



Williamson County School Board Meeting

April 17, 2023 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 March 27, 2023 School Board Meeting Minutes
- b. Approval of Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item)
- c. 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. Unfinished Business

- a. Approval of the Reconsideration Committee's Recommendation for the following Library Books: Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing
- b. Approval of the Reconsideration Committee's Recommendation for the following Library Book: Extremely Loud and Incredibly Close

7. New Business

- a. 2022 - 2023 School Board Budget
 - I. Approval of General Purpose School Fund 04.23 Donation for Fine Arts - \$47,300.00
 - II. Approval of General Purpose School Fund 05.23 Carryforward Donation for Flag Football - \$32,775.09
 - III. Approval Capital Projects Fund 05.23 Asphalt, Roof and WWTP ITF - \$11,169,000.00
 - IV. Approval Capital Projects Fund 05.23 Information Technology ITF - \$12,202,560.00
- b. Board Policies - First Reading
 - I. 1.105 Board Member Conflict of Interest (New)
 - II. 1.106 Code of Ethics
 - III. 4.403 Library Materials
 - IV. 6.310 Dress Code

V. 6.405 Medicines

c. Tenure Recommendations of Superintendent to Board
(Annual Agenda Item)

8. **Adjournment**



Williamson County School Board Meeting
March 27, 2023 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:33 PM.

Mrs. Jennifer Aprea: Present
Mr. Drason Beasley: Present
Mr. Joshua Brown: Present
Mr. Dan Cash: Present
Mrs. Donna Clements: Present
Ms. Sheila Cleveland: Present
Mrs. Angela Durham: Present
Mr. Jay Galbreath: Present
Mr. KC Haugh: Present
Mr. Eliot Mitchell: Present
Mr. Eric Welch: Present
Mr. Rick Wimberly: Present
Present: 12.

1. Call to Order

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

Madam Chair Durham called the meeting to order. She thanked Sheriff's Deputy Randy Purcell for attending the meeting. Durham called upon Board Member Clements to lead the Pledge of Allegiance, followed by a prayer for The Covenant School and a moment of silence.

2. Items of Particular Public Interest (Public Comment)

Madam Chair Durham called upon the following community members to speak during public comment.

Lindsey Hornick spoke about book banning.
Harper Fitzgerald spoke about book banning.
Haley Jaworski spoke about book banning.
Joel Busboom spoke about curriculum transparency.
Salease Hicks-Jeanleger spoke about bullying and its consequences.
Warguel Jeanleger spoke about bullying and its consequences.
Jeff Bourque spoke about books that are being considered for removal from libraries.
Cory Martin spoke about book restrictions.
Kate Keese spoke about restrictions on books.

3. Approval of Agenda

Madam Chair Durham presented the agenda for approval.

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

Mr. Eliot Mitchell: Yes

Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes

Yes: 12, Nay: 0

4. Approval of Consent Agenda

Madam Chair Durham presented the consented agenda for approval.

Motion Passed: Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eliot Mitchell.

Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes

Yes: 12, Nay: 0

- a. Approval of the February 20, 2023 School Board Meeting Minutes
- b. Board Policies - Second Reading
 - I. 1.703 School Attendance Areas, Zoning and Nonresident
 - II. 4.406 Use of Internet (New)
- c. Board Policy for Deletion Second Reading
 - I. 1.805 Use of Electronic Mail
- d. Recommendation for Field Trip Fee Requests

5. Communications to the Board

a. Superintendent's Report

Superintendent Golden thanked the Board and the individuals who attended the meeting. Golden thanked the speakers and especially the students who spoke during public comment. He stated that all our websites have a link to the library books. Every item that a teacher teaches can also be found on the website.

Superintendent Golden spoke about the tragedy at The Covenant School today. Golden felt it was not appropriate to celebrate our students and staff this month.

Board Chair Report

Madam Chair Durham agreed with Superintendent Golden and did not give a report .

6. New Business

- a. Approval of the 2023-2024 School Budget
 - I. General Purpose School Fund

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the 2023-24 General Purpose School Fund as is, knowing that when we receive state funding there may be amendments.

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

Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes

Yes: 12, Nay: 0

II. Central Cafeteria Fund

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the 2023-24 Central Cafeteria Fund.

Motion Passed: Motion by Mr. Eric Welch to approve. A second was made by Mrs. Jennifer Aprea.

Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes

Yes: 12, Nay: 0

III. Extended School Program Fund

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the 2023-24 Extended School Program Fund.

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

Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes

Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Yes: 12, Nay: 0

IV. Capital Requests

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the 2023-24 Capital Requests.

Motion Passed: Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Jennifer Aprea.

Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Yes: 12, Nay: 0

b. Approval of Textbooks Adoption Committee Recommendation for Math Textbooks (Annual Agenda Item)

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the Textbook Adoption Committee Recommendation for Math Textbooks.

Motion Passed as amended: Motion by Mr. KC Haugh accept the Math Curriculum Committee's recommendations with the understanding that for K-5 of McGraw Hill, the Committee did not evaluate the alignment of the Social and Emotional Learning (SEL) components of the curriculum to the Tennessee State Standards. Therefore, Staff will neither require training nor require teachers to use or restrict teachers from using the SEL components of the curriculum. A second was made by Mr. Eric Welch.

Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Yes: 12, Nay: 0

Amended Amendment Motion Passed: Motion by Mr. Jay Galbreath to accept the Math Curriculum Committee's recommendations with the understanding that for K-5 of McGraw Hill the Committee did not evaluate the alignment of the Social and Emotional Learning (SEL) components of the curriculum to the Tennessee State Standards. Therefore, Staff will neither require training nor require teachers to use or

restrict teachers from using the SEL components of the curriculum. A second was made by Mr. Josh Brown. Superintendent Golden recommended approval of the amendment.

Mr. Eric Welch:	Nay
Mr. KC Haugh:	Nay
Mr. Drason Beasley:	Yes
Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Nay
Mr. Joshua Brown:	Yes
Mrs. Jennifer Aprea:	Yes
Mr. Jay Galbreath:	Yes
Ms. Sheila Cleveland:	Yes
Mrs. Donna Clements:	Yes
Mr. Rick Wimberly:	Nay
Yes: 8, Nay: 4	

Editorial Amendment to the Amendment Motion Passed: Motion by Mr. Eric Welch accept the Math Curriculum Committee's recommendations with the understanding that for K-5 of McGraw Hill, the Committee did not evaluate the alignment of the Social and Emotional Learning (SEL) components of the curriculum to the Tennessee State Standards. Therefore, Staff will neither require training nor require teachers to use or restrict teachers from using the SEL components of the curriculum. A second was made by Mrs. Jennifer Aprea.

Mrs. Donna Clements:	Yes
Mr. Rick Wimberly:	Yes
Mr. Eric Welch:	Yes
Mr. KC Haugh:	Yes
Mr. Drason Beasley:	Yes
Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Yes
Mr. Joshua Brown:	Yes
Mrs. Jennifer Aprea:	Yes
Mr. Jay Galbreath:	Yes
Ms. Sheila Cleveland:	Yes
Yes:12, Nay 0	

c. Approval of 2023-2024 High School Courses (Annual Agenda Item)

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the 2023-2024 High School Courses (Annual Agenda Item).

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

Mr. Drason Beasley:	Yes
Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Yes
Mr. Joshua Brown:	Yes
Mrs. Jennifer Aprea:	Yes
Mr. Jay Galbreath:	Yes
Ms. Sheila Cleveland:	Yes

Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes

Yes: 12, Nay: 0

d. Approval of 2023-2024 Special Course Application (Annual Agenda Item)

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the 2023-2024 Special Course Application (Annual Agenda Item).

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mr. Eric Welch.

Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes
Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes

Yes: 12, Nay: 0

7. **Adjournment**

There being no further business, Madam Chair Durham adjourned the meeting at 8:22 pm.

Chairperson

Superintendent



MEMORANDUM

April 3, 2023

TO: Williamson County Board of Education
CC: Jason Golden, Superintendent of School
Kevin Fortney, Assistant Superintendent of Operations
FROM: Eric J. Gardner, P.E., Director of Facilities & Construction
RE: Use of School Facilities and Related Fees

Each year, and in keeping with our strategic plan, a review of the fees for use of facilities, by outside organizations, is made. Last year, the School Board approved raising the Building Supervision fee by \$1.00 per hour. We are recommending no increase in fees for facilities use this year.

Attached for your review is the Use of Schools and Facilities form. Staff recommends approval.

REQUEST FOR USE OF WILLIAMSON COUNTY SCHOOLS & FACILITIES BY COMMUNITY ORGANIZATIONS		Central Office Use ID NUMBER	
School to be Used:		Expected Attendance	
Purpose of Use:		Title in Organization	
Organization Name:			
Request Made By:			
Mailing Address:		City	Zip
Cell Number:		E-Mail	
BUILDING USAGE **PLEASE FILL THIS FORM OUT IN ITS ENTIRETY** Date & Days of Use Reoccurring Use Weekly on: Reoccurring Use Monthly on: Starting Date Ending Date Starting Time Ending Time			
FEE SCHEDULE - If applicable *DO NOT LEAVE BLANK* Area(s) Needed ☐ Classroom(s) Room #s \$16 per day per room \$ Limited classroom use per board policy ☐ Auditorium \$296 per day \$ Stage Light Y N Sound System Y N One fee for either or both \$100 plus personnel fee \$ ☐ Gymnasium \$302 per day \$ ☐ Auxiliary Gym (High Schools Only) \$302 per day \$ ☐ Gym for Jr. Sports Groups Only \$19 per hour (Max \$302 per day) \$ ☐ Stadium/Track/or other Game Field \$ ☐ Tennis \$ ☐ Campus (Outside Building) \$ ☐ Cafeteria (This is for the seating area only) \$19 per hour (Max \$135 per day) \$ ☐ Kitchen (This is for the serving line area and main kitchen) (One WCS kitchen staff member must be present when the use of the kitchen is requested. They must be present for the entire time you request use of the kitchen. This cost will be determined by each school site.) \$ ☐ Supervision - Required Building Supervision See Note 1 \$21.50 per hour (incl tax) \$ Name of Supervisor ☐ Check if supervisor is waiving fees. ☐ Custodial Services Check here if needed ☐ *Custodial service based on actual time for (for cleaning as needed and determined by contractor \$ TOTAL ESTIMATED FEE \$			
Note 1: When multiple rooms are used, supervision is calculated on one room. Supervision for outside as required			
MAKE PAYMENT TO: WILLIAMSON COUNTY SCHOOLS, 1320 West Main Street, Suite 202, Franklin, TN 37064 No funds shall be paid individually to any employee or individual school for use of facilities. Hold Harmless Clause on page 2 must be completed. See page 2 for policy and procedures.			

