or the application shall be deemed
11 approved by state law.⁴

12 Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Charter
13 School Commission.¹⁰ *If the charter school is authorized by the Commission, it shall remain under*
14 *the oversight of the Commission. The board shall not exercise its legal option to become an*
15 *authorizer of such a charter.*

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01
5. TCA 49-13-128
6. TRR/MS 0520-14-01-06; TCA 49-13-110
7. TCA 49-13-110
8. *TCA 49-13-121*
9. *TCA 49-13-122*
10. *TCA 49-13-108(b)(5)*

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Enrollment in Advanced Courses	Descriptor Code: 4.205	Issued Date:
		Rescinds:	Issued:

1 *General*

2 Students in grades seven through twelve (7-12) may enroll in available advanced courses including, but
3 not limited to, advanced English language arts, mathematics, or science courses.¹

4 To enroll in these courses, the standards below will be evaluated. This list is not intended to be all-
5 inclusive or serve as a checklist.

- 6 • Course readiness as exhibited by “on track” or “mastered” for any immediate prerequisite TCAP
7 course
- 8 • Course readiness as documented by teacher grades in the prerequisite courses
- 9 • Course readiness through relevant placement exams at the middle school level
- 10 • Commitment to the course expectations as described in the course description and/or syllabus
- 11 • Course readiness as demonstrated by work ethic exhibited in prerequisite courses
- 12 • Commitment to the work ethic required to be successful in the course
- 13 • Recommendation by a teacher or school counselor regarding the workload of this and all other
14 planned courses for the academic year to ensure manageability
- 15

16 The principal of each school shall have the authority to require additional criteria for the enrollment in
17 advanced courses to fit the needs of the students within the school.

18 **NOTIFICATION¹**

19 Parent(s)/guardian(s) shall be provided with written notification of a student’s eligibility to enroll in
20 advanced courses. The notification shall state that a student will remain enrolled in the course unless
21 the parent/guardian timely submits a written request for removal. The Superintendent of Schools shall
22 determine the deadline to submit the request for removal.

23 Students may also be removed from an advanced course if the student’s teacher determines that the
24 student should be removed based on performance after thirty (30) days of instruction and the principal
25 approves the request to remove the student.

26 **COLLEGE LEVEL COURSES²**

27 Students may earn credit by enrolling in a postsecondary institution and taking college level courses.
28 Students who take and pass dual enrollment courses at a postsecondary institution shall have their

1 postsecondary credits accepted for high school credit as a substitution for an aligned graduation
2 requirement course.

3 These courses may be offered at high school, postsecondary institution, or online. If not offered on the
4 high school campus, the Board shall not be responsible for transportation. Any tuition or fees due to
5 enrollment in college level courses are the responsibility of the parent(s)/guardian(s).

6 Grades earned in such college level courses shall be used to determine grade point average, and class
7 valedictorian or salutatorian.

Legal References

1. Public Acts of 2021, Chapter No. 170; State Board of Education Policy 3.301
2. TRR/MS 0520-01-03-.03(8)

Williamson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Code of Conduct	Descriptor Code: 6.300	Issued Date:
		Rescinds:	Issued:

1 The Superintendent of Schools shall develop specific codes of conduct which are appropriate for each
2 level of school. The development of each code shall involve principals and faculty members of each
3 level and shall be consistent with the relevant policies as adopted by the Board.¹

4 The following levels of misbehavior and options are standards designed to protect all members of the
5 educational community in the exercise of their rights and duties and to maintain a safe learning
6 environment where orderly learning is possible and encouraged.² These misbehaviors apply to student
7 conduct on school buses, on school property, and while students are on school sponsored outings.

8 **MISBEHAVIORS: LEVEL I**

9 This level includes minor misbehavior on the part of the student which impedes orderly classroom
10 procedures or interferes with the orderly operation of the school, but which can usually be handled by
11 an individual staff member.

12 *Examples (not an exclusive listing)*

- 13 • Classroom disturbances
- 14 • Classroom tardiness
- 15 • Cheating and lying
- 16 • Abusive language
- 17 • Non-defiant failure to do assignments or carry out directions
- 18 • Wearing, while on the grounds of a public school during the regular school day,
19 clothing that exposes underwear or body parts in an indecent manner that disrupts the
20 learning environment³

21 *Disciplinary Options*

- 22 • Verbal reprimand
- 23 • Restricting activities
- 24 • Counseling
- 25 • Withdrawal of privileges
- 26 • Detention
- 27 • In-school suspension

28

29 **MISBEHAVIORS: LEVEL II**

1 This level includes misbehavior whose frequency or seriousness tends to disrupt the learning climate of
2 the school. These misbehaviors do not represent a direct threat to the health and safety of others but
3 have educational consequences serious enough to require corrective action on the part of
4 administrators.

5 *Examples (not an exclusive listing)*

- 6 • Continuation of unmodified Level I behaviors
- 7 • School or class tardiness
- 8 • Using forged notes or excuses
- 9 • Disruptive classroom behavior

10 *Disciplinary Options*

- 11 • Behavior modification
- 12 • Friday or Saturday school (in middle and high schools)
- 13 • In-school suspension
- 14 • Detention
- 15 • Suspension from school-sponsored activities or from riding school bus
- 16 • Out-of-school suspension (not to exceed ten (10) days)

17 **MISBEHAVIORS: LEVEL III**

18 This level includes acts directly against persons or property but whose consequences do not seriously
19 endanger the health or safety of others in the school.

20 *Examples (not an exclusive listing)*

- 21 • Continuation of unmodified Level I and II behaviors
- 22 • Fighting
- 23 • Vandalism (minor)
- 24 • Stealing
- 25 • Threats to others
- 26 • Victimization of any student (Harassment (Sexual, Racial, Ethnic, Religious), Bullying,
27 Cyber-bullying, and/or Hazing)

28 *Disciplinary Options*

- 29 • In-school suspension
- 30 • Detention
- 31 • Restitution from loss, damage, or stolen property
- 32 • Out-of-school suspension (not to exceed ten (10) days)
- 33 • Alternative Learning Center

34

35 **MISBEHAVIORS: LEVEL IV**

1 This level of misbehavior includes acts which result in violence to another's person or property, or
2 which pose a threat to the safety of others in the school. These acts are so serious that they usually
3 require administrative actions which result in the immediate removal of the student from the school
4 and the intervention of law enforcement authorities.

5 If a student's action poses a threat to the safety of others in the school, a teacher, principal, school
6 employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or
7 death to another person.

8 *Examples (not an exclusive listing)*

- 9 • Continuation of unmodified Level I, II, and III behaviors
- 10 • Death threat (hit list)
- 11 • Extortion
- 12 • Bomb threat
- 13 • Possession/use/transfer of dangerous weapons*
- 14 • Assault that results in bodily injury upon any teacher, principal, administrator, any other
15 employee of the school, or a school resource officer*
- 16 • Aggravated assault*
- 17 • Vandalism
- 18 • Theft/possession/sale of stolen property
- 19 • Arson
- 20 • Possession of unauthorized substances (i.e. any controlled substance, controlled
21 substance analogue, alcohol, or legend drug)*
- 22 • Use/transfer of unauthorized substances
- 23 • Victimization of any student (Harassment (Sexual, Racial, Ethnic, Religious), Bullying,
24 Cyber-bullying, and/or Hazing)
- 25 • Electronic threat to cause bodily injury or death to another student or school employee*

26 *Disciplinary Options*

- 27 • Expulsion
- 28 • Alternative Learning Center

29 * Zero tolerance offenses

Legal References

1. TCA 49-6-4005; Public Acts of 2018, Chapter No. 958
2. TCA 49-6-4002 to 4005; 20 USCA § 7114, 7118
3. TCA 49-6-4009

Cross References

- 6.304 Student Discrimination/Harassment
- 6.308 Bus Safety and Conduct
- 6.309 Zero Tolerance Offenses
- 6.310 Dress Code
- 6.315 Detention
- 6.316 Student Suspension/Expulsion
- 6.4081 Safe Relocation of Students

Williamson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Drug-Free Schools	Descriptor Code: 6.307	Issued Date:
		Rescinds:	Issued:

1 Students shall not consume, possess, use, sell, distribute, or be under the influence of illegal drugs or
 2 alcoholic beverages in school buildings, on school grounds, in school vehicles or buses, or at any school-
 3 sponsored activity, function, or event, whether on or off school grounds.¹ This includes, but is not limited
 4 to, abuse of inhalants and prescription drugs.

5 Disciplinary sanctions shall be imposed on students who violate standards of conduct required by this
 6 policy. Such sanctions shall be consistent with local, state, and federal laws, up to and including,
 7 suspension/expulsion as well as referral for prosecution.²

8 In order to protect the rights of students, to safeguard the learning environment, and to contribute to a
 9 drug-free community, the Board’s plan for dealing with alcohol and drugs³ shall include the following:

- 10 1. Appropriate ways for handling alcohol/drug-related medical emergencies;
- 11
- 12 2. Guidelines for reporting alcohol/drug incidents and illegal activities;
- 13
- 14 3. Guidelines for referral of students who may have an alcohol/drug problem and/or are
 15 considered "high risk" to agencies and other appropriate sources of assistance; and
- 16
- 17 4. Effective working relationships with appropriate community agencies, such as alcohol/drug
 18 service providers, law enforcement agencies, and judicial officials.

19 Through the use of state guidelines, the Superintendent of Schools shall be responsible for:

- 20 1. Developing and implementing an appropriate curriculum on alcohol and drug education for
 21 students;
- 22
- 23 2. Providing adequate information and training for all staff personnel as appropriate to their
 24 responsibilities;
- 25
- 26 3. Implementing the relevant portions of the Drug-Free Youth Act;⁴
- 27
- 28 4. Developing administrative procedures for the school district to effectively respond to alcohol
 29 and drug situations that may occur at school or school-sponsored events; and
- 30
- 31 5. Providing notification to parent(s)/guardian(s) and students that compliance with this policy is
 32 mandatory.

Legal References

1. TCA 39-17-715; TCA 39-17-432
2. TCA 49-6-3401; TCA 49-6-4209
3. TRR/MS 0520-01-13-.01(e)
4. TCA 55-10-701 *et seq.*; 20 USCA § 7116

Cross References

- 6.309 Zero Tolerance Offenses
- 6.316 Student Suspension/Expulsion

DRAFT
(Marked Copy)

MEMORANDUM OF UNDERSTANDING
2022-25

WILLIAMSON COUNTY BOARD OF
EDUCATION

AND

PECCA REPRESENTATIVES SELECTED
BY THE WILLIAMSON COUNTY
EDUCATION ASSOCIATION

Memorandum of Understanding

**PECCA Representatives Selected by the
Williamson County Education Association
And
Williamson County Board of Education
2022-2025**

<u>Table of Contents</u>		<u>Page</u>
Article I	Recognition	4
Article II	Management Rights	5
Article III	Association Rights	6
Article IV	Grievance Procedure	8
Article V	Salary and Supplements	11
Article VI	Benefits	13
Article VII	Leave of Absence	16
Article VIII	Student Discipline Procedures	20
Article IX	Hours and Load	22
Article X	Educator Conduct and Disciplinary Procedures	25
Article XI	Complaints	27
Article XII	Vacancies	29
Article XIII	School Calendar	33
Article XIV	Class Size	34
Article XV	Educator Dress	35
Article XVI	Duration	36
<u>Table of Contents</u>		<u>Page</u>

Appendix A-1	Teacher Salary Schedule	37
Appendix A-2	Curriculum Specialist Salary Schedule	38
Appendix B	Grievance Form	39

ARTICLE I RECOGNITION

Section 1.1 Date & Definition

This Memorandum of Understanding (MOU) is entered into this 20th of June 2022 for the 2022-2025 school years by the Williamson County Board of Education, hereinafter referred to as the "Board", and the representatives of the professional employees of the Williamson County Board of Education selected pursuant to the terms of TCA §49-5-605, subject to annual amendments consistent with Tennessee law.

Section 1.2 Association Recognition

The Board hereby recognizes the Williamson County Education Association, hereinafter referred to as the "Association", as the exclusive designee for educator participants in collaborative conferencing pursuant to the terms of the Professional Educators Collaborative Conferencing Act of 2011 (PECCA), TCA §49-5-601 et seq., said determination having been made by Williamson County professional educators through a confidential poll per the terms of PECCA.

ARTICLE II MANAGEMENT RIGHTS

Section 2.1 Board Rights

The educator participants in PECCA hereby recognize that all rights which are vested in the Board except those which are clearly and expressly relinquished herein by the Board, shall continue to be vested in and exercised exclusively by the Board without prior notice to the Association or the educator participants in PECCA either as to the taking of action under such rights or with respect to the consequence of such action during the term of this MOU.