REQUEST FOR USE OF WILLIAMSON COUNTY SCHOOLS & FACILITIES

All organizations requesting use of Williamson County School Facilities shall ATTACH a Certificate of Insurance with the Request for Facilities Use form. The Policy must name Williamson County Board of Education as additionally insured for no less than ONE MILLION DOLLARS (\$1,000,000.00) for the duration of the organization's use of the facility. PLEASE MARK "PUBLIC SCHOOL USE" ON THE CERTIFICATE along with "No Participant is Excluded".

AGREEMENT

I/We agree to be responsible for the conduct of the audience in and about the building and for any damage incurred. I/We have reviewed the policy rules and regulations of the WCS Board of Education, and further agree that the school property will be used in accordance with the rules and regulations of the Williamson County Board of Education. I/We understand that no contract shall extend beyond June 30th of the current fiscal year.

I/We agree to indemnify and hold harmless the WILLIAMSON COUNTY BOARD OF EDUCATION from:

- (A) Any claims, damages, costs and attorney fees for injuries or damages arising, in part or in whole from the organization's use of the facility described above; and,
- (B) Any claims, damages, penalties, costs and attorney fees arising from any failure of the organization, its officers, employees and/or agents, to observe applicable laws.

I/We further acknowledge that the Williamson County Government does not warrant that the facility requested is being currently maintained and will not be responsible for inspection and maintenance of the facility while it is being used by the requesting organization.

I/We acknowledge that all estimated fees for use of Williamson County School Facilities shall be paid in advance of use.

I/We understand that building supervision, custodial services, cafeteria worker and cafeteria manager fee will be charged as needed for building supervision, clean up, and use of kitchen facilities. I/We agree to pay the amount(s) billed after use of the facility. *Please do not alter the verbiage on this form in any way*

Authorized Signature	Date
Name: (PRINT ONLY)	

THIS IS NOT A FINAL INVOICE

This is not a final invoice – only an estimate. Your invoice will be calculated upon approval of the requested use and a final invoice will be sent at that time.

FORWARD COMPLETED REQUEST TO:

SCHOOL PRINCIPAL

QUESTIONS?

Facilities & Construction Department - Lenny Ramirez
615-472-4043

Upon acceptance by the WCS Facilities & Construction Department,
an approved copy of this Request will be returned to School Administration.

PRINCIPAL SIGNATURE - Facility is available during time and dates requested:	
This does not constitute final approval which resides with Facilities Dept/Central Office	
Central Office - Event falls within policy guidelines and insurance sufficient for use ☐ ☐	
Date	

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
37665	6/20/2023	6/23/2023	4/10/2023	Brentwood High	Bruinettes Dance Camp	Athletic Trip	Dance Team	37	Hilton Memphis
Notes/Fees over100 - \$465.00 per student (for camp registration and hotel)NO BUS NEEDEDThis trip is for Varsity and Junior Varsity Dance.									
37425	5/12/2023	5/14/2023	3/23/2023	Brentwood Middle	Quiz Bowl	Academic Field Trip	Quiz Bowl	8	Chicago, IL
Notes/Fees over100 Cost per student is \$171.25 for the registration of the tournament. Each student will have a parent accompanying him on the trip. All travel and lodging are being planned for and paid for by the parents.									
37563	7/21/2023	7/25/2023	3/31/2023	Centennial High	CHS Cheer	Athletic Trip	9th - 12th grade	28	Edgewater Beach Resort
Notes/Fees over100. \$800 per student. Fundraising will offset costs. No bus or driver needed.									
37689	4/19/2023	4/22/2023	4/12/2023	Central Office	TMEA All State	Fine Arts	Marching	60	Opryland Hotel
Notes/Fees over100 - \$300/student - Overnight trip - BHS, CHS, FHS, IHS, NHS, PHS, RHS, SHS									
37682	4/19/2023	4/22/2023	4/12/2023	Franklin High	Franklin All-State	Band Trip	Concert	13	Gaylord Opryland Hotel
Notes/Fees over100. \$300 per student to cover hotel cost. No buses needed.									
37605	3/13/2024	3/18/2024	3/31/2023	Franklin High	Franklin Band NYC	Band Trip	Marching	135	New York City
Notes/Fees over100 - \$1842 Per Student; see below. Franklin Band trip to New York City to perform in the New York St. Patrick's Day parade. Students will visit the following: Statue of Liberty, 9/11 Memorial and Museum, Macy's Department Store, Times Square, Rockefeller Center, St. Patrick's Cathedral, NY Philharmonic, Museum of Natural History, Broadway Matinee, St. Patrick's Day Parade, Central Park, and Hudson River cruise. Cost to students estimated to be between \$1728-\$1842 dependent upon how many participate.									
37603	6/18/2023	6/22/2023	4/3/2023	Page High	CHEER CAMP VARSITY	Athletic Trip	Varsity Cheer	29	Edgewater Beach Resort
Notes/Fees over100 No bus. Parents driving students to and from camp. Cost per student \$250.									
37560	4/13/2023	4/16/2023	3/28/2023	Ravenwood High	Youth in Government Conference	Academic Field Trip	Youth in Government	60	Doubletree Hotel Nashville
Notes/Fees over100 Cost/student=\$400.00 for YIG conference registration and lodging.									
37456	4/22/2023	4/27/2023	3/24/2023	Ravenwood High	DECA ICDC	CTE Trip	Career/Technical - DECA 20		Orlando Convention Center
Notes/Fees over100 - Estimated cost to students - \$1,200; Bus not needed as group is planning to fly to Orlando.									



MEMORANDUM

TO: Williamson County Board of Education

FROM: Jason Golden, Superintendent

CC: Willie Dickerson, Chair of Library Book Review Committee
Dana Ausbrooks, WCS Attorney

DATE: February 2, 2023

RE: Committee Recommendation on Request for Reconsideration for the following Library Books: Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing

Board Members, attached is a community member Request for Reconsideration and the Recommendation from the Review Committee that was established pursuant to the new Board Policy 4.403, Library Materials.

The Committee reviewed a Request for Reconsideration of Library Materials that asked for removal of the novels listed above from WCS' High School libraries. Our office made copies available to you in November 2022.

The following is an excerpt from page 3 of the report that includes the committee's recommendation:

Without having clear guidance on how to determine the "level" of objectionable content or age appropriateness that would dictate the removal of a book from the library per State law; the committee recommendation is that all four books-Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing-should not be removed from our high school libraries.

Per Tennessee law and Board Policy, the Board shall review the challenged library material, review the committee recommendation, and make the determination whether the material is appropriate for the age and maturity levels of the students who have access to it and whether the material is suitable for, and consistent with, the educational mission of the school.

The following is a direct link to Board Policy 4.403 on the WCS website:

<https://onedrive.live.com/view.aspx?resid=C425CC264269ABEF!5757&ithint=file%2cdocx&authkey=!AJdVcG6scluRT34>.

If you have any questions regarding the new law and process, feel free to call WCS Attorney Dana Ausbrooks.

Committee for the Reconsideration of Library Books

Section I: Conclusion Report

Committee Members

Willie Dickerson, Executive Director of Secondary Education, Chair of Committee
Sarah Jones, PTO Representative
Brian Bass, WCS Secondary School Principal
Jay Galbreath, WCS School Board member
Melissa Ralston, WCEA Representative

Structure and Process of Committee

The reconsideration committee was established by Superintendent Jason Golden in October 2022. Books were purchased and each committee member was given the books named in the complaint to read.

The complaint received from the complainant was twofold. First, there was an objection to five books being used as a part of the curriculum. Second, there was an objection to four books being a part of the library collections that students may select to read. This report addresses the second complaint.

The committee met on October 28, 2022, by Zoom to determine future meeting dates and the structure of our meetings. Following the meeting, the committee was sent a copy of the complaint that was filed with the attachments: Board policy 4.403, revised Board policy 4.403, Board policy 4.401, SOP 4.403, and the rubric for reconsideration committee. Included in the email was a list of agreed meeting dates. The committee decided to meet on November 10, November 14, December 1, and December 6 all at 3:00 p.m., December 9 at 10:00 a.m. and January 4 at 3:00p.m. We agreed to discuss Speak, Where the Crawdads Sing, and The Perks of Being a Wallflower on November 10. We agreed to have these read by November 7. Our deadline for reading Every Last Word (not asked to be removed from the library) and The Field Guide to The North American Teenager was December 1.

Due to changes in Board policy 4.403 and related state policy, the committee asked for the guidance of the legal department as to which policy we should use to guide our work. Legal met with the committee during the Nov. 10th meeting and again during our December 1st meeting. It was determined that the committee should use policy 4.403 because it was the existing policy when the complaint was received. The State Textbook committee met at the end of November to give guidance to school districts on library books. That and two subsequent meetings were postponed, and no guidance has been received to date.

Per policy 4.403, the committee met on December 6th with the complainant to hear his concerns about these books. The committee also met with the school's 10th-grade ELA curriculum team responsible for planning this assignment and selecting the books which gave students choice in the selection of an optional text. In addition to hearing from the complainant and teachers, the committee consulted with a variety of resources which included: recognized evaluative reviews of the books from several sources,

librarians in WCS, and the Secondary HS ELA curriculum specialist, who also attended several of the committee meetings.

The committee met for approximately **18+ hours in face-to-face or Zoom meetings** to complete the work. This time does not include the individual reading of the 5 books, nor does it include the compilation of the findings into the Conclusion Report.

Selection Process for Library Books in High Schools

School libraries exist to provide all students with a quality education that supports their intellectual, physical, emotional, and social development. Library Media Specialists in Williamson County Schools have been guided by local Board Policy 4.402 which for many years included the following considerations for all collections:

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

They also consider the school curriculum, staff requests, student/parent suggestions, community demographics, peer-reviewed journals, national and regional award winners, and the balance within a collection. A Book Selection Team seeks out reviews from professional journals, especially noting those materials with starred reviews and noting the age of the recommended audience. They utilize respected sources of book jobbers such as Follett, PermaBound, Bound-to-Stay-Bound, and the Junior Library Guild. The librarian works within the site level budget to select and purchase books from a jobber with approval from the school principal. The books then enter the collection for circulation. Books that no longer meet the school's needs are removed from the collection when they are no longer relevant, current, of interest to students or in poor condition.

Librarians include books with sensitive content because those books can provide a safe format for parents to converse with their student about sensitive issues and because books can allow students to vicariously experience situations and prepare them for navigating their own future.

Students and parents are encouraged to discuss family standards in book selection so that the student can practice voluntary inquiry with their privilege of selecting a book for reading enjoyment and learning.

Complainant

When asked about what would you like your library/school to do about this work? The complainant checked and stated the following: Do not assign/lend it to my child; return it to the staff selection committee/department for re-evaluation; and remove books from class and library.

Recommendation of Committee

Without having clear guidance on how to determine the “level” of objectionable content or age appropriateness that would dictate the removal of a book from the library per State law; the committee recommendation is that all four books-Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing-should not be removed from our high school libraries.

Section II: Library Book Review

Reviews taken from Booklist. Booklist is a book-review magazine that has been published by the American Library Association for more than 100 years and is widely viewed as offering the most reliable reviews to help libraries decide what to buy and to help library patrons and students decide what to read, view, or listen to.

Where the Crawdad Sings

Booklist (July 2018 (Vol. 114, No. 21))

Owens' (Secrets of the Savanna, 2006) first novel is a leisurely, lyrical tale of a young woman growing up in isolation in the 1950s and 60s, in a marsh on the North Carolina coast. Kya is abandoned by her troubled mother when she is only six. Soon after, her four, much-older siblings leave, as does her alcoholic father a couple of years later. As Kya matures and teaches herself to be a naturalist, she is torn between two slightly older boys: kind, observant Tate and rascally, attractive Chase. Chase dies falling from a fire tower in his twenties, and the investigation of his possible murder, which alternates with the story of Kya's coming-of-age, provides much of the novel's suspense. Because the characters are painted in broad, unambiguous strokes, this is not so much a naturalistic novel as a mythic one, with its appeal rising from Kya's deep connection to the place where she makes her home, and to all of its creatures.

Speak

Booklist (Vol. 96, No. 2 (September 15, 1999))

Gr. 8-12. Having broken up an end-of-summer party by calling the police, high-school freshman Melinda Sordino begins the school year as a social outcast. She's the only person who knows the real reason behind

her call: she was raped at the party by Andy Evans, a popular senior at her school. Slowly, with the help of an eccentric and understanding art teacher, she begins to recover from the trauma, only to find Andy threatening her again. Melinda's voice is distinct, unusual, and very real as she recounts her past and present experiences in bitterly ironic, occasionally even amusing vignettes. In her YA fiction debut, Anderson perfectly captures the harsh conformity of high-school cliques and one teen's struggle to find acceptance from her peers. Melinda's sarcastic wit, honesty, and courage make her a memorable character whose ultimate triumph will inspire and empower readers.

Field Guide to the North American Teenager

Booklist (November 15, 2018 (Vol. 115, No. 6))

Grades 9-12. For Norris Kaplan, Austin, Texas—location of his mother's new professor gig—is the antithesis of his true home in Montreal, Canada. Gone are hockey hooligans and routinely spoken French, replaced by relentless heat and the ubiquitous orange of the UT Longhorns. Compounding these differences is the fact that Norris is a black Haitian Canadian kid stuck in cowboy country. He resolves to build a barrier of snark to keep everyone out until he can get back north, where he hopes to reunite with his estranged father. However, Norris doesn't count on falling head over heels for the devilishly mysterious, soulful, and fiery Aarti Puri. Philippe's protagonist is as acerbic as they come, tossing one-liners at breakneck speed. His repartee with other characters, especially his closest friends Liam and Maddie, is hilarious and engaging. These friendships are the most interesting aspect of the book, even

over the love story, which has a few twists along the way. Readers looking for a diverse, fun, coming-of-age tale need not look any further than this fantastic debut.

Perks of Being a Wallflower

Booklist (Vol. 95, No. 12 (February 15, 1999))

" Dear friend, I am writing to you because she said you listen and understand." In his letters to a never-identified person, 15-year-old Charlie's freshman high-school year (1991-92) and coming-of-age ring fresh and true. First-novelist Chbosky captures adolescent angst, confusion, and joy as Charlie reveals his innermost thoughts while trying to discover who he is and whom he is to become. Intellectually precocious, Charlie seems a tad too naive in many other ways, yet his reflections on family interactions, first date, drug experimentation, first sexual encounter, and regular participation in Rocky Horror Picture Show screenings are compelling. He vacillates between full involvement in the crazy course of his life and backing off completely. Eventually, he discovers that to be a whole person who knows how to be a real friend rather than a patsy, he must confront his past--and remember what his beloved, deceased Aunt Helen did to him. Charlie is a likable kid whose humor-laced trials and tribulations will please both adults and teens.

Every Last Word

Booklist (June 1, 2015 (Vol. 111, No. 19))

Grades 9-12. Stone's third YA novel is a thoughtful romance with a strong message about self-acceptance. On the surface, Samantha McAllister has it all—success in the pool as a competitive swimmer and a group of popular friends. But inside she struggles with a secret that she fears could unravel everything: her purely obsessional OCD. At the start of junior year, Sam meets Caroline, who helps her manage her obsessions and draws her into the secret Poet's Corner, where she meets AJ, whom she falls hard for, and who is equally falling for her. But now that she has found her tribe, does she need to keep up the ruse of being “normal”? This sensitive novel boasts strong characterizations and conflicts that many teens will relate to. She deftly grounds Sam's OCD support system with both her mother and therapist and gives readers an endearing romantic lead to root for. A twist toward the end will surprise many readers, yet what follows falls perfectly in line with the story's hopeful message. Eminently readable.

Relevant Tennessee Law

- TCA § 49-6-3803 Materials Review for Age-Appropriate Instructional Materials Act of 2022

Relevant U.S. Supreme Court Cases

- Tinker v. Des Moines Independent Community School District, 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969).
- Abrams v. United States, 250 U.S. 616, 40 S.Ct. 17, 63 L.Ed. 1173 (1919)
- Brown v. Louisiana, 383 U.S. 131, 86 S.Ct. 719, 15 L.Ed.2d 637 (1966)
- Bd. of Educ. v. Pico, 457 U.S. 853 (1982)
- Miller v. State of California, 413 U.S. 15 (1973)

Williamson County Schools
1320 West Main Street, Suite 202
Franklin, Tennessee 37064-3700
Phone (615) 472-4000
Fax (615) 472-4190



MEMORANDUM

TO: Williamson County Board of Education

FROM: Jason Golden, Superintendent

CC: Laurette Carle, Chair of Library Book Review Committee
Dana Ausbrooks, WCS Attorney

DATE: February 2, 2023

RE: Committee Recommendation on Request for Reconsideration of the following Library Book: Extremely Loud and Incredibly Close

Board Members, attached is the Request for Reconsideration and a Summary and Recommendation from the Review Committee that was established pursuant to the new Board Policy 4.403, Library Materials. The following is a direct link to that policy on the WCS website:

<https://onedrive.live.com/view.aspx?resid=C425CC264269ABEF!5757&ithint=file%2cdocx&authkey=!AJdVcG6scluRT34>.

The Committee reviewed a Request for Reconsideration of Library Materials that asked for removal of the novel *Extremely Loud and Incredibly Close* from the Franklin High School library. Our office made a copy available to you in December 2022.

The following is an excerpt from page 5 of the report that includes the committee's recommendation:

The committee unanimously recommends the book remain in the high school library; however, we have conflicting recommendations about availability. Four committee members recommend it remain available for all high school students while one committee member recommends it only be available to students ages 16 and older.

Per Tennessee law and Board Policy, the Board shall review the challenged library material, review the committee recommendation, and make the determination whether the material is appropriate for the age and maturity levels of the students who have access to it and whether the material is suitable for, and consistent with, the educational mission of the school. If you have any questions regarding the new law and process, feel free to call WCS Attorney Dana Ausbrooks.