Section 2.2 Savings

If any article or part of this MOU is held to be invalid by operation of law or by any tribunal of competent jurisdiction or if compliance with or enforcement of any Article or part should be restrained by such tribunal, the remainder of the MOU shall not be affected thereby.

Section 2.3 Modification of MOU

This MOU shall not be modified in whole or in part except by an instrument in writing prepared and approved in compliance with the terms of PECCA.

ARTICLE III ASSOCIATION RIGHTS

Section 3.1 Use of Facilities

- a. The Association will be permitted to use school buildings and facilities for the purpose of conducting professional meetings before or after the educators' normal work assignment.
- b. These meetings shall be arranged in advance with the school principal consistent with that school's facilities use procedures. Permission to use the facilities will not be unreasonably withheld.

Section 3.2 Communications

- a. The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards approved by the principal in an area designated for educator use, such as educator lounges and workrooms.
- b. The Association shall have the right to use educator mailboxes, including e-mail **and videoconferencing**, for communications purposes.

Section 3.3 Visitation

- a. Duly authorized representatives of the Association shall be permitted to transact official Association business at school locations before and after school and during the educator's lunch period, provided this shall not interfere with or interrupt normal school operations.
- b. The Association Representatives shall report their presence to the Principal at the time of their arrival on school premises.

Section 3.4 Board Agenda

- ~~a. The regular Board Agenda will include upon request by the Association president under "Communications" a report from the Association. Depending on available time, the Board Chairman may allow a discussion of the report.~~ **The regular Board Agenda will include upon request by the Association president an additional agenda item for Association communication to include the Board Work Session and Board Meeting.**
- b. Upon request by the Association president, the Board Chairman will allow comment by an Association member before or after public comment.**

Section 3.5 Released Time

- a. The Association shall have the right to use up to 15 days released time, with substitutes to be paid for by the Association, for educators who are officers **or agents** or appointees of the Association in order to conduct Association business. **Nothing within this MOU**

restricts the Association from exploring a part-time position for the Association president funded by the Association.

- b. Members of committees, including but not limited to the PECCA Team, the Calendar Committee, and the Sick Bank Committee shall be given release time for any meetings that take place during the school day. Educators on the Sick Bank Committee shall be paid **by WCS \$25 30** per hour per the terms of Section **5.4** below for committee meetings occurring outside the contract day described in Section **9.1** below.

**ARTICLE IV
GRIEVANCE PROCEDURE**

Section 4.1 Definitions

- a. "Grievance" shall mean a claim by an educator that there has been a violation, misrepresentation, or misapplication of the terms of this MOU.
- b. The term "days" shall mean any and all days. In the event the final day of any time limit described in this article falls on a weekend or system holiday, the deadline day shall be the next day the system is open.

Section 4.2 General Provisions

- a. The grievant(s) may submit a copy of the written grievance to the Association prior to proceeding to Step 2 of the grievance procedure described in Section 4.3 below. The Association may determine whether to participate in said grievance. In such event, the Association shall name an Association Designee in the written Grievance Form, attached hereto as Appendix B. A grievance that does not meet the time limits outlined in the procedures listed in Section 4.3 shall not be accepted.
- b. Grievances by two or more educators alleging the same violation, misrepresentation, or misapplication of the terms of this MOU may, upon agreement of the grievant(s) and the Board or representative, be joined together under the general provisions and procedures of the article.
- c. Failure by the designated supervisor at any step of the procedure to communicate the decision on the grievance within the specified time limit shall permit the aggrieved party to proceed to the next step.
- d. Failure by the grievant(s) to appeal to the next step within the prescribed time limits shall result in a withdrawal of the grievance.
- e. The filing of a grievance shall in no way interfere with the right of the Board and the Administration to carry out its management responsibilities, subject to the final disposition of the grievance. Any resolution of a grievance shall not be inconsistent with this MOU.
- f. No reprisals shall be taken by the Board or the Administration against an educator because of participation in a grievance.
- g. A grievance may be withdrawn at any level without establishing a precedent, except that if a grievance is withdrawn, the grievant(s) shall be prohibited from refileing a grievance based upon the same incident as the withdrawn grievance.
- h. All parties involved in a grievance may have a representative(s) of their choosing present at all steps of the procedure.

- i. The Board and the Administration shall cooperate in the investigation of any grievance.
- j. Neither the grievant(s) nor the Board shall be permitted to assert any grounds or evidence before the arbitrator which were not previously disclosed to the other party.

Section 4.3 Procedures

Step 1: The parties hereto acknowledge that it is most desirable for an educator and the administrator involved to resolve problems through free and informal communications. No later than 35 days after the event giving rise to the grievance or 35 days after the educator should reasonably have learned of the event giving rise to the grievance, whichever is later, the educator must discuss the grievance with the immediately involved supervisor. If this informal process fails to satisfy the educator, a formal written grievance may be processed as outlined below. See form, Appendix B.

Step 2: If the grievant(s) is not satisfied with the disposition of the grievance in Step 1, the educator may present the written grievance to the immediately involved supervisor no later than 15 days after the informal meeting. The administrator involved will arrange for a meeting to take place within ten (10) days after the receipt of the written grievance. The grievant(s) must specify the section of this MOU that is alleged to have been violated and shall state the specific redress sought. Within five (5) days after the meeting, the grievant(s) shall be provided with the administrator's written response, including the reasons for the decision.

Step 3: If the grievant(s) is not satisfied with the disposition of the grievance in Step 2, the grievant(s) may refer the grievance to the Superintendent of Schools within ten (10) days after the receipt of the Step 2 written decision. The Superintendent of Schools shall arrange for an appeal hearing to take place within 15 days of the Superintendent of Schools' receipt of the appeal. Within ten (10) days after completion of the appeal hearing, the grievant(s) shall be provided with the Superintendent of Schools' written response, including the reasons for the decision.

Step 4: If the grievant(s) is not satisfied with the disposition of the grievance in Step 3, the grievant(s) may within 35 days after receipt of the Step 3 written decision, ~~submit the grievance to arbitration under the Labor Arbitration Rules of the American Arbitration Association. Upon submission of said grievance to the American Arbitration Association, the grievant(s) shall provide a copy of said submission to~~ notify the Superintendent of Schools ~~the grievant wishes to mediate the grievance before an impartial hearing officer. The arbitrator mutually agreed upon impartial hearing officer will limit the mediation hearing and decision to the grievance as stated in Step 1. The arbitrator's decision will be in writing and will set forth findings, reasoning, and conclusions on the issues submitted. Notwithstanding any rules of the American Arbitration Association to the contrary, If the parties reach a mutually agreed upon resolution, the terms of the agreement must be in writing, and the terms of the agreement cannot be appealed to the Board by either party. the arbitrator's decision shall not be binding except as described in Step 5 below. Each party shall be responsible for any costs for witnesses, or any other costs associated with~~

~~the presentation of its case. All other costs for the mediation arbitration, except as noted above, shall be borne by the two parties equally. Alternatively, the Grievant, at his or her sole discretion, may waive this step within 35 days after receipt of the Step 3 written decision.~~

Step 5: ~~When the arbitrator's decision has been rendered, the Board shall, within 45 days or the Board's next regular meeting, whichever occurs last, take specific action to reject said decision or the arbitrator's decision shall be implemented. The grievant(s) shall receive a copy of the Board's decision within 5 days after the Board's consideration of the grievance. Or, If the mediation arbitration of the grievant(s) is waived, and if the grievant(s) is not satisfied with the disposition of the grievance in Step 3, the grievant(s) may request a review of the decision by the Board within 35 days after the educator received the Step 3 written decision or within 35 days after the time limits for Step 3 have expired. The request shall be made in writing through the Superintendent of Schools, who shall attach all related documents and forward the request within 7 days to the Board. The Board shall review the grievance and shall schedule a Board hearing, pursuant to WCSB policy 1.401, within 25 days after the receipt of the Board hearing request. The grievant(s) shall receive a copy of the Board's decision within ten (10) five (5) days after the Board hearing.~~

No decisions made through this process shall be precedential for any grievance submitted by any subsequent grievant. However, in the event a grievance reaches Step 5 above, the parties to this MOU shall discuss the grievance decision at their next PECCA meeting to determine if a change in the terms of the MOU are appropriate.

**ARTICLE V
SALARIES AND SUPPLEMENTS**

The Williamson County BOE approves and allocates the budgetary resources (i.e. defines how budgetary resources will be spent), and the Williamson County Commission appropriates budgetary resources (authorizes funding and the collection of taxes to generate appropriate revenue). Though great efforts have been made collaboratively to increase WCS teacher pay and benefits to mirror that of neighboring counties and match the value of the work taking place, we also recognize that more work needs to be done to increase teacher pay and benefits to match the value of their work.

Section 5.1 Salary Schedule

The base salary of each educator shall be covered by the regular salary schedule as set forth in Appendix A-1, which is attached to and made a part of this MOU.

Section 5.2 Method of Payment

- a. Except for the first month of the school year, educators shall have regular pay days each month on the 15th and end of the month. If the regular pay day comes before educators have worked ten days during that school year, the first pay period for that school year will be the next regular pay day.
- b. Educators shall receive electronic notice of all payments.
- c. Educators will have the option to select a financial institution/second account of their choice to divert a portion of their semi-monthly salary.
- d. All salary payments issued to educators will be electronically transferred to the financial institution(s) that the educator has selected.

Section 5.3 Supplements

- a. Supplements will be paid at the level listed below for teachers with an approved and funded supplement for that particular activity.

<u>\$675</u>	<u>\$1,350</u>
Teacher Mentor	Elementary Grade Level Chair/BLT
Science Facilitator	Team Leader Middle
Social Studies Facilitator	Library Leads
Robotics Team (Middle & High)	
ACT Lead (High)	
<u>\$1,925</u>	<u>\$2,525</u>

Band Director Middle
Orchestra Middle

Orchestra High
Chorus High
~~Drama High~~
CTE Childcare Director

\$3,500

Department Head High
SSS Team Lead
Online Class Teacher (per class, per semester)

\$5,000

Assistant Band Director (High)
Drama High

Testing Coordinator, Elem & Middle
\$2,000

Testing Coordinator, High
\$3,000

17% (BS + Experience as a Band Director)
Band Director High

Supplement level will be discussed as a salaries or wages item under PECCA.

Athletic Director Middle and Athletic Director High positions shall be filled by licensed teachers, with salary paid per the district's annual Athletic Supplements chart.

- b. Department Head, Team Leader Middle, Grade Level Chairperson, MS and HS Band and Orchestra Director, HS Chorus and Drama Director, **Testing Coordinator, Assistant Band Director High, SSS Team Lead, Library Leads** and MS and HS Athletic Director supplements shall be distributed over **24 22** pay periods.
- c. Supplements are generally only available to employees who work less than a twelve-month contract. An exception to this general rule is for twelve-month Career and Technical teachers who take on supplemented activities outside of their normal instructional assignment.

Section 5.4 Stipends and Hourly Work Rates

Educators may be asked to attend workshops beyond required contract in-service requirements, work beyond the duty day or calendar in order to accomplish district wide curriculum writing assignments or conduct workshops for WCS. These activities must be approved prior to the work being performed for payment. If payment is received for any of the below activities the educator will not be eligible to use the hours for continuing education credits (CEU's) for license renewal.

- a. Educators shall be paid **\$25 30** per hour for such work as tutoring or curriculum writing or participation in IEP/504/RTI meetings that occur outside of the workday when approved by the school principal or central office supervisor. Such work shall be scheduled to be no less than one (1) hour in duration. Educators shall be paid no less than **\$25 30** for each such meeting even if the meeting concludes in less than one (1) hour.

- b. Educators shall be paid a maximum of \$150 180 per day prorated in half day increments when attending a workshop that exceeds the requirements for meeting the 200-day contract if the workshop attendance is requested by the school system and determined to be necessary for the efficient operation of the system.
- c. Teachers who conduct workshops shall be paid \$350 420 for each full day they are conducting the training. This wage is calculated based on doubling the hourly rate on a seven-hour day.

Section 5.5 Online Program

Notwithstanding anything herein to the contrary, any full-time teacher exclusively teaching online classes during the term of this MOU shall be paid per the teachers' salary schedule, Appendix A-1. A teacher's schedule may vary from the traditional schedule in Article IX. Enrollment for each online course shall adhere to the State Board of Education Rules & Regulations governing pupil teacher ratio for that course's classroom equivalent.

ARTICLE VI BENEFITS

Section 6.1 Health Coverage

- a. Each full-time educator will be eligible to participate in the Williamson County self-insurance medical/dental plan. The Williamson County self-insurance plan, administered by Williamson County government, is on a January 1 calendar year, but this MOU is scheduled on a July 1 calendar year. In the event Williamson County government proposes any changes to that plan that might take effect during the term of this MOU that may affect the benefits described in this Article, the parties hereto shall meet to discuss any such proposal prior to implementation, and any change during the term of this MOU must be approved by the Board of Education.
- b. Any full-time educator who desires to decline the health plan may select an in-hospital indemnity plan provided by the Board instead of a health plan.
- c. Any full-time educator may purchase an additional amount of coverage for the immediate family equal to that provided by the Board for a full-time educator.
- d. Additional health insurance options in addition to the existing plan choices may be made available to full-time educators, including options such as flexible benefit plans, Health Savings Accounts, etc.