Committee for the Reconsideration of Library Materials

January 20, 2023

Section I: Conclusion Report.....	2
Committee Members.....	2
Structure and Process of Committee.....	2
Selection Process for Library Books in High Schools	2
Policies for Reconsideration	3
Reconsideration Timeline	4
Complainant.....	4
Conclusion of Committee	5
Section II: Library Book Review.....	5
Book Overview	5
Noteworthy Reviews.....	6
Learning Connections	8
Relevant Tennessee Law.....	9
Relevant U.S. Supreme Court Cases	9

Section I: Conclusion Report

Committee Members

Laurette Carle, Executive Director of Teaching, Learning, and Assessment

Donna Clements, WCS (Williamson County Schools) Board of Education member appointed by Board Chair

Brigid Day, WCEA (Williamson County Education Association) representative, appointed by WCEA President

Allison Fisher, WCS high school level principal

Abby Peterson, parent organization leader at school involved

Structure and Process of Committee

The reconsideration committee was established by Superintendent Jason Golden on November 7, 2022, per prior Board Policy 4.403 Library Materials. Books were purchased and provided to each of the five members so they could read the book in its entirety before the first in-person meeting. There were five meetings for the committee. Each member spent an average of approximately 30 hours on this reconsideration including reading, meeting together, researching, and considering. Only the teacher member of the committee received compensation for this work. Others added it to existing professional and personal time and responsibilities.

- A kickoff meeting was held virtually for introductions and a brief review of the Policy and task before us. After this meeting, all members were provided with copies of the Board Policy and the Request for Reconsideration submitted by the complainant.
- The second meeting was to receive legal guidance from WCS General Counsel Dana Ausbrooks and then discuss the concerns raised by the complainant about the book to surface questions the committee needed answered by either the complainant or other parties to inform our decision.
- A third meeting was the official hearing for the complainant to help the committee fully understand the request.
- A fourth meeting was held to judge the material for its strengths and values and the objectionable content raised by the complainant. During this meeting, we had a lot of discussions but did not reach consensus, so we decided to meet again after the Winter Break.
- A fifth meeting was held to reach a recommendation by majority vote and review wording in this report. Each member reviewed a draft of the committee summary and used their own notes to offer input on collaborative edits on a template started by the chair prior to the meeting.
- A sixth meeting was held via Zoom to approve final editorial edits.

Selection Process for Library Books in High Schools

School libraries exist to provide all students with a quality education that supports their intellectual, physical, emotional, and social development. Library Media Specialists in Williamson County Schools have been guided by local Board Policy 4.402 (deleted October 2022 during revisions and merging of policies) which for many years included the following considerations for all collections:

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

Library Media Specialists also consider the school curriculum, staff requests, student/parent suggestions, community demographics, peer-reviewed journals, national and regional award winners, and the balance within a collection. An informal book selection team seeks out reviews from professional journals, especially noting those materials with starred reviews and noting the age of the recommended audience. They utilize respected sources of book jobbers such as Follett, PermaBound, Bound-to-Stay-Bound, and the Junior Library Guild. The librarian works within the site level budget to select and purchase books from a jobber with approval from the school principal. The books then enter the collection for circulation. Books that no longer meet the school's needs are removed from the collection when they are no longer relevant, current, of interest to students or in poor condition.

Librarians include books with varied content because those books can provide a safe format for parents to converse with their student about sensitive issues and because books can allow students to vicariously experience situations and prepare them for navigating their own future.

Students and parents are encouraged to discuss family standards in book selection so that the student can practice voluntary inquiry selecting a book for reading enjoyment and learning.

[Policies and State Law for Reconsideration](#)

Because this reconsideration request was initiated at the school level before a new Board Policy went into effect on October 24, 2022, the committee followed the structure and procedure of the previous Board Policy 4.403 (Library Materials, last revised 04/16/2019) for composition of the committee. However, with the passage of the Age-Appropriate Materials Act of 2022 in Public Chapter 744 (codified in TCA 49-6-3803), the committee was charged with making a *recommendation* to the principal and to the superintendent and School Board instead of presenting a *decision* to the school principal, complainant, affected school employees, and Superintendent of Schools. That step aligns with the new Board Policy 4.403 for Library Materials (issued 10/24/2022) and state law. The Age-Appropriate Instructional Materials Act of 2022 charges districts to ensure that materials are both age-appropriate and aligned with the mission of the school.

Reconsideration Timeline

Date	Action
October 18, 2022	Reconsideration forms from complainant turned in to Assistant Superintendent of Teaching, Learning and Assessment
October 19, 2022	School principal and librarian met with the complainant to discuss concerns about the book and request for removal of the book from library
October 22, 2022	WCS School Board revised Policy 4.403
October 31, 2022	School emailed complainant about their decision to keep the book in the library; complainant decided to move forward with reconsideration at the district level
November 7, 2022	Ad hoc Reconsideration Committee established, and Committee Chair appointed by Superintendent
November 11, 2022	Committee Chair emailed committee members about coordination for getting book to them and inviting them to a kickoff Zoom meeting
November 16, 2022	Held Committee kickoff introductory meeting via Zoom and later via phone for those who could not attend at arranged time
December 5, 2022	Met for legal guidance from WCS General Counsel and to surface questions for both the hearing and the committee discussion
December 13, 2022	Held hearing to listen to concerns of complainant and ask clarifying questions
December 15, 2022	Met for discussion and worked toward consensus recommendation
January 9, 2023	Met to reach recommendation and edit draft summary report
January 19, 2023	Met virtually for confirmations agreeing to final language and edits for recommendation report
January 20, 2023	Submitted final recommendation and conclusion report to Board Chair and Superintendent for consideration to put on next appropriate School Board meeting agenda

Complainant

The complainant met with the principal and librarian of the high school in mid-October before deciding to formally submit the reconsideration request on October 31, 2022. The complainant is a concerned community member who is neither a WCS staff member nor a parent of an enrolled student. The complainant was provided with a one-hour hearing with the committee on December 13, 2022, during which all concerns were shared and heard by the committee members. The committee learned that the complainant first became concerned with *Extremely Loud & Incredibly Close* by Jonathan Safran Foer upon receiving a list of 44 books from a citizens group based in Florida who had flagged certain pages of each book on their own template to ask for reconsideration of books in Florida. The complainant used that group's template to summarize concerns about this book. The pages of the book were 42, 84, 127, 145, 177, and 275. The complainant had not read the book in its entirety.

Conclusion of Committee

Even though we did not receive the guidance expected from the Tennessee Textbook and Instructional Materials Quality Commission on how to determine the “level” of objectionable content or age appropriateness of materials that might dictate the removal of a book from the library per state law and recognizing the professional duties and expertise of our school librarians and procedures in place for parent communication regarding student library use, the committee recommendation is that the book *Extremely Loud & Incredibly Close* by Jonathan Safran Foer remain in our high school library. The committee unanimously recommends the book remain in the high school library; however, we have conflicting recommendations about availability. Four committee members recommend it remain available for all high school students while one committee member recommends it only be available to students ages 16 and older.

Section II: Library Book Review

Book Overview

The reconsideration request asked for the removal of the book *Extremely Loud & Incredibly Close* by Jonathan Safran Foer (Houghton Mifflin Harcourt, 2005) from the Franklin High School library. The book has been in circulation at Franklin High School for 8 years. It has also been in 3 other high school libraries, but no libraries at the middle or elementary levels. There have been no complaints from students or the families of students who have checked out the book.

Summary of the book (from the publisher):

Nine-year-old Oskar Schell has embarked on an urgent, secret mission that will take him through the five boroughs of New York. His goal is to find the lock that matches a mysterious key that belonged to his father, who died in the World Trade Center on the morning of September 11.

This seemingly impossible task will bring Oskar into contact with survivors of all sorts on an exhilarating, affecting, often hilarious, and ultimately healing journey.

Jonathan Safran Foer emerged as one of the most original writers of his generation with his best-selling debut novel, *Everything Is Illuminated*. Now, with humor, tenderness, and awe, he confronts the traumas of our recent history.

Strength and value of the book (from the ad hoc committee):

The committee experienced the book as a beautifully written, powerful story with strong character development and unique literary devices. The multigenerational story is challenging and rigorous for readers and is one of the only historical fiction books available related to the personal impact of September 11, 2001. It depicts both internal and external conflicts very well. The mystery portion of the plot is engaging while the ultimate message is that love and connection with others is critical for overcoming incredible sadness and grief after tragedy.

The book does contain a few pages with profanity and mature content of a sexual nature. If read in isolation, these few passages may raise questions for some. When taken in context within the entire work, they do not outweigh the opportunity and option for some high school students to experience the book's inherent strength and value. The committee does not see the six quoted pages as evidence that the book is pervasively vulgar. Four committee members determined it is

age-appropriate for high school students. One committee member determined it is age-appropriate for students ages 16 and older.

Noteworthy Reviews

Booklist (February 1, 2005 (Vol. 101, No. 11))

This follow-up to Foer's extremely good and incredibly successful *Everything Is Illuminated* (2002) stars one Oskar Schell, a nine-year-old amateur inventor and Shakespearean actor. But Oskar's boots, as he likes to say, are very heavy--his father, whom he worshiped, perished in the World Trade Center on 9/11. In his dad's closet a year later, Oskar finds a key in a vase mysteriously labeled "Black." So he goes searching after the lock it opens, visiting (alphabetically) everyone listed in the phone book with the surname Black. Oskar, who's a cross between *The Tin Drum*'s Oskar Matzerath and *The Curious Incident of the Dog in the Night Time*'s Christopher Boone, doesn't always sound like he's nine, but his first-person narration of his journey is arrestingly beautiful, and readers won't soon forget him. A subplot about Oskar's mute grandfather, who survived the bombing of Dresden, isn't as compelling as Oskar's quest for the lock, but when the stories finally come together, the result is an emotionally devastating climax. No spoilers here, but we will say that the book--which includes a number of photographs and some eccentric typography--ends with what is undoubtedly the most beautiful and heartbreaking flip book in all of literature.

Kirkus Reviews starred (January 1, 2005)

The search for the lock that fits a mysterious key dovetails with related and parallel quests in this (literally) beautifully designed second from the gifted young author (*Everything Is Illuminated*, 2002).

The searcher is nine-year-old Oskar Schell, an inventive prodigy who (albeit modeled on the protagonist of Grass's *The Tin Drum*) employs his considerable intellect with refreshing originality in the aftermath of his father Thomas's death following the bombing of the World Trade Center. That key, unidentified except for the word "black" on the envelope containing it, impels Oskar to seek out every New Yorker bearing the surname Black, involving him with a reclusive centenarian former war correspondent, and eventually the nameless elderly recluse who rents a room in his paternal grandma's nearby apartment. Meanwhile, unmailed letters from a likewise unidentified "Thomas" reveal their author's loneliness and guilt, while stretching backward to wartime Germany and a horrific precursor of the 9/11 atrocity: the firebombing of Dresden. In a riveting narrative animated both by Oskar's ingenuous assumption of adult responsibility and understanding (interestingly, he's "playing Yorick" in a school production of *Hamlet*) and the letter-writer's meaningful silences, Foer sprinkles his tricky text with interpolated illustrations that render both objects of Oskar's many interests and the word and memories of a survivor who has forsworn speech, determined to avoid the pain of loving too deeply. The story climaxes as Oskar discovers what the key fits, and also the meaning of his life (all our lives, actually), in a long-awaited letter from astrophysicist Stephen Hawking.

Much more is revealed as this brilliant fiction works thrilling variations on, and consolations for, its plangent message: that "in the end, everyone loses everyone." Yes, but look what Foer has found.

Library Journal (June 1, 2011)

In this tender novel, nine-year-old Oskar scours New York City searching for a lock that will fit a key belonging to his father, who died in the Twin Towers. (LJ 3/1/05) (c) Copyright 2011. Library Journals LLC, a wholly owned subsidiary of Media Source, Inc. No redistribution permitted.

Publishers Weekly (January 31, 2005)

Oskar Schell, hero of this brilliant follow-up to Foer's bestselling *Everything Is Illuminated*, is a nine-year-old amateur inventor, jewelry designer, astrophysicist, tambourine player and pacifist. Like the second-language narrator of *Illuminated*, Oskar turns his naively precocious vocabulary to the understanding of historical tragedy, as he searches New York for the lock that matches a mysterious key left by his father when he was killed in the September 11 attacks, a quest that intertwines with the story of his grandparents, whose lives were blighted by the firebombing of Dresden. Foer embellishes the narrative with evocative graphics, including photographs, colored highlights and passages of illegibly overwritten text, and takes his unique flair for the poetry of miscommunication to occasionally gimmicky lengths, like a two-page soliloquy written entirely in numerical code. Although not quite the comic tour de force that *Illuminated* was, the novel is replete with hilarious and appalling passages, as when, during show-and-tell, Oskar plays a harrowing recording by a Hiroshima survivor and then launches into a Poiindexterish disquisition on the bomb's "charring effect." It's more of a challenge to play in the same way with the very recent collapse of the towers, but Foer gambles on the power of his protagonist's voice to transform the cataclysm from raw current event to a tragedy at once visceral and mythical. Unafraid to show his traumatized characters' constant groping for emotional catharsis, Foer demonstrates once again that he is one of the few contemporary writers willing to risk sentimentalism in order to address great questions of truth, love and beauty. Agent, Nicole Aragi. 11-city author tour; foreign rights sold in 12 countries. (Apr. 4) Copyright 2005 Reed Business Information.

School Library Journal (July 1, 2005)

Adult/High School-Oskar Schell is not your average nine-year-old. A budding inventor, he spends his time imagining wonderful creations. He also collects random photographs for his scrapbook and sends letters to scientists. When his father dies in the World Trade Center collapse, Oskar shifts his boundless energy to a quest for answers. He finds a key hidden in his father's things that doesn't fit any lock in their New York City apartment; its container is labeled "Black." Using flawless kid logic, Oskar sets out to speak to everyone in New York City with the last name of Black. A retired journalist who keeps a card catalog with entries for everyone he's ever met is just one of the colorful characters the boy meets. As in *Everything Is Illuminated* (Houghton, 2002), Foer takes a dark subject and works in offbeat humor with puns and wordplay. But *Extremely Loud* pushes further with the inclusion of photographs, illustrations, and mild experiments in typography reminiscent of Kurt Vonnegut's *Breakfast of Champions* (Dell, 1973). The humor works as a deceptive, glitzy cover for a fairly serious tale about loss and recovery. For balance, Foer includes the subplot of Oskar's grandfather, who survived the World War II bombing of Dresden. Although this story is not quite as evocative as Oskar's, it does carry forward and connect firmly to the rest of the novel. The two stories finally intersect in a powerful conclusion that will make even the most jaded hearts fall. -Matthew L. Moffett, Northern Virginia Community College, Annandale Copyright 2005 Reed Business Information.

School Library Journal's Adult Books for High School Students: 2005

School Library Journal editors appoint a group of professionals working with teens in library settings to review and select a list of exceptional adult level books to recommend to high school students. The list usually includes both fiction and non-fiction books. The *School Library Journal's Adult Books 4 Teens* list was tracked through NovelList Lists through 2018. Jonathan Foer's book *Extremely Loud and Incredibly Close* was added to the list in 2005 and 2006.

Reviews & Awards

- Booklist, 02/01/05
- Kirkus Reviews starred, 01/01/05
- Library Journal starred, 03/01/05
- Publishers Weekly starred, 01/31/05
- School Library Journal, 07/01/05
- Teacher Librarian, 10/01/09
- Wilson's Fiction, 10/01/10
- Wilson's Senior High School Core Collection*, 10/01/07
- Wilson's Senior High School Core Collection*, 10/01/11**

*H.W. Wilson's Senior High Core Collection (23rd Edition) identifies essential material available for high school libraries and young adult collections. It is a helpful guide to over 4,500 recommended fiction and nonfiction titles for adolescents and young adults, grade nine through twelve.

Librarians have relied on the expert recommendations in Senior High Core Collection for years for collection development guidance. It is an ideal tool for Purchasing & Title Selection, Readers' Advisory, Curriculum Support, Collection Development & Maintenance and Professional Development.

** Taken from another format.

Learning Connections

This library book is not being used in classrooms for instruction in WCS curriculum. It is on a College Board resource list as a choice for AP English Literature. It does connect with certain topics in the high school curriculum, including but not limited to:

- U.S. History Standard US.92 includes the impact of the September 11, 2001, terrorist attacks
- U.S. History Standard US.47 includes analyzing the response of the U.S. to the plight of European Jews before the start of the war, the U.S. liberation of concentration camps during the war, and the immigration of Holocaust survivors after the war.
- English I, Unit I: American Voices Essential Question: What does it mean to be American?

- English III, Unit 5: Facing our Fears Essential Question: Victims and Victors: How do we respond when challenged by fear?

Relevant Tennessee Law

- TCA § 49-6-3803 Materials Review for Age-Appropriate Instructional Materials Act of 2022

Relevant U.S. Supreme Court Cases

- Tinker v. Des Moines Independent Community School District, 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969).
- Abrams v. United States, 250 U.S. 616, 40 S.Ct. 17, 63 L.Ed. 1173 (1919)
- Brown v. Louisiana, 383 U.S. 131, 86 S.Ct. 719, 15 L.Ed.2d 637 (1966)
- Bd. of Educ. v. Pico, 457 U.S. 853 (1982)
- Miller v. State of California, 413 U.S. 15 (1973)

Amendment:

**AMENDING THE 2022-2023 GENERAL PURPOSE SCHOOL BUDGET
\$47,300 FOR FINE ARTS DONATION**

WHEREAS, Williamson County Schools looks to promote excellence in the Fine Arts; and

WHEREAS, these funds will be used to purchase instruments for high and middle school orchestra programs; and

WHEREAS, there isn't a requirement for match of local funds;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on April 17, 2023, approve and amend the **2022-2023** General Purpose School Fund budget as follows:

Revenue

141.40000.445700.000.00.10.P3211	Contributions	\$47,300
---	----------------------	-----------------

Expenditure

141.72210.572200.382.P3211	Instructional Equipment	\$47,300
-----------------------------------	--------------------------------	-----------------

ACTION TAKEN:

School Board Vote

Yes_____

No____

RESOLUTION NO. _____
Requested by: Board of Education

RESOLUTION AMENDING THE 2022-2023 GENERAL PURPOSE SCHOOL BUDGET
CARRYFORWARD \$32,775.09 FOR FLAG FOOTBALL FROM DONATION

- WHEREAS,** Williamson County Schools looks to promote academics, the arts, and athletics; and
- WHEREAS,** the Tennessee Titans in promoting athletics last year sponsored flag football for two years and these funds were to be used to purchase equipment and pay for coaching supplements related to flag football; and
- WHEREAS,** the balance in these accounts should have been carried forward to the current year; and
- WHEREAS,** there isn't a requirement for match of local funds;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of County Commissioners' meeting in regular session on May 8, 2023, approve and amend the 2022-2023 General Purpose School Fund budget as follows:

Revenue

141.39000	Undesignated Fund Balance	\$32,775.09
-----------	---------------------------	-------------

Expenditures

141.71100.511645.350.P5022	Teachers-Supplements	\$20,630.00
141.71100.520100.350.P5022	Social Security	1,321.83
141.71100.520400.350.P5022	Pensions	2,514.30
141.71100.521200.350.P5002	Medicare	366.96
141.71100.572200.350.P5002	Equipment	7,942.00

\$32,775.09	\$32,775.09
-------------	-------------

Commissioner Ricky Jones

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

Brian Beathard, Commission Chairman

Rogers C. Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

RESOLUTION REQUESTING AN INTENT TO FUND IN THE AMOUNT OF \$11,169,000 FOR THE WILLIAMSON COUNTY BOARD OF EDUCATION 2022-2023 MAJOR ASPHALT, ROOFS AND WASTEWATER PLANT NEEDS

WHEREAS, the Williamson County Board of Education has reviewed and revised its 5-year capital outlay plan based on current needs and assessment audit for pavement projects (\$2,439,000), roof replacements (\$4,366,000), HVAC replacements (\$2,164,000) and wastewater treatment plant upgrades (\$2,200,000): and

WHEREAS, the Board is requesting approval of not to exceed **\$11,169,000** for the following projects; and

	<u>Rural Debt</u>	<u>General Debt</u>
ASPHALT/PAVING	\$553,000	\$1,886,000
ROOFS	0	4,366,000
HVAC REPLACEMENT	1,342,000	822,000
WASTEWATER PLANT TREATMENT	2,200,000	0
Total	\$11,169,000	

WHEREAS, this resolution’s purpose is to obtain the Commissions’ approval of the projects so that work can begin and funds for these needs being requested based on actual cash flow needs, not to exceed **\$11,169,000**;

NOW, THEREFORE BE IT SO RESOLVED, that the Williamson County Board of County Commissioners’ meeting in regular session on May 8, 2023, approve **\$11,169,000** as noted in the projects above and take the appropriate actions that are necessary to fund this amount.