Section 6.2 Life Insurance

- a. The Board will provide an amount of group term life insurance of no less than \$50,000 for each full-time educator. WCS administration will continue to pursue

with County Government the possibility of increasing this coverage to \$50,000 and to the IRS limit for income tax purposes as it may change from time to time.

- b. The full-time educator group term life insurance program provided by the Board will include a double indemnity clause for accidental death and dismemberment.
- c. Any full-time educator may purchase additional life insurance coverage from plans approved by the Board at personal expense through payroll deduction.

Section 6.3 Dental Coverage

- a. Each full-time educator will be eligible for a Board-approved dental plan.
- b. Any full-time educator may purchase an additional amount of dental coverage for immediate family equal to that provided by the Board for a full-time educator.

Section 6.4 Disability Coverage

Each full-time educator will be eligible for a Board-approved disability plan pending funding.

Section 6.5 Description

- a. The Board shall provide each full-time educator a description of the coverage provided above within ten (10) days of the beginning of the school year or date of employment. The description of conditions and limits of coverage as provided shall be delivered in clear and concise language.

Section 6.6 Funding

- a. ~~Educators that select individual medical and dental coverage shall pay no premium.~~
Educators shall be provided an individual medical and dental coverage option without an employee-paid premium.
- b. Educators that select dependent medical and/or dental coverage shall pay 20% of the funded premium. Dependent coverage shall include rates for each of the following: employee + one, employee with more than one (family).
- c. Retired educators who meet the county service requirements of at least ten (10) consecutive years of employment in WCS and were hired before July 1, 2009, who select medical and/or dental coverage and who receive TCRS retirement benefits shall pay 20% of the established premium. Retiring educators who meet the county service requirements as outlined in 6.7 b, and who receive TCRS retirement benefits and select medical and/or dental coverage, shall pay 20% of the established premium. They may also continue life insurance in the amount of \$15,000 by paying the full premium.
- d. Educators eligible for COBRA coverage shall pay the full premium plus plan administration cost of 2%.

- e. Dependent coverage will be payroll deducted in equal semi-monthly installments from the salaries of those full-time educators who select the coverage.
- f. If two members of a family are covered by the health and dental plan of the board, the dollar amount of both premiums may be applied to the family premium.
- g. A spousal surcharge of \$100 per month will be charged to employees hired after July 1, 2007 and re-enrollees that participate in the Williamson County medical/dental plan and whose spouses are eligible for, but reject, such insurances through their own employer.

Section 6.7 Continuation

- a. Full-time educators on approved non-paid leave will have the option to continue the dental, disability, health, and life coverage by paying the premium to the Williamson County Self-Insurance Fund (WCSIF) within the first five (5) days of the calendar month of coverage.
- d. Retiring educators hired before July 1, 2009, who meet the county service requirements of at least ten (10) consecutive years of full-time employment with Williamson County, and are at least 55 years of age, or who have 30 consecutive years of full-time employment in Williamson County, regardless of age, have the option to continue health and/or dental coverage, paying 20% of the premium. Said educators have the option to continue life insurance up to \$15,000, with the employee paying the full premium to the WCSIF within the first five (5) days of the calendar month of coverage. After age 65, available coverage for life insurance may decrease. Upon becoming Medicare eligible, retired educators are automatically enrolled in the Medicare Advantage plan chosen by the WCSIF and may continue paying 20% of the established health premium.

Educators hired after July 1, 2009, are not entitled to receive upon retirement the benefits described in this subparagraph b.

- c. Full-time educators may, upon resignation or termination, have the right to continue the health and dental coverage up to 18 months, by paying the premium and plan administration cost of 2% to the WCSIF, within the first five (5) days of the calendar month of coverage (COBRA).

Section 6.8 Employee Tuition Rates

The out of county family tuition rate for employees' children shall be set by the Board of Education annually. Tuition expenses for employees, including Educators, are governed by Standard Operating Procedure 2.523p, Employee Tuition Rate.

ARTICLE VII LEAVES OF ABSENCE

Section 7.1 Sick Leave

- a. Definition: Sick leave shall mean leave of absence because of illness of the educator from natural causes or accident or the illness or death of the educator's spouse, parent, grandparent, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, or other family member with approval of the Superintendent of Schools which necessitates the absence of the educator.
- b. Allocation: The time allowed for sick leave with pay shall be one (1) day for each school month (20 days) of employment. Sick leave shall be cumulative for all earned days not used.
- c. Advance Use: An educator in need of sick leave shall be allowed to use unearned sick leave up to the number of days which such educator may accumulate during the remainder of the current year in which employed. Upon termination of the employment of such educator before such days are earned or at the end of the school year, there shall be deducted from the final salary of such educator an amount based on the educator's daily rate of pay sufficient to cover any excess sick leave days used. If such final salary is insufficient for this purpose, the educator shall be liable for reimbursement of any amount in excess of the final salary.

Section 7.2 Bereavement Leave

- a. Definition: Bereavement leave shall mean leave of absence because of the death of the educator's spouse, parent, grandparent, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, or other family member with approval of the Superintendent of Schools which necessitates the absence of the educator.
- b. Allocation: Up to a maximum of three (3) days of bereavement leave each year shall not be charged against the educator's sick leave accumulation. Furthermore, up to two additional days may be purchased **pursuant to the SOP** at the average cost of a substitute. Up to three (3) additional days may be purchased for a second qualifying event. These days shall be non-cumulative. This does not eliminate the use of sick leave for bereavement if the need exceeds three (3) days.

Section 7.3 Personal & Additional Leave

- a. Personal Leave Definition: Personal leave shall mean a leave of absence for the purpose of transacting or attending to personal business and may be used for any purpose at the discretion of the educator.

- b. Allocation: The time allowed for personal leave with pay shall consist of one (1) day per each one-half year employed per school year. (Half year employed means the employee must have been in an active pay status every day of the first 100 days of the school year to earn one (1) day leave and in an active pay status all 100 days of the second half of the contract year to earn the second day.) Any personal leave remaining unused after the end of the year shall be credited to that educator as sick leave.
 - 1. Educators will be granted one (1) additional ~~personal~~ leave day **annually** after ~~twenty~~ fifteen (15) consecutive years in Williamson County. **The additional leave day should be used during the year it is earned as it will not roll into sick leave.**
- c. Advance Use: An educator in need of personal leave shall be allowed to use unearned personal leave up to the number of days which such educator may accumulate during the remainder of the current year. Upon termination of such educator before such days are earned, there shall be deducted from the final salary of such educator an amount based on the daily rate of pay sufficient to cover an unearned personal leave day used. If such final salary is insufficient for this purpose, the educator shall be liable for reimbursement of any amount in excess of the final salary.
- d. In addition to the personal leave described above, each educator governed by this MOU shall start employment with three (3) days available local leave whereby the educator can “pay” the cost of their substitute for an additional day of leave for personal reasons. Thereafter, each said educator will accrue one (1) additional such day per year, except that the total available days may not at any point exceed a maximum of three (3) available days. The employee will have the cost of the substitute deducted from their paycheck during the pay period the leave was used. The cost of the substitute day will be the average cost of a substitute and will be based on an amount determined at the beginning of each school year. All educators utilizing this leave will be charged the cost of the substitute whether or not a substitute was utilized during their absence.

Section 7.4 Uncompensated Leave

- a. Any educator requesting an uncompensated leave for military service, legislative service, maternity, adoption, or recuperation of health or other leaves required by state and/or federal laws shall be granted approval by the Superintendent of Schools without forfeiture of accumulated leave credits, tenure status, or other fringe benefits (TCA 49-5-702).
- b. Any educator requesting an uncompensated leave for educational improvements, parental leave, or other sufficient reason(s) may be granted approval by the Superintendent of Schools; however, the educator will lose all fringe benefits and many other benefits that accrue as a result of employment, including but not limited to credited time toward retirement **and one (1) personal day for every semester during which an uncompensated day is taken.**
- c. Educators who take approved uncompensated leave, not exceeding ten (10) days per year, shall not lose insurance benefits.

Section 7.5 Leave Application Procedures

- a. When an educator needs to be absent, the educator shall notify the supervisor or designee, as soon as possible before the school day begins. The educator is responsible for recording the absence, by telephone or internet, in the automated substitute teacher calling system or in “Employee Self Service”, as required for the position.
- b. The educator shall complete a written Long-Term Leave of Absence Application for a leave request of ten (10) days or more, including any accompanying physician’s statement or other documentation required by the application.
- c. For long term medical leave requests, the Superintendent of Schools may require at the system’s expense an examination by another physician other than the physician certifying the medical disability.
- d. In the event of the absence of an educator in excess of the sick leave days available to the educator, the Superintendent of Schools may require an examination by a physician certifying the previous absences. The system would pay for the second opinion.
- e. The Superintendent of Schools or designee may require a physician's statement for any sick leave claim.
- f. The Superintendent of Schools or designee may require documentation to establish the cause for any bereavement leave claim.
- g. The system shall keep a record of the accumulated sick leave for each eligible educator in its employ and shall provide a verified copy to the educator upon request.
- h. Written application for personal leave shall be filed with the principal no less than 24 hours prior to the date of the proposed absence, except in cases of emergency. The educator shall not be required to give reasons for use of any personal leave. This leave will be subject to approval by the principal in all cases except those covered by "j" below.
- i. The approval of the Superintendent of Schools shall be required for personal leave approval under the following conditions:
 1. If more than 10% of the educators in any school request personal leave on the same day (in making this calculation, any major fraction shall be considered as one (1)).
 2. If personal leave is requested during any prior established examination period.

3. If personal leave is requested on the day immediately preceding or following a holiday or vacation period.
- k. If any educator fails to secure approval for any paid leave or provide appropriate notice and documentation, forfeiture of the paid leave will result.
- l. Written application for an uncompensated leave of absence shall be filed with the principal no less than 30 days prior to the date of the proposed absence, except in the case of an emergency. The request, with the principal's recommendation, shall be forwarded to the Superintendent of Schools or designee for recommendation. The educator shall be notified in writing of the Superintendent of Schools action on the uncompensated leave of absence. The educator may apply for an extension of leave using the same procedure as used to apply for the original leave.

Section 7.6 Return Rights

- ~~a. Upon return of the educator from an approved leave of absence within 12 months, the educator shall return to the same position.~~
- ~~b. If the leave of absence exceeds 12 months, the educator shall be placed in the same or a comparable position upon return from leave.~~
- c. Upon returning to employment, the educator shall assume all previous rights and privileges.
- d. Any educator on approved leave shall notify the principal in writing at least 30 days prior to the date of return if the educator does not intend to return to the position from which the leave was taken. Failure to render such notice shall be considered a breach of contract.

Change to a and b

Section 7.7 Substitute Notification

Educators will input absences into the automated substitute calling system, by telephone or internet. It shall be the duty of the principal, or designee, to ensure the securing of a substitute when the educator notifies the principal and requests leave approval. An educator may suggest a particular individual(s) when notifying a school of their impending absence; however, the principal shall retain the authority for assigning all the substitutes and inputting pre-arranged substitutes in the system.

ARTICLE VIII STUDENT DISCIPLINE PROCEDURES

Section 8.1 Board Support and Assistance

- a. The Board recognizes its responsibility to give all reasonable support and assistance to educators with respect to the maintenance of control and discipline in the classroom.
- b. Whenever it appears that a particular student requires the attention of special teachers, special counselors, social workers, law enforcement personnel, physicians, or other professional persons, the Board will take reasonable steps to assist the educators with respect to such students.

Section 8.2 Corporal Punishment Policy

Written statements of the current School Board Policy governing student suspension, expulsion, and the use of corporal punishment of students shall be available at each school.

Section 8.3 Classroom Control

- a. Subject to special education law and all other applicable legal authority, an educator may exclude a student from class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation make the continued presence of the student in the classroom intolerable. This exclusion may include student misuse of technology, including but not limited to violations of the student Acceptable Use Agreement, subject to the standards hereinabove.
- b. In such cases, the educator will furnish the principal full particulars of the incident in writing when the student is sent to the office. The principal shall furnish the teacher in writing, prior to the student returning to class, the corrective action(s) that will be applied.

Section 8.4 Assault on Educators and/or Students

- a. Assault is defined in Tennessee as (i) Intentionally, knowingly or recklessly causing bodily injury to another; (ii) Intentionally or knowingly causing another to reasonably fear imminent bodily injury; or (iii) Intentionally or knowingly causing physical contact with another which a reasonable person would regard as extremely offensive or provocative. When a teacher concludes he or she has been assaulted by a student, a meeting to discuss the assault will be held with an administrator no later than the end of the next school day following the assault.
- b. An educator may use such force as is reasonable and necessary for personal protection or protection of a student from attack or injury. Any such attack shall be reported to the principal immediately.
- c. The Board will provide legal counsel on request to advise the assaulted educator of rights and obligations and shall promptly render assistance to the educator in

connection with the handling of the incident by law enforcement and judicial authorities.

- d. Educators injured in the line of duty are eligible for worker's compensation but must report such injury to their supervisor and complete necessary paperwork to document the injury. In the event an Educator is denied worker's compensation for a claimed injury, that Educator may request the Assistant Superintendent for Human Resources to review the decision.
- e. Educators incurring damage to eyeglasses, hearing aids, dental devices, prosthetic devices, or other personal property as a result of a student's act are eligible to file for a claim for reimbursement with the county risk management. A report of the incident must be reported immediately to the supervisor, who will assist the educator in obtaining the necessary paperwork.

Section 8.5 Loss of Pay

- a. Time lost by an educator in connection with any incident mentioned in this Article shall not be charged against the educator. The educator shall suffer no loss of pay or benefits up to 30 days, verified by a physician's statement of inability to work, as a result.
- b. If the need exists beyond the 30 days, consideration shall be given to providing the educator with no loss of pay or benefits. **Contact should be made with the Human Resources Department and the WCS attorney.**

ARTICLE IX HOURS AND LOAD

Section 9.1 Hours

- a. The educator's workday shall consist of seven and a half (7 ½) hours, inclusive of any before or after school activities, based on a 180-student day school year.
- b. The Superintendent of Schools may reduce the workday hours for the efficient operation of the school system.

Section 9.2 Load

Secondary school educators shall not be required to teach in more than three (3) subject areas with a total of three (3) teaching preparations, except in extraordinary cases approved **annually** by the Superintendent of Schools or designee.

Section 9.3 Planning Time

- a. The Board shall provide each elementary and middle school educator with 225 minutes planning time per week with no period less than 30 consecutive minutes per day. This planning time should be protected from any other school responsibilities. Two and a half (2 ½) hours of planning time shall be protected for individual duty-free teacher planning while the remaining planning time may be utilized for other planning such as team planning, data review, and student-specific meetings.
- b. The Board shall provide each high school educator with a daily planning period equivalent in length to a daily teaching period at his or her particular high school. This planning time should be protected from any other school responsibility. Two and a half (2 ½) hours of planning time shall be protected for individual duty-free teacher planning while the remaining planning time may be utilized for other planning such as team planning, data review, and student-specific meetings.
- c. Each semester, the Administrative Day ~~day~~ immediately prior to the first day of **each semester** school for students shall be designated as a day for teachers to prepare for instruction in their respective rooms. There shall be no meetings called **by central office staff, school administrators, or any employee association** during the regular school hours on this day. **Teacher Prep Days, as identified each semester on the school calendar, shall be designated as a day for teachers to prepare for instruction in their respective rooms. There shall be no meetings called** during the regular school hours on this day.
- d. Upon request by the Chief Employee Representative, a Planning Period Committee shall be established consisting of three (3) members appointed by the Association and three (3) members recommended by the Superintendent of Schools and approved by the Board. This committee will meet to review any teacher's schedule which does not include the planning period requirements set forth in 9.2(a) and (b) or 9.3(a) and (b) in an effort to find alternatives and to propose solutions to the Superintendent of

Schools.

Section 9.4 Duty-Free Lunch

- a. Included in the seven and a half (7 ½) hours workday, all educators shall have duty-free lunch time during the regular school day, equal to the amount of time given to their students for lunch. This lunch period shall be a minimum of 25 minutes. For schools with extended lunch/remediation periods during which actual lunch period has not been fully defined, educators must have a minimum of 25 minutes duty free lunch period per day.
- b. Educators may be required to escort their students to and from the dining area.
- c. Educators will be assigned no other duties during this time.

Section 9.5 Meetings

- a. Educators may be required to arrive before the start or remain after the end of the regular school day, without additional compensation, for the purpose of attending faculty or other school level professional meetings, no more than one (1) day each week.
- b. A maximum of three (3) hours per month may be allocated for before and/or after school professional staff meetings. At the beginning of each semester, the administrator shall decide whether to schedule 45-minute, one (1) hour, or one and a half (1 ½) hours professional staff meetings in order to allow for adequate planning time for teachers to arrange their schedules.
- c. Every effort shall be made not to call such meetings on Friday, or any other day immediately preceding a holiday, vacation or other day, upon which educator attendance is not required at school.
- d. The notice of **and agenda for** such meetings shall be given to educators involved prior to the meeting, except in cases of emergency. Educators shall have the opportunity to suggest items for the agenda.
- e. Every effort shall be made to conduct Individual Education Plan / RTI / 504 meetings during the school day. When it is necessary to hold said meetings outside of the workday educators shall be paid according to Article V - Section 5.4.

Section 9.6 Faculty Advisory Committee

- a. Nothing in this MOU shall be construed as prohibiting the principal from establishing a faculty advisory committee.
- b. This committee shall be advisory only, and no action, resolution, or vote of said committee shall be binding.

Section. 9.7 Other Professional Responsibilities

All educators shall make every effort to volunteer for up to four (4) extra-curricular and/or after school activities that occur in the day-to-day operation of the school, whether on or off campus. The list(s) shall be posted by the secondary school principals in the fall, winter, and/or spring. **Elementary events should be shared with as much notice as possible.** If necessary, the principal shall equitably distribute the assignments among all faculty based upon the educator's preferences and will consider excusing those with exigent circumstances. Faculty members are expected to sign up or volunteer when requested, except when they are excused after discussion with the principal. Activities that are extraordinarily time intensive may be counted as two (2) or more activities and shall be designated as such by the principal on the listing. Principals may not require participation beyond the maximum four (4) activities outside of Parent Teacher Conferences as scheduled by the calendar committee and one (1) Open House as scheduled by the building principal. Participation in promotion and graduation ceremonies outside of the school day shall count as one (1) of the four (4) extra-curricular and/or after school activities.

Section. 9.8 Telework During School Closure

~~The Director of Schools may require teachers during a time of school closure to perform their duties remotely through the use of district provided equipment and resources. The district will provide additional internet access, equipment, and/or materials needed to successfully carry out duties as directed by school administration.~~

ARTICLE X EDUCATOR CONDUCT AND DISCIPLINARY PROCEDURES

Section 10.1 Definitions

Educators may be disciplined under the terms of this article for insubordination, unprofessional conduct, incompetence, inefficiency, conduct unbecoming to a member of the teaching profession, and/or neglect of duty, including but not limited to tardiness or absenteeism. Allegations of incompetence or inefficiency will most frequently be governed by the "Evaluation" article of this Contract.

Disciplinary action shall be for just cause and may include the following:

1. Oral reprimand (documented but not placed in the personnel file)
2. Written reprimand
3. Suspension
4. Dismissal of an educator, which is governed by T.C.A. §49-5-501 et seq.

The type of discipline administered above shall be determined based upon a consideration of the seriousness of the offense and the educator's employment record. For minor infractions, an oral reprimand will be given to an educator before a written reprimand is issued. The immediately involved supervisor determines what constitutes a minor infraction. Disciplinary action shall be conducted at the lowest supervisory level whenever reasonably possible.

Section 10.2 Notification

An investigation of the actions which may be the basis for discipline shall be conducted and shall include a conference with the educator prior to any implementation of discipline, except that the Superintendent of Schools may suspend an educator at any time that may seem necessary, pending investigation as described in T.C.A. §49-5-511. Every reasonable effort shall be made to complete an investigation within one (1) pay period. However, the parties hereto recognize that some investigations cannot be completed within that time, whether due to scheduling issues, involvement of the Tennessee Department of Children's Services, involvement of law enforcement agencies, or otherwise. In the event a suspension pending investigation without pay extends for more than one (1) pay period, the Human Resources Department shall notify the employee and the appropriate representative of said event and the reason(s) for it. Each such suspension shall be reviewed each pay period, and the continuation of the suspension of pay shall be reconsidered at that time. In the event of a suspension without pay that extends beyond one (1) pay period, a suspended teacher may request early payment of summer income which has already been earned prior to the date of suspension. The Human Resources Department will inform employees if they are at risk of an impact on employee benefits due to a suspension pending investigation that extends beyond one (1) pay period.

The educator shall be given at least 24 hours' notice of the said conference, and the educator shall have the right to have an Association representative or a personal attorney present during the said conference, provided the Educator agrees to a scheduled meeting within three (3) business days of said notice. An educator who disagrees with the allegations presented may respond in writing within two (2) days of that conference. In the event the second day falls on a

weekend or other day in which the central office is closed, the response may be made on the next day the central office is open. After investigation and the opportunity to respond, the supervisor shall give the educator notice of what discipline, if any, will be administered.

Section 10.3 Review and Appeal

~~Written reprimands may be appealed under the terms of the negotiated grievance procedure. For discipline more severe than a written reprimand, the Superintendent of Schools shall review the supervisor's proposal and accompanying records and may uphold, modify, or set aside the proposed disciplinary articles. The educator shall have 30 calendar days to demand a hearing before an Impartial Hearing Officer in accordance with TCA 49-5-512, or as otherwise specified in Tennessee Code Annotated.~~

For discipline more severe than a written reprimand, the Superintendent of Schools shall review the supervisor's proposal and accompanying records and may uphold, modify, or set aside the proposed disciplinary articles.

Suspension of three (3) days or less may be appealed to the Superintendent of Schools at a recorded conference, if requested within five (5) days of receiving the written notice of suspension. Both parties may be represented by counsel at the conference, which shall be recorded.

If a non-tenured teacher is dismissed or suspended for more than three (3) days, then the Superintendent shall follow the separation practice for non-tenured teachers set out in Tennessee state law and WCSB policy 5.201.

If a tenured teacher is dismissed or suspended for more than three (3) days, then the Superintendent shall follow the separation practice for tenured teachers set out in Tennessee state law and WCSB policy 5.200.

Section 10.4 Notice of Deficiencies

In addition to the progressive discipline described in Section 10.1 above, the Board recognizes the concept of progressive improvement. In the event an administrator determines that an educator has deficiencies in his or her work, that administrator may, outside the evaluation process, notify the educator in writing of any alleged deficiencies, indicate expected correction, propose an improvement plan specifying necessary improvements or needed actions, and indicate a reasonable period of time for correction. That time period shall in no event be less than ~~30 calendar~~ **20 work** days.

Section 10.5 Employee Rights

Nothing contained herein shall act to limit an educator's rights under the Grievance Procedure of this Contract. Nothing contained herein shall be construed to limit the rights and obligations of the educators and the Superintendent of Schools under the dismissal procedures of T.C.A. §§49-5-511, 49-5-512 and related law. The provisions of this article do not apply to investigations under Board Policy 5.500, Discrimination, Harassment of Employees.

ARTICLE XI COMPLAINTS

Section 11.1 Complaints

Any written complaint regarding an educator made to any member of the administration by a parent, student, or other person shall be investigated by the administrator and the following steps shall be taken:

- a. A copy of the written complaint shall be made by the recipient of the complaint and sent to the affected educator with five (5) days of its receipt.
- b. The educator shall acknowledge the opportunity to review such complaint by signing the filed complaint with expressed understanding that such signature in no way indicates agreement with the contents thereof.
- c. The investigation of such complaints shall begin as soon as possible, but in no event shall the investigation start later than ten (10) days from its receipt.
- d. The educator shall be given an opportunity to respond to the complaint and meet with the complainant and the immediate supervisor upon educator request, in order for the educator to rebut the complaint. It shall be the responsibility of the immediate supervisor to schedule such a meeting.
- e. If the person making the complaint refuses to participate in this procedure within 15 days of the educator's notification to the complainant of a request for a meeting, the complaint will be designated as unsubstantiated and any and all references to the complaint shall not be included in the educator's personnel file.
- f. The educator shall have the right to submit a written answer to such complaint to the supervisor conducting the investigation for review. The supervisor conducting the investigation may request the educator to provide a written response to the complaint. If the educator does not provide or refuses to provide a requested written response, the supervisor conducting the investigation may include such a statement with the complaint.
- g. If the educator or the complainant finds the resolution to be unsatisfactory, an appeal may be made to the Superintendent of Schools, within ten (10) days after receipt of the supervisor's response. The Superintendent of Schools will schedule a meeting with the educator and the complainant within ten (10) days of the written request.
- ~~h. In the event the complaint persists after item "g", the educator or the complainant may appeal to the Board by filing a written appeal to the Board of Education within ten (10) days after receipt of the Superintendent of School's response.~~

- i. Any substantiated complaint, as determined by the immediately involved supervisor, may be used to evaluate an educator. Unsubstantiated complaints shall not be maintained as part of an educator's file.
- j. A complaint arising from supplemented activities or potential violation of state or federal laws or Board policy shall not be investigated under the procedures and steps under this Article XI.