BE IT ALSO FURTHER RESOLVED, that the County may fund the above noted project in anticipation of the issuance of tax exempt bonds, with the expectation that the County will reimburse itself for any funding with the proceeds of the tax-exempt bond issues; and that this resolution shall be placed in the minutes of the Williamson County Board of County Commissioners and made available for inspection by the general public at the office thereof; and that this resolution constitutes a declaration of official intent under Treas. Reg. §1.150-2.

Commissioner Ricky Jones

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

Brian Beathard, Commission Chairman

Rogers C. Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION REQUESTING AN INTENT TO FUND IN THE AMOUNT OF \$12,202,560 FOR
THE WILLIAMSON COUNTY BOARD OF EDUCATION 2022-2023 INFORMATIN
TECHNOLOGY NEEDS**

WHEREAS, the Williamson County Board of Education has reviewed and revised its 5-year capital outlay plan based on current needs and assessment audit for information technology: and

WHEREAS, the Board is requesting approval of not to exceed **\$12,202,560** for the following projects;
and

	<u>Rural Debt</u>	<u>General Debt</u>
DPE-NETWORKING	\$2,050,688	\$512,672
DPE-COMPUTERS	6,051,600	474,100
DPE-SAFETY & SECURITY	2,490,800	622,700
Total	<u>\$12,202,560</u>	

WHEREAS, this resolution's purpose is to obtain the Commissions' approval of the projects so that work can begin and funds for these needs being requested based on actual cash flow needs, not to exceed **\$12,202,560**;

NOW, THEREFORE BE IT SO RESOLVED, that the Williamson County Board of County Commissioners' meeting in regular session on May 8, 2023, approve **\$12,202,560** as noted in the projects above and take the appropriate actions that are necessary to fund this amount.

BE IT ALSO FURTHER RESOLVED, that the County may fund the above noted project in anticipation of the issuance of tax exempt bonds, with the expectation that the County will reimburse itself for any funding with the proceeds of the tax-exempt bond issues; and that this resolution shall be placed in the minutes of the Williamson County Board of County Commissioners and made available for inspection by the general public at the office thereof; and that this resolution constitutes a declaration of official intent under Treas. Reg.

Commissioner Ricky Jones

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

Brian Beathard, Commission Chairman

Rogers C. Anderson, County Mayor

Date

Williamson County Board of Education

Monitoring:

Review: Annually, in
July

Descriptor Term:

Board Member Conflict of Interest

Descriptor Code:

1.105

Issued Date:

Rescinds:

Issued:

1 *General*

2 State law provides specific instances when direct or indirect conflicts of interest may affect a board
3 member's ability to vote on certain matters.

4 Direct conflicts of interest may arise if the school district contracts with a board member or with a
5 business in which the board member is a sole proprietor, partner, or person having a controlling
6 interest.¹

7 Indirect conflicts of interest may arise if a board member votes on a matter involving a situation that a
8 reasonable person would infer affects his/her personal finances indirectly. If a board member has a
9 direct interest but is the sole supplier of goods or services in the city or county, he/she would be
10 considered indirectly interested in such a matter.²

11 **DIRECT CONFLICT OF INTEREST¹**

12 A board member shall not be directly interested in any contract in which the Board may be interested.

13 If there is a pre-existing contract that predates the board member's election to the Board, the board
14 member shall refrain from voting or discussing any matter related to that contract since he/she has a
15 direct interest. Upon expiration, the contract shall not be renewed by the Board.³

16 This shall not prohibit any board member from voting on the school budget or any budget amendments
17 unless the vote is on a specific budget amendment in which the board member is directly interested.⁴

18 **INDIRECT CONFLICT OF INTEREST²**

19 A board member shall not be indirectly interested in any contract where the Board may be interested
20 unless the board member publicly acknowledges such interest. The disclosure of this interest shall be
21 made at the board meeting in which the Board is taking action on the contract. A board member with
22 an indirect interest is not required to refrain from voting on the contract.

23 **PENALTY FOR UNLAWFUL INTEREST⁵**

24 If a board member is found to have an indirect interest and fails to disclose such interest, or becomes
25 directly interested in any contract, he/she shall forfeit all compensation. He/she shall also be dismissed
26 from the Board and be ineligible to serve in the same or similar position for ten (10) years.

Legal References

1. TCA 12-4-101(a); Op. Tenn. Att’y Gen. No. 10-46
2. TCA 12-4-101(b)
3. Op. Tenn. Att’y Gen. No. 99-209
4. TCA 12-4-101(a)(1)
5. TCA 12-4-102

Cross References

Code of Ethics 1.106
Duties of Board Members 1.202

CONFLICT OF INTEREST DISCLOSURE STATEMENT

Instructions: Board members are required to disclose conflicts of interest in matters that affect or would lead a reasonable person to infer that it would affect, the exercise of discretion of a board member.

1. Date of disclosure: _____

2. Name: _____

3. Description of conflict of interest (describe below in detail):

Signature of Board Member

Signature of Witness

Williamson County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Code of Ethics	Descriptor Code: 1.106	Issued Date: 11/26/18
		Rescinds: 1.106	Issued: 05/20/14

CODE OF ETHICS¹

WILLIAMSON COUNTY SCHOOL DISTRICT

Section 1. Definitions.

(1) “School district” means Williamson County School District, which was duly created by a public or private act of the General Assembly and which includes all boards, committees, commissions, authorities, corporations, or other instrumentalities appointed or created by the school district or an official of the school district.

(2) “Official and employee” means and includes any official, whether elected or appointed, officer, employee or servant, or any member of any board, agency, commission, authority, or corporation (whether compensated or not), or any officer, employee, or servant thereof, of the school district.

(3) “Personal interest” means, for the purpose of disclosure of personal interests in accordance with this Code of Ethics, a financial interest of the official or employee, or a financial interest of the official’s or employee’s spouse or child living in the same household, in the matter to be voted upon, regulated, supervised, or otherwise acted upon in an official capacity.

Section 2. Disclosure of personal interest in voting matters. An official or employee with the responsibility to vote on a measure shall disclose during the meeting at which the vote takes place, before the vote and to be included in the minutes, any personal interest that affects or that would lead a reasonable person to infer that it affects the official’s or employee’s vote on the measure. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from voting on the measure.

Section 3. Disclosure of personal interest in non-voting matters. An official or employee who must exercise discretion relative to any matter other than casting a vote and who has a personal interest in the matter that affects or that would lead a reasonable person to infer that it affects the exercise of the discretion shall disclose, before the exercise of the discretion when possible, the interest on the disclosure form and file the disclosure form with the school district’s central office. In addition, the official or employee may, to the extent allowed by law, recuse himself or herself from the exercise of discretion in the matter.

Section 4. Acceptance of gifts and other things of value. An official or

1 *General¹*

2 *Board members and school district employees* ~~or an official's or employee's spouse or child living in~~
3 ~~the same household,~~ may not accept, directly or indirectly, any gift, money, gratuity, or other
4 consideration or favor of any kind from anyone other than the school district that a reasonable person
5 would understand was intended to influence the vote, official action, or judgment of the official or
6 employee in executing decision-making authority affecting the school district. *It is also prohibited for*
7 *a board member's or an employee's spouse or child living in the same household to accept such*
8 *items.*

9 It shall not be considered a violation of this policy for ~~an official~~ *a board member* or employee to
10 receive entertainment, food, refreshments, meals, health screenings, amenities, foodstuffs, or beverages
11 that are provided in connection with a conference sponsored by an established or recognized statewide
12 association of school board officials or by an umbrella or affiliate organization of such statewide
13 association of school board officials.

14 ~~Section 5.~~ Ethics Complaints

15 The ~~school district~~ *Board* may create a School District Ethics Committee (Ethics Committee)
16 consisting of three (3) members who will be appointed to one-year terms by the Board Chair with
17 confirmation by the Board. At least two (2) members of the committee shall be members of the Board.
18 The Ethics Committee shall convene as soon as practicable after its appointment and elect a chair and a
19 secretary. The records of the Ethics Committee shall be maintained by the secretary and shall be filed
20 in the office of the Superintendent of Schools, where they shall be open to public inspection.

21 Questions and complaints regarding violations of this Code of Ethics or of any violation of state law
22 governing ethical conduct should be directed to the chair of the Ethics Committee. Complaints shall be
23 in writing and signed by the person making the complaint and shall set forth in reasonable detail the
24 facts upon which the complaint is based.