ARTICLE XII

NOTICE OF VACANCIES

Section 12.1 Notice of Vacancies

- a. A current register of educator vacancies shall be readily accessible and posted online.
- b. Such notification of educator vacancies shall not prevent the Superintendent of Schools from filling a position if desirable applicants are available.
- c. Such vacancy notice shall contain the date of issue, the available position, and the location of the vacancy.
- d. ~~Once a site specific administrative position has been determined to be vacant by the Superintendent of Schools, that site specific position will be posted for a minimum of one week before said position is filled.~~
- e. ~~Consideration shall be given to~~ Current educators **may apply for a voluntary transfer between schools and may apply** for all vacant educator positions **in accordance with the SOP 5.113p**, provided they make written application to the Human Resources Department, and they are licensed for the vacant position.
- f. **If an involuntary transfer occurs after the beginning of the school year, the school system shall transport the educator's materials/equipment to the new work location. A substitute shall be provided for one (1) day to allow the educator preparation time for the new assignment.**

Section 12.2 Voluntary Transfers Between Schools (These sections moved to SOP in accordance with T.C.A.)

- a. ~~Educators desiring a transfer from one school position to another school position may complete and file with the Human Resources Department a "Request for Transfer" form. See form, Appendix D.~~
- b. ~~In an effort to assist teachers with narrow certification and/or highly qualified status that improves their employability, as well as to provide tenured educators with opportunities to seek transfers to a different school location(s), the following procedures will be utilized:~~
 1. ~~Educators desiring reassignment shall complete an online transfer application. The open period for enrollment in the transfer program will begin on January 1. Employees may apply for any vacant position during the period of January 1 through May 31. A teacher may apply for a school even if no vacancies are announced at the time of the application and will be eligible for subsequent vacancies that occur for requested grade levels and/or subjects throughout the entire open period. Vacancies will be announced during the open period by the Williamson County Schools Human Resources Department for a minimum of five~~

- ~~(5) teacher workdays before the principal receives applications, interviews applicants and makes a selection. Employees who have not applied by the end of a specific vacancy posting will not be eligible to be considered for that position unless the position is re-posted.~~
- ~~2. All vacancies, as soon as they are known to the principal of each school, shall be submitted to Human Resources by individual schools and shall be posted on the website upon receipt.~~
 - ~~3. Requests submitted during the open period will be considered for all positions that are applied for by the applicant that open during the period after the employee application is submitted.~~
 - ~~4. Teachers who submitted applications for transfers during the transfer open period may be considered for vacancies that are posted between June 1 and June 30; however, both the sending and receiving principals must agree to the transfer based on the availability of a suitable replacement for the sending school.~~
 - ~~5. Employee requests for transfers will not be considered for vacancies posted after June 30th, except when the re-assignment is made by the Superintendent of Schools for the benefit of the district.~~
 - ~~6. Once a transfer is offered to and accepted by an employee, that employee will not be considered for subsequent transfers during that school year.~~
 - ~~a. In no case shall the filing of a "Request for Transfer" form guarantee such a transfer when or if a vacancy arises in the school to which the educator has requested a transfer.~~
 - ~~b. The educator desiring the transfer is responsible for scheduling the interview with the appropriate principal or supervisor.~~
 - ~~c. If a transfer occurs after the beginning of the school year, the school system shall transport the educator's materials/equipment to the new work location. A substitute shall be provided for one (1) day to allow the educator preparation time for the new assignment.~~
 - ~~d. If a transfer to a different school campus is involuntary, the school system shall transport the educator's materials/equipment to the new work location, if requested by the teacher.~~

Section 12.3 Involuntary Transfer Between Schools

- ~~a. Notice of a proposed involuntary transfer to another school shall be given in writing to the educator as soon as possible, but in no case later than 5 working days prior to the effective date of transfer.~~

- ~~b. In those cases where an involuntary transfer to another school is made necessary by enrollment, curriculum, or program changes, the principal shall seek a volunteer educator before selecting a transferee.~~
- ~~c. An involuntary transfer to another school of an educator shall be affected only after the educator has been given an opportunity to meet and discuss the transfer with the person making the recommendation for a transfer.~~
- ~~d. The educator may request, in writing, the reason(s) for the proposed transfer. After the receipt of written reason(s), the educator may request a meeting with the Superintendent of Schools to discuss the matter. Involuntary transfers shall not be made for arbitrary or capricious reasons.~~
- ~~e. All of the above must have been provided to the educator before the Superintendent of Schools implements an involuntary transfer or reassignment.~~
- ~~f. If a transfer occurs after the beginning of the school year, the school system shall transport the educator's materials/equipment to the new work location. A substitute shall be provided for one (1) day to allow the educator preparation time for the new assignment.~~
- ~~g. When a new school opens due to growth, the appropriate grade level Assistant Superintendent will assign any educator who remains unassigned after voluntary transfers have occurred, after discussions with the appropriate Principals. Such assignment shall be made pursuant to all the above terms of this Section 12.3. No teacher shall be subject to a reduction in force as a result of growth except as described in Section 12.5b below in which the program being taught by the teacher is eliminated or the total system wide number of teachers for that teacher's current position is reduced from the current school year to the following school year. Every effort shall be made to find such a teacher a position within that teacher's certification.~~

Section 12.2 Reassignment Within the School

Reassignments within the school shall not be made for arbitrary or capricious reasons.

Section 12.5 Reduction in Force

- ~~a. If the Superintendent of Schools is contemplating reduction in force of any educator, the Superintendent of Schools will notify the Association as soon as possible before the proposed effective dates of reduction in force. Such notice will be in writing and will include the specific position(s) to be affected, the proposed time schedule, and the reason(s) for the action.~~
- ~~b. Educators may be subject to reduction in force only when their positions are eliminated as a result of an increase in the operating costs of the school system, provided that such increases cannot be offset by the addition of new revenue or offset by reductions in expenses other than personnel, a reduction in pupil enrollment, or the~~

- ~~discontinuance of a particular type of teaching service, provided that such discontinuance is not for arbitrary or discriminatory reasons.~~
- ~~e. If the position is to be eliminated, the Superintendent of Schools shall give notification of reduction in force to the educator in that position at least one (1) pay period prior to the implementation date.~~

Section 12.6 Recall

- ~~a. As educator vacancies arise, an educator subjected to reduction in force will be recalled to the first available vacancy for which the educator is licensed.~~
- ~~b. The recalled educator must have the recommendation of the principal for the position to be filled.~~
- ~~c. The Superintendent of Schools shall not employ new educators to fill any educator vacancies so long as there are any eligible educators on the preferred reemployment list who are licensed and recommended by the principal.~~

ARTICLE XIII SCHOOL CALENDAR

Section 13.1 Responsibility

It is the responsibility of the Board to establish and implement the school calendar.

Section 13.2 School Calendar Committee

- a. The proposed school calendar shall be developed by the School Calendar Committee. The committee will be composed of not more than five (5) members appointed by the Association and not more than five (5) members recommended by the Superintendent of Schools and approved by the Board.
 1. The Association recommends that the Board consider not scheduling more than one (1) parent-teacher conference after the workday in the same school week.
- b. The Board shall designate one of its appointees as chairman who shall initiate the first meeting.
- c. **In alignment with the annual Board Agenda,** ~~Prior to March of each year~~ the School Calendar Committee shall submit a written proposed calendar for the subsequent school year to the Superintendent of Schools.
- d. If the Board sends back a proposed calendar for revision, the Board representative shall make every effort to reconvene the school calendar committee to discuss options the Board leaves open in their requirements.

Section 13.3 School Calendar Changes

- a. In the event that the Board determines a need to change the school calendar due to the exhaustion of all available stockpiled days, the Calendar Committee will submit to the Superintendent of Schools, within ten (10) days, written recommendations for making up days missed.
- b. Any calendar which would result in the loss of a pay period for employees shall be approved by the Board a minimum of six (6) months in advance per pay period lost.

ARTICLE XIV CLASS SIZE

Section 14.1 Class Size

- a. Because the class size is an important aspect of an effective educational program, the Board and the educator representatives to PECCA agree that class size should be lowered whenever possible.
- b. Every effort will be made not to exceed the maximum standards as established by the Tennessee State Board of Education Rules, Regulations, and Minimum Standards and the State Board for Vocational/Technical Education, except in large group instruction or experimental classes.
- ~~e. The Superintendent of Schools may request from the Commissioner of Education a waiver of the maximum standards described in subparagraph b, above, for the remainder of the school year after January 1 of each year.~~

ARTICLE XV
EDUCATOR DRESS

Section 15.1 General Provisions

The general principle governing educator dress during duty time covered by this MOU shall be as follows: all educators shall maintain a standard of no less than job-appropriate business-casual dress. Educator dress shall not be a distraction to the learning environment or create an unsafe condition for the educator or others.

ARTICLE XVI

DURATION

Section 15.1 Three Year MOU

The provision of this revised MOU will be effective as of July 1, 2022, and except as otherwise provided herein, will continue, and remain in full force until June 30, 2025, ~~except as amended from time to time.~~

Approved by the Board of Education the 9th day of June 2022.

WILLIAMSON COUNTY BOARD OF EDUCATION

By: _____
Nancy Garrett, Chair

By: _____
Jason Golden, Superintendent

Submitted per PECCA:

Leann White, Chief Employee Representative

Leigh Webb, Chief BOE Representative

APPENDIX A-1
PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL

APPENDIX A-2
PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL

**APPENDIX B
GRIEVANCE FORM
Williamson County Schools**

No. _____

Name: _____

Association Designee if included: _____

Phone (Home/Cell): _____

Principal: _____ Cell: _____

Grievant(s) Signature: _____ Date: _____

Grievant(s) Signature: _____ Date: _____

Step 2:

Date Rec'd by Supervisor: _____ Supervisor's Initials: _____

Date of Step 2 Meeting: _____

Supervisor's Written Response, including reasons for the decision (may attach written response):

Supervisor's Signature: _____ Date: _____

Disposition:

Redress Denied: _____ or Granted: _____

Date Reply Rec'd: _____ Initials of Grievant(s): _____

Step 3:

Date Rec'd by Superintendent: _____ Superintendent's Initials: _____

Date of Step 3 Meeting: _____

Superintendent's Written Response, including reasons for the decision (may attach written response):

Superintendent's Signature: _____ Date: _____

Disposition:

Redress Denied: _____ or Granted: _____

Date Reply Rec'd: _____ Initials of Grievant(s): _____

Step 4 Non-Binding Arbitration:

Date Rec'd by Superintendent: _____ Superintendent's Initials: _____

Attached are copies of the American Arbitration Association correspondence regarding this grievance.

Step 4 Alternate Board Hearing:

Date Rec'd: _____ Initials: _____

Date of Board Meeting: _____

The portion of Board minutes applicable to the Board hearing is attached to this form.

Chairman of Board's Signature: _____ Date: _____

Superintendent's Signature: _____ Date: _____

Disposition:

Redress Denied: _____ or Granted: _____

Date Reply Rec'd: _____ Initials of Grievant(s): _____

If additional space is required, please use a second sheet, identifying the extension of items above by using the step number.



**2022-2023 Teacher Salary Schedule
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	45,000				49,500			50,000	53,500	54,000
1	45,450				49,995			50,500	54,035	54,540
2	45,905				50,495			51,005	54,575	55,085
3	46,364				51,000			51,515	55,121	55,636
4	46,828				51,510			52,030	55,672	56,192
5	47,296				52,025			52,550	56,229	56,754
6	47,769				52,545			53,076	56,791	57,322
7	48,247				53,070			53,607	57,359	57,895
8	48,729	48,729	48,729	48,729	53,601	53,601	53,601	54,521	57,926	58,915
9	49,645	49,645	49,645	49,645	54,375	54,375	54,375	55,610	58,857	60,093
10	50,638	50,638	50,638	50,638	55,462	55,462	55,462	56,725	60,035	61,295
11	51,651	51,650	51,650	51,650	56,571	56,571	56,571	57,858	61,235	62,522
12	52,684	52,684	52,684	52,684	57,703	57,703	57,703	59,014	62,459	63,772
13	53,737	53,737	53,737	53,737	58,857	58,857	58,857	60,196	63,709	65,047
14	54,813	54,813	54,813	54,813	60,035	60,035	60,035	61,399	64,982	66,349
15	55,908	55,908	55,908	55,908	61,235	61,235	61,235	62,628	66,283	67,675
16	57,027	57,026	57,026	57,026	62,459	62,459	62,459	63,880	67,608	69,028
17	58,168	58,168	58,168	58,168	63,709	63,709	63,709	65,158	68,961	70,409
18	58,308	60,764	60,764	60,764	64,982	64,982	64,982	66,461	70,340	71,818
19	58,761	61,978	61,978	61,978	66,282	66,282	66,282	67,790	71,747	73,254
20	59,366	63,218	63,218	63,218	67,608	67,608	67,608	69,146	73,181	74,719
21	61,753	63,851	64,334	65,799	70,661	70,661	70,661	74,901	76,733	78,454

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

Annual Supplement Eligibility

Full-time teachers and other professional personnel, including counselors, who hold 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.



**2022-2023 School Psychologist Salary Schedule
10 or 11 Month Employment**

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PHD	MA/MA+30/EDS	EDD/PHD
0	\$58,850	\$59,400	\$64,735	\$65,340
1	\$59,439	\$59,994	\$65,382	\$65,993
2	\$60,033	\$60,594	\$66,036	\$66,653
3	\$60,633	\$61,200	\$66,696	\$67,320
4	\$61,239	\$61,811	\$67,363	\$67,992
5	\$61,852	\$62,429	\$68,037	\$68,672
6	\$62,470	\$63,054	\$68,717	\$69,360
7	\$63,095	\$63,685	\$69,404	\$70,053
8	\$63,719	\$64,807	\$70,091	\$71,287
9	\$64,742	\$66,103	\$71,217	\$72,713
10	\$66,038	\$67,424	\$72,642	\$74,167
11	\$67,358	\$68,774	\$74,094	\$75,651
12	\$68,705	\$70,149	\$75,575	\$77,164
13	\$70,080	\$71,552	\$77,088	\$78,707
14	\$71,480	\$72,984	\$78,628	\$80,282
15	\$72,911	\$74,442	\$80,202	\$81,887
16	\$74,369	\$75,931	\$81,805	\$83,524
17	\$75,857	\$77,450	\$83,442	\$85,195
18	\$77,374	\$78,999	\$85,112	\$86,899
19	\$78,922	\$80,579	\$86,814	\$88,637
20	\$80,499	\$82,191	\$88,549	\$90,411
21	\$84,406	\$86,300	\$92,847	\$94,930

School Psychologists above step 21 will receive the approved percentage agreed to during the budget process.

Annual Supplement Eligibility

School Psychologists are eligible for a \$2,500 annual supplement for holding the Nationally Certified School Psychologist (NCSP) credential. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. Administrators and supervisory personnel are not eligible for this supplement.



2022-2023 ACADEMIC SUPPLEMENTS

<u>GENERAL ACADEMIC SUPPLEMENTS</u>	<u>TEACHER-ONLY ACADEMIC SUPPLEMENTS*</u>
LESS THAN 70 HOURS - \$675.00	LESS THAN 70 HOURS - \$675.00
AFTER SCHOOL ACTIVITY (ALL GRADE LEVELS)	ROBOTICS (MIDDLE & HIGH)
STUDENT COUNCIL (ELEMENTARY)	
FORENSICS (MIDDLE)	MINIMUM OF 70 HOURS - \$1,350.00
YOUTH LEGISLATURE (MIDDLE)	BUILDING LEVEL TEACHER (BLT - ELEMENTARY)
MODEL UN (MIDDLE & HIGH)	TEAM LEADER (MIDDLE)
MOCK TRIAL (HIGH)	
	MINIMUM OF 150 HOURS - \$2,525.00
MINIMUM OF 70 HOURS - \$1,350.00	CTE SITE DIRECTOR
YEARBOOK (ELEMENTARY)	
NEWSPAPER (HIGH)	MINIMUM OF 200 HOURS - \$3,500.00
YOUTH LEGISLATURE (HIGH)	SSS LEAD (ALL GRADE LEVELS)
	EC SITE LEADER (ELEMENTARY)
MINIMUM OF 100 HOURS - \$1,925.00	WCS ONLINE-PER CLASS, PER SEMESTER (MIDDLE & HIGH)
NEWSPAPER/MEDIA (ELEMENTARY & MIDDLE)	DEPARTMENT HEAD (HIGH)
STUDENT COUNCIL (MIDDLE)	
	DISTRICT-PAID SUPPLEMENTS
MINIMUM OF 150 HOURS - \$2,525.00	DIFFERENTIATED** (ALL GRADE LEVELS) - \$675.00 MAX
YEARBOOK (MIDDLE)	LIBRARY LEAD*** (ALL GRADE LEVELS) - \$1,350.00
WEBMASTER (MIDDLE & HIGH)	MENTOR (ALL GRADE LEVELS) - \$675.00
MEDIA (HIGH)	SCIENCE FACILITATOR (ALL GRADE LEVELS) - \$675.00
	SOCIAL STUDIES FACILITATOR (ALL GRADES) - \$675.00
MINIMUM OF 200 HOURS - \$3,500.00	TESTING COORDINATOR (ELEM & MIDDLE) - \$2,000.00
FORENSICS ASSISTANT (HIGH)	TESTING COORDINATOR (HIGH) - \$3,000.00
YEARBOOK (HIGH)	ACT LEAD (HIGH) - \$675.00
MINIMUM OF 250 HOURS - \$4,000.00	*All supplements listed in the Teacher-Only column requires certification as an educator.
FORENSICS (HIGH)	**Differentiated Supplements require an application with explanation of impact to be approved by grade level Assistant Superintendent. Applications will be due February 1, 2023.
STUDENT COUNCIL (HIGH)	
	***To be assigned annually by WCS Administration.
DISTRICT-PAID SUPPLEMENTS	
EMPLOYEE WELLNESS COORDINATOR (ALL GRADES) - \$675.00	
GOOD NEWS AMBASSADORS (ELEM, MIDDLE, RNHS) - \$675.00	

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



2022-2023 FINE ARTS SUPPLEMENTS

<u>GENERAL FINE ARTS SUPPLEMENTS</u>	<u>TEACHER-ONLY FINE ARTS SUPPLEMENTS*</u>																																																			
MINIMUM OF 70 HOURS - \$1,350.00	MINIMUM OF 100 HOURS - \$1,925.00																																																			
CHORUS (ELEMENTARY)	BAND (MIDDLE)																																																			
	ORCHESTRA (MIDDLE)																																																			
MINIMUM OF 100 HOURS - \$1,925.00																																																				
DRAMA (MIDDLE)	MINIMUM OF 150 HOURS - \$2,525.00																																																			
CHORUS (MIDDLE)	CHORUS (HIGH)																																																			
MUSICAL THEATRE (HIGH)^	ORCHESTRA (HIGH)																																																			
^Musical Theatre supplement excluded to Drama High teachers.																																																				
	MINIMUM OF 300 HOURS - \$5,000.00																																																			
	ASSISTANT BAND DIRECTOR (HIGH)																																																			
	DRAMA (HIGH)																																																			
<u>SUPPLEMENTAL FINE ARTS STAFF (MIDDLE & HIGH)</u>	BAND DIRECTOR HIGH (17%)																																																			
Supplemental fine arts staff will be paid for hours worked after each academic quarter and summer. Please use the hours listed below as guidance for your staff's payments for each quarter/pay period.	Based on previous years (experience) as a Band Director																																																			
Less than 40 hours - \$500.00																																																				
Minimum of 40 hours - \$750.00																																																				
Minimum of 80 hours - \$1,000.00																																																				
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Minimum of 120 hours - \$1,500.00																																																				
Minimum of 140 hours - \$1,750.00																																																				
Minimum of 160 hours - \$2,000.00																																																				
Minimum of 180 hours - \$2,250.00																																																				
Minimum of 200 hours - \$2,500.00																																																				
Maximum per quarter/pay period per employee is \$2,500.00.																																																				
NOTE: ALL SUMMER FINE ARTS STAFF (hours worked in June-July) are required to be BOOSTER paid.																																																				
<u>SPECIALISTS - ADDITIONAL 300 HOURS</u>																																																				
One-time payment for Specialists in the following areas for additional hours worked during Summer/1st quarter. Only one Specialist payment per area. Staff can only earn one Specialist payment per fiscal year and it is required to be BOOSTER paid.																																																				
COLOR GUARD - \$5,000.00																																																				
PERCUSSION - \$5,000.00																																																				
VISUAL - \$5,000.00																																																				
	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Yrs. Of Exp</th> <th>17%</th> <th>Supp Amt.</th> </tr> </thead> <tbody> <tr><td>0</td><td>\$45,000</td><td>\$7,650</td></tr> <tr><td>1</td><td>\$45,450</td><td>\$7,727</td></tr> <tr><td>2</td><td>\$45,905</td><td>\$7,804</td></tr> <tr><td>3</td><td>\$46,364</td><td>\$7,882</td></tr> <tr><td>4</td><td>\$46,828</td><td>\$7,961</td></tr> <tr><td>5</td><td>\$47,296</td><td>\$8,040</td></tr> <tr><td>6</td><td>\$47,769</td><td>\$8,121</td></tr> <tr><td>7</td><td>\$48,247</td><td>\$8,202</td></tr> <tr><td>8</td><td>\$48,729</td><td>\$8,284</td></tr> <tr><td>9</td><td>\$49,363</td><td>\$8,392</td></tr> <tr><td>10</td><td>\$50,351</td><td>\$8,560</td></tr> <tr><td>11</td><td>\$51,358</td><td>\$8,731</td></tr> <tr><td>12</td><td>\$52,385</td><td>\$8,905</td></tr> <tr><td>13</td><td>\$53,432</td><td>\$9,083</td></tr> <tr><td>14</td><td>\$54,502</td><td>\$9,265</td></tr> <tr><td>15</td><td>\$61,753</td><td>\$10,498</td></tr> </tbody> </table>	Yrs. Of Exp	17%	Supp Amt.	0	\$45,000	\$7,650	1	\$45,450	\$7,727	2	\$45,905	\$7,804	3	\$46,364	\$7,882	4	\$46,828	\$7,961	5	\$47,296	\$8,040	6	\$47,769	\$8,121	7	\$48,247	\$8,202	8	\$48,729	\$8,284	9	\$49,363	\$8,392	10	\$50,351	\$8,560	11	\$51,358	\$8,731	12	\$52,385	\$8,905	13	\$53,432	\$9,083	14	\$54,502	\$9,265	15	\$61,753	\$10,498
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1320 West Main Street Suite 202
Franklin, Tennessee 37064-3700
Phone (615) 472-4000
Fax (615) 472-4190
Website: <http://www.wcs.edu>



MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: May 16, 2022

RE: 2022-2023 Pay Schedules

Staff recommend the approval of the attached 2022-2023 pay schedules.



**2022-2023 Teacher Salary Schedule
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
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**2022-2023 School Psychologist Salary Schedule
10 or 11 Month Employment**

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PHD	MA/MA+30/EDS	EDD/PHD
0	\$58,850	\$59,400	\$64,735	\$65,340
1	\$59,439	\$59,994	\$65,382	\$65,993
2	\$60,033	\$60,594	\$66,036	\$66,653
3	\$60,633	\$61,200	\$66,696	\$67,320
4	\$61,239	\$61,811	\$67,363	\$67,992
5	\$61,852	\$62,429	\$68,037	\$68,672
6	\$62,470	\$63,054	\$68,717	\$69,360
7	\$63,095	\$63,685	\$69,404	\$70,053
8	\$63,719	\$64,807	\$70,091	\$71,287
9	\$64,742	\$66,103	\$71,217	\$72,713
10	\$66,038	\$67,424	\$72,642	\$74,167
11	\$67,358	\$68,774	\$74,094	\$75,651
12	\$68,705	\$70,149	\$75,575	\$77,164
13	\$70,080	\$71,552	\$77,088	\$78,707
14	\$71,480	\$72,984	\$78,628	\$80,282
15	\$72,911	\$74,442	\$80,202	\$81,887
16	\$74,369	\$75,931	\$81,805	\$83,524
17	\$75,857	\$77,450	\$83,442	\$85,195
18	\$77,374	\$78,999	\$85,112	\$86,899
19	\$78,922	\$80,579	\$86,814	\$88,637
20	\$80,499	\$82,191	\$88,549	\$90,411
21	\$84,406	\$86,300	\$92,847	\$94,930

School Psychologists above step 21 will receive the approved percentage agreed to during the budget process.

Annual Supplement Eligibility

School Psychologists are eligible for a \$2,500 annual supplement for holding the Nationally Certified School Psychologist (NCSP) credential. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. Administrators and supervisory personnel are not eligible for this supplement.



**2022-2023 Curriculum/Professional Development Specialist Salary Schedule
12 Month Employment**

Years of Experience*	
0	\$92,682
1	\$95,759
2	\$95,759
3	\$95,759
4	\$95,759
5	\$95,759
6	\$98,106
7	\$98,106
8	\$98,106
9	\$98,106
10	\$98,106
11	\$100,454
12	\$100,454
13	\$100,454
14	\$100,454
15	\$102,800

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.