25 The Ethics Committee may investigate any credible complaint against an official or employee charging
26 any violation of this Code of Ethics, or may undertake an investigation on its own initiative when it
27 acquires information indicating a possible violation, and make recommendations for action to end or
28 seek retribution for any activity that, in the Ethics Committee's judgment, constitutes a violation of this
29 Code of Ethics. If a member of the Ethics Committee is the subject of a complaint, such member shall
30 recuse himself or herself from all proceedings involving such complaint.

31 The Ethics Committee may:

- 32 (1) Refer the matter to the board attorney for a legal opinion and/or recommendations for action;
- 33 (2) In the case of ~~an official~~ *a board member*, refer the matter to the Board of Education for
34 possible public censure, if warranted;
- 35 (3) In the case of an employee, refer the matter to the ~~official responsible for supervision of the~~
36 ~~employee for possible disciplinary action~~ *Superintendent of Schools/designee for possible*
37 *disciplinary action*, if the ~~official finds discipline~~ warranted; or
- 38 (4) In a case involving possible violation of state statutes, refer the matter to the district attorney
39 for possible ouster or criminal prosecution.

- 1 The interpretation that a reasonable person in the circumstances would apply shall be used in
2 interpreting and enforcing this Code of Ethics. When a violation of this Code of Ethics also constitutes
3 a violation of a personnel policy or a civil service policy, the violation shall be dealt with as a violation
4 of the personnel or civil service provisions rather than as a violation of this Code of Ethics.

~~WILLIAMSON COUNTY SCHOOL DISTRICT CODE OF ETHICS~~ **~~CONFLICT OF INTEREST DISCLOSURE STATEMENT~~**

~~Instructions:~~ This form is for reporting personal interests required to be disclosed under Section 3 of the Code of Ethics of this school district. Officials and employees are required to disclose personal interests in matters that affect or would lead a reasonable person to infer that it would affect the exercise of discretion of an official or employee.

1. ~~Date of disclosure:~~ _____

2. ~~Name of official or employee:~~ _____

3. ~~Office and position:~~ _____

4. ~~Description of personal interest (describe below in detail):~~

~~Signature of official or employee~~

~~Witness Signature~~

~~Legal References~~

1. TCA 8-17-103

~~Cross References~~

Board Member Conflict of Interest 1.105
Duties of Board Members 1.202

Williamson County Board of Education

Monitoring:

Review: Annually, in
November

Descriptor Term:

Library Materials

Descriptor Code:

4.403

Issued Date:

10/24/22

Rescinds:

4.403

Issued:

04/16/19

The Board of Education supports principles of intellectual freedom inherent in the First Amendment of the Constitution of the United States.¹

The school librarians shall be responsible for the library materials physically located in the school's library. Teachers shall be responsible for library collection development for the materials maintained in a teacher's classroom. Library materials are defined as print and non-print materials curated, processed, and inventoried by school librarians and/or classroom teachers in collaboration with building Principals, but does not include materials made available to students as part of a course curriculum. Library materials shall be reviewed to ensure the content aligns with state law.¹ The library collection shall adhere to the following criteria:

1. Materials shall be suitable for and consistent with the educational mission of the school. Every effort will be made to provide materials that present many points of view concerning the problems and issues of our times--international, national, and local. Instructional materials of sound factual authority shall not be proscribed or removed from library shelves or classrooms because of partisan or doctrinal approval/disapproval.
2. Materials shall be appropriate for the age and maturity levels of the students who may access them. The determining factor will be based on an assessment of any mature themes or content (i.e., violence, sexual content, vulgar language, substance abuse); and
3. Materials shall contain literary, historical, and/or artistic value and merit.

School librarians shall be responsible for periodically reviewing the district's library materials physically located in the school's library in line with these established standards. Classroom teachers shall be responsible for periodically reviewing the library materials physically located in the teacher's classroom in line with these established standards.

COMPLAINTS

A complaint about library materials may only be made by a current WCS employee, student, or parent/guardian. If there is a complaint, this process is to be followed:

1. Inform the complainant of the selection procedures and make no commitments.
2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
3. Inform the principal and other appropriate personnel.

4. Keep challenged materials available for use during the reconsideration process.
5. Upon receipt of the completed form, the principal shall notify the Superintendent or his/her designee.
6. The principal shall request review of the challenged materials by an ad hoc materials review committee within fifteen (15) days. The review committee is appointed by the principal and includes certified library media personnel, representatives from classroom teachers, one or more parents, and may include one or more students. The principal will inform the Superintendent or his/her designee of the review committee's progress.
7. The review committee shall take the following steps after receiving the challenged materials:
 - a. Read, view, or listen to the contested material in its entirety;
 - b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - c. Determine the extent to which the material supports the educational mission of the school;
 - d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging the material for its strength and value; and
 - e. Present recommendation to principal *and the Superintendent* for further action ~~and to the Superintendent and the Board.~~ *The Superintendent will make a recommendation to the Board.*
8. Board members shall review the challenged library material(s), review the recommendation presented by the review committee, and make the determination whether the material is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with, the educational mission of the school.
9. If it is determined that the material is not appropriate for the age and maturity levels of the students who have access to them or is not suitable for, and consistent with, the educational mission of the school, the Board shall require the school to remove the material from the library collection.
- 10. After the Board votes on the challenged library material(s), a written notification shall be provided by the principal or designee ~~assistant principal~~ to all parent(s)/guardian(s) of students in all same grade-band-level schools. The notification shall include the title and author of the challenged material, the action taken by the Board, and if the challenged library material is not removed from the library, then the process the parent/guardian should follow to opt his/her child out of checking out library materials.*

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982); TCA 49-6-3803

Cross References

Textbooks and Instructional Materials 4.401

Williamson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Dress Code	Descriptor Code: 6.310	Issued Date: 11/18/19
		Rescinds: 6.310	Issued: 02/20/17

In order for WCS to maintain a safe learning environment that minimizes distractions, the minimum standards for acceptable clothing during the school day are as follows:-

Williamson County Schools' student dress code supports equitable educational access for all students. A student's appearance, including dress, must not disrupt the educational process, interfere with the maintenance of a positive teaching and learning climate, or compromise standards of health and safety.

This policy applies to all individual schools and programs. The Board prohibits schools from enacting more restrictive or less restrictive dress codes.

Minimum Safe Attire: Any apparel or dress that is potentially disruptive to the learning environment or educational process is not permitted. Any apparel or dress that is dangerous to the health or safety of students or the lawful, peaceful operation of the school is not permitted.

- Students must wear clothing including both a shirt with pants or skirt, or the equivalent (ex. dresses, leggings, yoga pants, shorts, sweatpants, jumpsuits, etc.).*
- Clothing must cover the front, back, and sides under the arms. Tops must include at minimum a strap over each shoulder.*
- Pants, skirts, or the equivalent must be held at the waist.*
- Certain body parts must be covered for all students at all times. Thus, clothes must be worn in a way such that abdomen, genitals, buttocks, breasts, back, and nipples are fully covered with opaque (non-see through) fabric.*
- Building administration will determine if hats and hoods may be worn at their respective schools. Hats, if allowed, and other headwear must allow the face to be visible to staff and not interfere with the line of sight of any student or staff. Hooded shirts or tops, if allowed to be worn on the head, must allow the face and ears to be visible from all angles to school staff.*
- Shoes which are safe and appropriate for course assignments, athletic and other conditions must be worn at all times.*
- Clothing must be suitable for all scheduled classroom activities, including physical education, science and CTE labs, and other activities where unique hazards exist. Specialized courses may require specialized attire, such as sports uniforms or safety gear.*

Attire advocating violence, criminal activity, use of alcohol or drugs, pornography, or hate speech are prohibited. Specifically:

1. *Clothing shall not depict, advertise, or advocate the use of alcohol, tobacco, vapes, marijuana, or any other controlled substance prohibited under federal or state law.*
 2. *Clothing shall not depict pornography, nudity, or sexual acts.*
 3. *Clothing shall not use or depict hate speech that targets groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or any other protected classification.*
 4. *Clothing and accessories must not pose a threat to the health or safety of any other student or staff.*
1. ~~Tops of shoulders must have a minimum of a 1-inch strap unless otherwise covered by an opaque top garment;~~
 2. ~~Skin and undergarments must be covered with opaque clothing from the underarm to mid-thigh. Mid-thigh is defined as the mid-point between the waist and mid-knee;~~
 3. ~~All pants, trousers, shorts and skirts must be held at the waist;~~
 4. ~~Leggings and other compression-style garments may be worn so long as an opaque top garment covers the private body parts;~~
 5. ~~Hats may be worn in buildings with the permission of building administration;~~
 6. ~~Appropriate shoes are required;~~
 7. Any type of clothing, apparel, or accessory, including that which denotes such students' membership in or affiliation with any gang associated with criminal activities is not permitted (TCA 49-6-4215).

Any apparel or dress that advertises or promotes products or activity prohibited by law or by the Board of Education is prohibited (e.g., profanity, illustrations, or suggestive language, etc).

Extracurricular Activities

The principal, in cooperation with the sponsor, coach, or other person in charge of an extracurricular activity, may regulate the dress and grooming of students who participate in the activity.

Student uniforms related to student extra-curricular activities (band, cheerleading, dance, sports team, etc.) must be in compliance with this policy during the academic day.

Dress Code Enforcement

1. *School staff shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization or oppression of any group based on race, sex, gender, ethnicity, religion, cultural observance, household income or body type/size.*
2. *Enforcement of the dress code shall be gender neutral.*
3. *Enforcement must accommodate clothing worn by students as an expression of sincerely held religious beliefs (head scarves, for example) and worn by students with disabilities (protective helmets, for example).*
4. *Students who are out of dress code will be removed from class until the violation can be resolved, with the goal of returning to class as quickly as possible. Resolution of the violation can occur in three ways —*
 - a. *Students return to code with alternative clothing they already have at school.*
 - b. *Students return to code with provided, temporary school clothing, if available.*
 - c. *Students return to code after calling parents/guardians to bring alternative clothing to school.*

1 5. *These dress code guidelines shall apply to regular school days and summer*
2 *school days.*

3 6. *Students with repeated violations of school dress code will receive progressive*
4 *discipline.*

5 7. ~~Administrators and teachers shall enforce the dress code policy.~~ The principal or his/her
6 designee shall be the final judge as to compliance.