**2022-2023 Assistant Principal Salary Schedule
11 Month Employment**

Years of Experience*	Elementary School	Middle School	High School
0	\$89,006	\$95,677	\$102,348
1	\$93,988	\$101,032	\$108,075
2	\$93,988	\$101,032	\$108,075
3	\$93,988	\$101,032	\$108,075
4	\$93,988	\$101,032	\$108,075
5	\$93,988	\$101,032	\$108,075
6	\$96,409	\$103,452	\$110,489
7	\$96,409	\$103,452	\$110,489
8	\$96,409	\$103,452	\$110,489
9	\$96,409	\$103,452	\$110,489
10	\$96,409	\$103,452	\$110,489
11	\$98,831	\$105,873	\$112,911
12	\$98,831	\$105,873	\$112,911
13	\$98,831	\$105,873	\$112,911
14	\$98,831	\$105,873	\$112,911
15	\$101,244	\$108,289	\$115,331

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.



**2022-2023 Principal Salary Schedule
12 Month Employment**

Years of Experience*	Elementary School	Middle School	High School
0	\$108,549	\$116,683	\$124,816
1	\$114,619	\$123,089	\$131,800
2	\$114,619	\$123,089	\$131,800
3	\$114,619	\$123,089	\$131,800
4	\$114,619	\$123,089	\$131,800
5	\$114,619	\$123,089	\$131,800
6	\$117,572	\$126,162	\$134,748
7	\$117,572	\$126,162	\$134,748
8	\$117,572	\$126,162	\$134,748
9	\$117,572	\$126,162	\$134,748
10	\$117,572	\$126,162	\$134,748
11	\$120,386	\$129,127	\$137,695
12	\$120,386	\$129,127	\$137,695
13	\$120,386	\$129,127	\$137,695
14	\$120,386	\$129,127	\$137,695
15	\$123,474	\$132,060	\$140,645

Staff Size Supplement (Professional Staff Only)	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.



2022-2023 Classified Pay Scale - Proposed

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 2H						
A	Bus Attendant; Paraprofessional (CTE, ESL, Gen Ed, Pre-K, Technology); Library Media Assistant; School Generalist; Secretary (Department, Guidance, Registrar, School)	15.00	15.50	16.03	17.15	18.28
Grade 3H						
A	General Maintenance Worker; Warehouse Technician	15.66	16.03	17.23	18.44	19.64
B	Paraprofessional (SPED)	16.32	16.86	17.39	18.60	19.83
Grade 4H						
A	Skilled Trades I (Painter, Equipment Operator, HVAC Apprentice); School Bookkeeper (Elementary School); Department Assistant I (Front Office Assistant, CO, Departmental); Workplace Readiness Coordinator; EC Autism/Behavior Intervention Assistant; Science Center Assistant; Textbook Coordinator Assistant	16.84	17.36	18.84	20.33	21.81
B	Accounting Clerk II (A/P Technician, Purchasing Assistant)	17.10	17.69	19.20	20.71	22.23
Grade 5H						
A	Skilled Trades II (Plumber, Locksmith, Carpenter, Playground Inspector/Maintainer); School Bookkeeper (Middle and High School, Departmental); Department Assistant II (CO, Departmental)	17.36	18.95	20.54	22.13	23.72
B	Skilled Trades III (Fire Alarm Technician, Electrician, HVAC Technician); Junior Accountant	17.69	19.31	20.93	22.55	24.18
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; Paralegal	19.32	21.12	22.93	24.73	26.53
B	Waste Water Operator	20.63	22.56	24.48	26.44	28.36



2022-2023 Classified Pay Scale - Proposed

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; Textbook Coordinator; Assistant Webmaster/Graphic Designer; Software Application Specialist II; Fire and Emergency Coordinator	\$51,825	\$56,359	\$60,895	\$65,429	\$69,964
B	Accountant I (A/P, General Ledger, Payroll); Retirement Manager; Purchasing Agent; Recruiter; Attendance Officer; Employee Relations Coordinator; Substitute Coordinator; HR Manager/Investigator	\$52,862	\$57,488	\$62,114	\$66,683	\$71,364
Grade 2E-Bachelor's degree (Exempt)						
A	Executive Assistant; Recruitment Manager	\$57,476	\$62,895	\$68,312	\$73,701	\$79,146
B	District Webmaster; Energy Resources Coordinator; Compensation and Reporting Manager; Internal Auditor; Supervisor (HR, Payroll); Accountant II (Federal Projects and Grants Manager)	\$62,091	\$68,301	\$74,511	\$80,720	\$86,928
Grade 3E-Midlevel Management - Bachelor's degree (Exempt)						
A	Assistant Director (Maintenance, Employee Relations, Community Engagement, Facilities & Construction, Transportation, Safety and Security); Capital Projects Manager; Purchasing Manager; Planning and Zoning Manager	\$68,649	\$75,292	\$81,937	\$88,580	\$95,223
Student Workers						

Year 1	Year 2	Year 3
12.00	12.50	13.00

PROPOSED



2022-2023 Classified Pay Scale - Proposed

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

Grades-Positions

Level 0	Level 1	Level 2	Level 3	Level 4
< 1 year	1-5 yrs.	6-10 yrs.	11-15 yrs.	16+ yrs.

SACC					
Grade 1S					
SACC Group Associate**; SACC Seasonal Worker	14.00	14.84	15.73	16.67	17.67
**SACC Group Associates working the morning shift receive a \$2/hour shift premium during the SY.					
SACC Assistant Site Leader	14.55	15.73	16.91	18.10	19.28
SACC Site Leader	16.17	17.69	19.20	20.71	22.23
SACC Software Assistant	17.36	18.95	20.54	22.13	23.72
SACC Trainer; SACC Enrichment Specialist	17.69	19.31	20.93	22.55	24.18
Grade 2S					
SACC Field Manager	\$42,192	\$46,131	\$50,069	\$54,008	\$57,946
SACC Assistant Program Manager	\$51,825	\$56,359	\$60,895	\$65,429	\$69,964
SACC Program Supervisor	\$62,091	\$68,301	\$74,511	\$80,720	\$86,928
FOOD SERVICE					
Grade 1F					
Food Service Associate**	14.00	14.84	15.73	16.67	17.67
**Food Service Workers employed as a Rover receive an additional \$1.50/hr in lieu of mileage reimbursement.					
Café Lead	14.41	15.44	16.48	17.56	18.66
Cafeteria Manager I (Supervises staff 1-6)	14.82	16.03	17.23	18.44	19.64
Cafeteria Manager II (Supervises staff 7+)	16.17	17.69	19.20	20.71	22.23
Food Service Maintenance Technician	17.69	19.31	20.93	22.55	24.18
Grade 2F					
Food Service Field Coordinator; Registered Dietician	\$51,825	\$56,359	\$60,895	\$65,429	\$69,964
Food Service Assistant Director	\$68,649	\$75,292	\$81,937	\$88,580	\$95,223



2022-2023 Classified Pay Scale - Proposed

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	14.55	15.73	16.91	18.10	19.28
Department Assistant (Transportation)	15.87	17.36	18.84	20.33	21.81
Payroll Clerk	17.36	18.95	20.54	22.13	23.72
General Mechanic	17.69	19.31	20.93	22.55	24.18
Dispatch Technician; Senior Mechanic	20.63	22.56	24.48	26.44	28.36
Bus Driver; Transition Bus Driver	20.63	22.56	24.48	26.44	28.36
Senior Fleet Technician	25.09	26.97	28.85	30.72	32.60
Grade 2T					
Transportation Supervisor (Driving, Training)	\$51,459	\$54,055	\$56,650	\$59,367	\$62,219
Transportation Technology Specialist	\$51,459	\$54,055	\$56,650	\$59,367	\$62,219
IT					
Grade 1IT					
IT Help Desk & Home School Specialist	16.17	17.69	19.20	20.71	22.23
Network Technician	24.29	25.75	27.30	28.93	30.67
Network Supervisor/Technician Area Supervisor	\$70,081	\$74,286	\$78,743	\$83,468	\$88,476
Network Engineer/DB Admin	\$75,087	\$79,593	\$84,368	\$89,430	\$94,796
Technical Supervisor	\$82,598	\$87,553	\$92,807	\$98,375	\$104,278
Network Manager	\$92,607	\$98,163	\$104,053	\$110,296	\$116,914
OPERATIONS					
Grade 1O					
Facilities Use Coordinator; *Janitorial Contract Coordinator	\$38,865	\$40,420	\$42,036	\$43,716	\$45,465
Foreman (Maintenance, Paint, Food Service Repair, Area Lead; Lead Playground Inspector/Maintainer; Access Control; Support Services)	\$46,156	\$50,692	\$55,229	\$59,793	\$64,930

*hired after 7/1/2018



2022-2023 Classified Pay Scale - Proposed

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	16.84	17.36	18.84	20.33	21.81
Grade 2HS					
Interpreter - Non-licensed	19.32	21.12	22.93	24.73	26.53
Grade 3HS Bachelor's degree (Non-exempt)					
Certified Occupational Therapy Assistant (COTA); Physical Therapist Assistant (PTA); Speech-Language Pathology Assistant (SPLA); School LPN	21.80	23.89	25.96	28.05	30.12
Grade 4HS Bachelor's degree (Exempt)					
BS/RN School Nurse	\$43,322	\$45,922	\$48,677	\$51,598	\$54,694
MS School Nurse; Clinical Nursing Supervisor; District Health Educator	\$45,664	\$48,404	\$51,308	\$54,387	\$57,650
Grade 5HS Master's degree (Exempt)					
Occupational Therapist; Physical Therapist	\$56,906	\$61,884	\$66,865	\$71,844	\$76,823
Board Certified Behavior Analyst	\$57,399	\$62,420	\$67,443	\$72,464	\$77,487

PROPOSED



2022-2023 Substitute Pay Rates

Daily Rates:

Base Pay:

<u>Type of Substitute</u>	<u>20 or less days</u>	<u>21-49 days</u>	<u>50 or more days</u>
Certified Substitute – (Active TN certification)	\$120.00	\$130.00	\$140.00
Uncertified Substitute – (Minimum of HS Diploma)	\$100.00	\$110.00	\$120.00

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

If a certified substitute accepts a long-term position (20 consecutive days or more) he/she will earn state rate beginning the 1st workday of the long-term position. Days served in a long-term position will count towards the days needed to go to the next interval.

Additional Incentives

- **Special Education positions increase base pay by \$10.00 for full day or \$5.00 for ½ day assignments**

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

2022-2023 Substitute Nurse Pay Rates

<u>Substitute Nurse</u>	<u>Hourly Pay</u>
Substitute Nurse (Active License)	\$30.00



2022-2023 ACADEMIC SUPPLEMENTS

<u>GENERAL ACADEMIC SUPPLEMENTS</u>	<u>TEACHER-ONLY ACADEMIC SUPPLEMENTS*</u>
LESS THAN 70 HOURS - \$675.00	LESS THAN 70 HOURS - \$675.00
AFTER SCHOOL ACTIVITY (ALL GRADE LEVELS)	ROBOTICS (MIDDLE & HIGH)
STUDENT COUNCIL (ELEMENTARY)	
FORENSICS (MIDDLE)	MINIMUM OF 70 HOURS - \$1,350.00
YOUTH LEGISLATURE (MIDDLE)	BUILDING LEVEL TEACHER (BLT - ELEMENTARY)
MODEL UN (MIDDLE & HIGH)	TEAM LEADER (MIDDLE)
MOCK TRIAL (HIGH)	
	MINIMUM OF 150 HOURS - \$2,525.00
MINIMUM OF 70 HOURS - \$1,350.00	CTE SITE DIRECTOR
YEARBOOK (ELEMENTARY)	
NEWSPAPER (HIGH)	MINIMUM OF 200 HOURS - \$3,500.00
YOUTH LEGISLATURE (HIGH)	SSS LEAD (ALL GRADE LEVELS)
	EC SITE LEADER (ELEMENTARY)
MINIMUM OF 100 HOURS - \$1,925.00	WCS ONLINE-PER CLASS, PER SEMESTER (MIDDLE & HIGH)
NEWSPAPER/MEDIA (ELEMENTARY & MIDDLE)	DEPARTMENT HEAD (HIGH)
STUDENT COUNCIL (MIDDLE)	
	DISTRICT-PAID SUPPLEMENTS
MINIMUM OF 150 HOURS - \$2,525.00	DIFFERENTIATED** (ALL GRADE LEVELS) - \$675.00 MAX
YEARBOOK (MIDDLE)	LIBRARY LEAD*** (ALL GRADE LEVELS) - \$1,350.00
WEBMASTER (MIDDLE & HIGH)	MENTOR (ALL GRADE LEVELS) - \$675.00
MEDIA (HIGH)	SCIENCE FACILITATOR (ALL GRADE LEVELS) - \$675.00
	SOCIAL STUDIES FACILITATOR (ALL GRADES) - \$675.00
MINIMUM OF 200 HOURS - \$3,500.00	TESTING COORDINATOR (ELEM & MIDDLE) - \$2,000.00
FORENSICS ASSISTANT (HIGH)	TESTING COORDINATOR (HIGH) - \$3,000.00
YEARBOOK (HIGH)	ACT LEAD (HIGH) - \$675.00
MINIMUM OF 250 HOURS - \$4,000.00	*All supplements listed in the Teacher-Only column requires certification as an educator.
FORENSICS (HIGH)	**Differentiated Supplements require an application with explanation of impact to be approved by grade level Assistant Superintendent. Applications will be due February 1, 2023.
STUDENT COUNCIL (HIGH)	
	***To be assigned annually by WCS Administration.
DISTRICT-PAID SUPPLEMENTS	
EMPLOYEE WELLNESS COORDINATOR (ALL GRADES) - \$675.00	
GOOD NEWS AMBASSADORS (ELEM, MIDDLE, RNHS) - \$675.00	

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



2022 - 2023 ATHLETIC SUPPLEMENTS

ATHLETIC DIRECTORS	6.0%	4.5%
HIGH: 11-MONTH CONTRACT & \$4,000 SUPPLEMENT**	BOWLING VARSITY (B/G)	BASKETBALL VARSITY CHEER ASSIST
	BASKETBALL VARSITY CHEER HEAD	FOOTBALL VARSITY CHEER ASSISTANT
	FOOTBALL VARSITY CHEER HEAD	WRESTLING VARSITY CHEER ASSISTANT
^MIDDLE: 10-MONTH CONTRACT & \$4,000 SUPPLEMENT**	WRESTLING VARSITY CHEER HEAD	CROSS COUNTRY VARSITY ASSIST (B/G)
	CROSS COUNTRY VARSITY HEAD (B/G)	TRACK VARSITY ASSISTANT (B/G)
	DANCE HIGH*	
17.0%	GOLF VARSITY (B/G)	BOWLING MIDDLE (B/G)
BASKETBALL VARSITY HEAD (B/G)	TENNIS VARSITY (B/G)	BASKETBALL MIDDLE CHEER HEAD
FOOTBALL VARSITY HEAD	TRACK VARSITY HEAD (B/G)	FOOTBALL MIDDLE CHEER HEAD
		WRESTLING MIDDLE CHEER HEAD
14.0%	BASEBALL VARSITY ASSISTANT	CROSS COUNTRY MIDDLE HEAD (B/G)
BASEBALL VARSITY HEAD	SOCCER VARSITY ASSISTANT (B/G)	DANCE MIDDLE*
SOCCER VARSITY HEAD (B/G)	SOFTBALL VARSITY ASSISTANT	GOLF MIDDLE (B/G)
SOFTBALL VARSITY HEAD	VOLLEYBALL VARSITY ASSISTANT	TENNIS MIDDLE (B/G)
STRENGTH COACH HIGH	WRESTLING VARSITY ASSISTANT (B/G)	TRACK MIDDLE HEAD (B/G)
VOLLEYBALL VARSITY HEAD		
WRESTLING VARSITY HEAD (B/G)	BASEBALL MIDDLE HEAD	BASEBALL MIDDLE ASSISTANT
	SOCCER MIDDLE HEAD (B/G)	SOCCER MIDDLE ASSISTANT (B/G)
7.5%	SOFTBALL MIDDLE HEAD	SOFTBALL MIDDLE ASSISTANT
HIGH ASSISTANT ATHLETIC DIRECTOR**	VOLLEYBALL MIDDLE HEAD	VOLLEYBALL MIDDLE ASSISTANT
BASKETBALL VARSITY ASSISTANT (B/G)	WRESTLING MIDDLE HEAD (B/G)	WRESTLING MIDDLE ASSISTANT (B/G)
FOOTBALL VARSITY ASSISTANT		
	5.0%	4.0%
BASKETBALL MIDDLE HEAD (B/G)	BASKETBALL MIDDLE ASSISTANT (B/G)	BASKETBALL MIDDLE CHEER ASSISTANT
FOOTBALL MIDDLE HEAD	FOOTBALL MIDDLE ASSISTANT	FOOTBALL MIDDLE CHEER ASSISTANT
		WRESTLING MIDDLE CHEER ASSISTANT
		CROSS COUNTRY MIDDLE ASSISTANT (B/G)
		TRACK MIDDLE ASSISTANT (B/G)

Note: If no assistant position is listed the employee will earn .5 of the corresponding head supplement.

*Dance employees hired prior to the 19/20 season will be grandfathered in to the higher payment between Dance (Academic) to Dance (Athletic).

^Middle Athletic Directors hired prior to the 22/23 season will be grandfathered in to the higher payment between experience-based pay to supplemented amount.

**All Athletic Directors and Assistant Directors require certification as an educator.

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



2022 - 2023 Athletic Supplements

Supplement Step is Based on Previous Years as a Coach in a School or Professional Setting*

		17.00%	14.00%	7.50%	6.00%	5.00%	4.50%	4.00%
0	45,000	7,650	6,300	3,375	2,700	2,250	2,025	1,800
1	45,450	7,727	6,363	3,409	2,727	2,273	2,045	1,818
2	45,905	7,804	6,427	3,443	2,754	2,295	2,066	1,836
3	46,364	7,882	6,491	3,477	2,782	2,318	2,086	1,855
4	46,828	7,961	6,556	3,512	2,810	2,341	2,107	1,873
5	47,296	8,040	6,621	3,547	2,838	2,365	2,128	1,892
6	47,769	8,121	6,688	3,583	2,866	2,388	2,150	1,911
7	48,247	8,202	6,755	3,619	2,895	2,412	2,171	1,930
8	48,729	8,284	6,822	3,655	2,924	2,436	2,193	1,949
9	49,363	8,392	6,911	3,702	2,962	2,468	2,221	1,975
10	50,351	8,560	7,049	3,776	3,021	2,518	2,266	2,014
11	51,358	8,731	7,190	3,852	3,081	2,568	2,311	2,054
12	52,385	8,905	7,334	3,929	3,143	2,619	2,357	2,095
13	53,432	9,083	7,480	4,007	3,206	2,672	2,404	2,137
14	54,502	9,265	7,630	4,088	3,270	2,725	2,453	2,180
15	61,753	10,498	8,645	4,631	3,705	3,088	2,779	2,470

*Human Resources approval of all previous experience is required.



2022-2023 FINE ARTS SUPPLEMENTS

<u>GENERAL FINE ARTS SUPPLEMENTS</u>	<u>TEACHER-ONLY FINE ARTS SUPPLEMENTS*</u>																																																			
MINIMUM OF 70 HOURS - \$1,350.00	MINIMUM OF 100 HOURS - \$1,925.00																																																			
CHORUS (ELEMENTARY)	BAND (MIDDLE)																																																			
	ORCHESTRA (MIDDLE)																																																			
MINIMUM OF 100 HOURS - \$1,925.00																																																				
DRAMA (MIDDLE)	MINIMUM OF 150 HOURS - \$2,525.00																																																			
CHORUS (MIDDLE)	CHORUS (HIGH)																																																			
MUSICAL THEATRE (HIGH)^	ORCHESTRA (HIGH)																																																			
^Musical Theatre supplement excluded to Drama High teachers.																																																				
	MINIMUM OF 300 HOURS - \$5,000.00																																																			
	ASSISTANT BAND DIRECTOR (HIGH)																																																			
	DRAMA (HIGH)																																																			
<u>SUPPLEMENTAL FINE ARTS STAFF (MIDDLE & HIGH)</u>	BAND DIRECTOR HIGH (17%)																																																			
Supplemental fine arts staff will be paid for hours worked after each academic quarter and summer. Please use the hours listed below as guidance for your staff's payments for each quarter/pay period.	Based on previous years (experience) as a Band Director																																																			
Less than 40 hours - \$500.00	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Yrs. Of Exp</th> <th style="text-align: center;">17%</th> <th style="text-align: center;">Supp Amt.</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">0</td><td style="text-align: right;">\$45,000</td><td style="text-align: right;">\$7,650</td></tr> <tr><td style="text-align: center;">1</td><td style="text-align: right;">\$45,450</td><td style="text-align: right;">\$7,727</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: right;">\$45,905</td><td style="text-align: right;">\$7,804</td></tr> <tr><td style="text-align: center;">3</td><td style="text-align: right;">\$46,364</td><td style="text-align: right;">\$7,882</td></tr> <tr><td style="text-align: center;">4</td><td style="text-align: right;">\$46,828</td><td style="text-align: right;">\$7,961</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: right;">\$47,296</td><td style="text-align: right;">\$8,040</td></tr> <tr><td style="text-align: center;">6</td><td style="text-align: right;">\$47,769</td><td style="text-align: right;">\$8,121</td></tr> <tr><td style="text-align: center;">7</td><td style="text-align: right;">\$48,247</td><td style="text-align: right;">\$8,202</td></tr> <tr><td style="text-align: center;">8</td><td style="text-align: right;">\$48,729</td><td style="text-align: right;">\$8,284</td></tr> <tr><td style="text-align: center;">9</td><td style="text-align: right;">\$49,363</td><td style="text-align: right;">\$8,392</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: right;">\$50,351</td><td style="text-align: right;">\$8,560</td></tr> <tr><td style="text-align: center;">11</td><td style="text-align: right;">\$51,358</td><td style="text-align: right;">\$8,731</td></tr> <tr><td style="text-align: center;">12</td><td style="text-align: right;">\$52,385</td><td style="text-align: right;">\$8,905</td></tr> <tr><td style="text-align: center;">13</td><td style="text-align: right;">\$53,432</td><td style="text-align: right;">\$9,083</td></tr> <tr><td style="text-align: center;">14</td><td style="text-align: right;">\$54,502</td><td style="text-align: right;">\$9,265</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: right;">\$61,753</td><td style="text-align: right;">\$10,498</td></tr> </tbody> </table>	Yrs. Of Exp	17%	Supp Amt.	0	\$45,000	\$7,650	1	\$45,450	\$7,727	2	\$45,905	\$7,804	3	\$46,364	\$7,882	4	\$46,828	\$7,961	5	\$47,296	\$8,040	6	\$47,769	\$8,121	7	\$48,247	\$8,202	8	\$48,729	\$8,284	9	\$49,363	\$8,392	10	\$50,351	\$8,560	11	\$51,358	\$8,731	12	\$52,385	\$8,905	13	\$53,432	\$9,083	14	\$54,502	\$9,265	15	\$61,753	\$10,498
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NOTE: ALL SUMMER FINE ARTS STAFF (hours worked in June-July) are required to be BOOSTER paid.																																																				
<u>SPECIALISTS - ADDITIONAL 300 HOURS</u>																																																				
One-time payment for Specialists in the following areas for additional hours worked during Summer/1st quarter. Only one Specialist payment per area. Staff can only earn one Specialist payment per fiscal year and it is required to be BOOSTER paid.																																																				
COLOR GUARD - \$5,000.00																																																				
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VISUAL - \$5,000.00																																																				

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



2022-2023 Classified Supplements

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

- Certification is from a State or Nationally recognized organization or entity
- Employee has paid for all training and testing required for certification and will pay for all costs associated with re-certification
- Employee has obtained training required for certification on his/her own time
- Certification is directly related to the job but is not required as part of the position's minimum requirements.

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

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

Certification	Annual Amount	Pay Type	MUNIS Title
School Nutrition Association (SNA) Level I	\$250.00	595	Classified Certificated V
School Nutrition Association (SNA) Level II	\$400.00	594	Classified Certificated IV
School Nutrition Association (SNA) Level III	\$500.00	593	Classified Certificated III
Certified Professional (CP) – issued by SHRM, Professional in Human Resources (PHR) – issued by HRCI, Project Management Professional (PMP), *Paraprofessional at Tier3 Winstead Elem. Classroom, Certified County Finance Officer, Refrigerant Recovery Certificate, Limited Licensed Electrician	\$1,000.00	592	Classified Certificated II
Homebound Nurse Supplement, Cluster Lead Nurse	\$1,288.00	565	Nursing
*Registered Behavior Technician (RBT) & Paraprofessional @ Tier 3 Winstead Elem. Classroom; Secondary Behavior Support Team Paraprofessional, Licensed Plumber (CMC – A – Plumbing and Gas Piping)	\$1,500.00	598	Classified Certificated I
Senior Professional in Human Resources (SPHR) – issued by HRCI; Senior Certified Professional (SCP) – issued by SHRM	\$2,000.00	684	Human Resources
Certified Orientation and Mobility Specialist (COMS) by ASHA; BCBA @ Tier 3 Winstead Elem. Classroom	\$2,500.00	584	SSS
Certified Public Accountant, Professional Engineer, Legal Attorney; NBCSN (National Board Certification for School Nurse)	\$2,500.00	591	Classified Certified I