Williamson County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Medicines	Descriptor Code: 6.405	Issued Date: 06/21/21
		Rescinds: 6.405	Issued: 11/18/19

If under exceptional circumstances a student is required to take non-prescription or prescription medication during school hours and the parent/guardian cannot be at school to administer the medication, only the principal/designee will assist in self-administration of the medication if the student is competent to self-administer medicine with assistance in compliance with the following regulations.¹

Written instructions signed by the parent/guardian will be required and will include:

1. Child's name;
2. Name of medication;
3. Name *and signature* of physician (*prescription only*);
4. Time to be self-administered;
5. Dosage and directions for self-administration (non-prescription medicines must have label direction);
6. Possible side effects, if known; and
7. Termination date for self-administration of the medication.

Students with asthma shall be permitted to self-administer prescribed, metered dosage asthma-reliever inhalers if the additional information is provided by a parent/guardian:

1. Written statement from the prescribing health care practitioner that the student suffers from asthma and has been instructed in self-administration; and
2. ~~Purpose of~~ *When and how to administer* the medication.

~~The~~ *All* medication shall be delivered in person to either the school nurse or designated school personnel by the parent/guardian of the student unless the medication ~~must be retained by the student for immediate self-administration~~ *is exempt by Tennessee law to be self-carry and authorized by the prescribing health care practioner.*

The administrator/designee will:

1. Inform appropriate school personnel of the medication to be self-administered;
2. Keep written instructions from parent/guardian in student's record;

3. Keep an accurate record of the self-administration of the medication;
4. Keep all medication in a locked cabinet except medication retained by a student per physician's order;
5. Return unused prescription to the parent/guardian only; and
6. Ensure that all guidelines developed by the Department of Health and the Department of Education are followed.

The parent/guardian is responsible for informing the designated official of any change in the student's health or change in medication.

A copy of this policy shall be provided to a parent/guardian upon receipt of a request for long-term administration of medication.

STUDENTS WITH ANAPHYLAXIS²

A student with anaphylaxis is entitled to possess and self-administer prescription anaphylaxis medication while on school property or at a school-related event or activity in compliance with the requirements of T.C.A. § 49-50-1602.

The Superintendent of Schools/designee shall develop procedures for a student with anaphylaxis to possess and self-administer prescription anaphylaxis in compliance with the requirements of state law.

BLOOD GLUCOSE SELF-CHECKS³

Upon written request of a parent/guardian and if included in the student's medical management plan and in the Individualized Healthcare Plan (IHP), a student with diabetes shall be permitted to perform a blood glucose check or administer insulin using any necessary diabetes monitoring and treatment supplies, including sharps. The student shall be permitted to perform the testing in any area of the school or school grounds at any time necessary.

Sharps shall be stored in a secure, but accessible location, including the student's person, until use of such sharps is appropriate.

Use and disposal of sharps shall be in compliance with the guidelines set forth by the Tennessee Occupational Safety and Health Administration (TOSHA).⁴

STUDENTS WITH PANCREATIC INSUFFICIENCY OR CYSTIC FIBROSIS⁵

Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage their prescribed medication in a manner directed by a licensed healthcare provider without additional assistance or direction. *With written authorization from the healthcare provider and parent, a student with pancreatic insufficiency or cystic fibrosis shall be allowed to carry and self-administer prescribed pancreatic enzymes.* The Superintendent of Schools/designee shall develop procedures for the development of an IHP for every student that wishes to self-administer.

1 STUDENTS WITH ADRENAL INSUFFICIENCY⁶

2 The parent/guardian of a student diagnosed with adrenal insufficiency shall notify the school district of
3 the student's diagnosis. Once notified, the district shall observe the following procedure:

- 4 1. The district shall train school personnel ~~who will be responsible for administering the~~
5 ~~medication~~ for on the treatment of adrenal insufficiency *if the prescribing healthcare provider*
6 *authorizes in writing to* and any who volunteer to administer the medication.
7
- 8 2. The district shall maintain a record of all school personnel who have completed this training.
9
- 10 3. If a student is suffering from an adrenal crisis, a school nurse or other licensed health care
11 professional may administer the prescribed medication to the student. If a school nurse or other
12 licensed health care professional is not immediately available, trained school personnel may
13 administer the prescribed medication.

14 The Superintendent of Schools/designee shall develop procedures on the administration of medications
15 that treat adrenal insufficiency, including the treatment of an adrenal crisis while on school
16 transportation and during activities such as field trips, and recordkeeping per state law.

Legal References

1. TCA 49-50-1602; TRR/MS 0520-01-13.03
2. *TCA 49-50-1602; State Board of Education Policy 4.205*
3. *TCA 49-50-1602(d)(7)*
4. *State Board of Education Policy 4.205; TRR/MS 0800-01-10*
5. *TCA 49-50-1601*
6. *TRR/MS 0520-01-13; State Board of Education Policy 4.205*

Cross References

Promoting Student Welfare 6.400
Emergency Allergy Response Plan 6.412

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: April 3, 2023

RE: Teachers Recommended for Tenure

Please see the attached teachers recommended for tenure for the 2021-2022 school year.

At the end of the 2021-2022 school year, the following educators met the requirements for tenure eligibility pursuant to TCA 49-5-503. Eligibility is generally met when an educator has completed the statutory probationary period of five (5) school years or not less than forty-five (45) months within the last seven-year (7) period, with the last two (2) years being employed in a regular teaching position and has received evaluations demonstrating an overall performance effectiveness level of “above expectations” or “significantly above expectations” as provided in the evaluation guidelines adopted by the state board of education pursuant to TCA 49-1-302, during the last two (2) years of the probationary period (*) or during the last two years in which LOE scores were available.

ALC

KARA PORTER

ALLENDALE ELEMENTARY

JENNIFER KING

BETHESDA ELEMENTARY

MCKINLEY ALARCON

SARAH BLAKEMAN

BRENTWOOD HIGH

NICHOLAS CAMPBELL

GUY COURAGE

PRISCILLA JAMES

LAUREN OWEN

JOHN PECK

DONNA SMITH

LAURA SPRETNJAK

JILL WOOD

BRENTWOOD MIDDLE

CLAIRE BERG

KAREN CARROLL

MEREDITH DANIEL

EMILY DEVREE

ABIGAIL FLETCHER

CHARITY HAZEN

TIFFANY TURNER

CENTENNIAL HIGH

JOHN O'KEEFFE

ADRIENNE SMITH

CHAPMANS RETREAT ELEMENTARY

HANNAH REEVES

CLOVERCROFT ELEMENTARY

KELLY GOETHALS

KATHRYN HOPFENSBERGER

JESSICA LONG

PAIGE O'NEILL

CLINT VERNER

EMILY ZOTTI

COLLEGE GROVE ELEMENTARY

CHRISTINE ALVAR

NICOLE MARTIN

CHASE MCCRELESS

MEGAN REITER

CREEKSIDE ELEMENTARY

KASSANDRA LAYENDECKER

CROCKETT ELEMENTARY

KATHERINE WATSON

EDMONDSON ELEMENTARY

HEATHER CASEY

ASHLEY CORRIGAN

MADISON ECONOMOS

MARY KEVEREN

GENEVIEVE MCKINNEY

ALAINA MULLINS

ELEMENTARY DEPARTMENT

KATHLEEN BALL

LAUREN BAUER

SHELLEY KOFAHL

KARI MILLER

AMY STEPHENSON

EIC

JOHN BURROW

ELL PROGRAM

LAURA FRANKLIN
MALLORY HAMPTON

FAIRVIEW ELEMENTARY

KAREN OMER

FAIRVIEW HIGH

AMANDA DRURY
LAURA HALL
MATTHEW PUTNAM

FAIRVIEW MIDDLE

KAREN BAXLEY
SARA BURLISON
RACHEL HANSEN

FRANKLIN HIGH

COLTON ADDISON
KATHARINE BRANNON
LINDA CARLSON
BARBARA DUFFIELD

GRASSLAND ELEMENTARY

MICHELLE HEARD
CHELSEA SEVERANCE

GRASSLAND MIDDLE

MICHAEL BECHTEL
JAMI VENTLINE

HERITAGE ELEMENTARY

TAWNNA BEAVERS
SHANNON ELLIOTT
JENNIFER HOLENSTEIN
TARA LAPRESS

HERITAGE MIDDLE

JACOB CONERS
CANDACE DREMEL
ERIN SULLIVAN
STEPHANIE WINTERS

HILLSBORO ELEM/MIDDLE

JENNIFER BARNWELL*
KIMBERLY MULDOWNEY

HUNTERS BEND ELEMENTARY

ELIZABETH BOYD
MARY FLEMMING
JENNIFER SIGLER
ELLEN WADDELL

INDEPENDENCE HIGH

KATHRYN BROWN
MICHAEL BUCHANAN
TYLER DIETERICH
MELISSA DUFRECHOU
WENDELL MASSEY
KIMBERLY NAYAKWADI
ALEESHA OSTRANDER
JILLIAN RUNSER
AMY THORPE
DONALD WEISS
NAOMI WILLIAMS
ERIC YOUNG

JORDAN ELEMENTARY

JENNA DURRANCE
DANIEL FOSHEE

KENROSE ELEMENTARY

EVA ELDRED
KRISTA KRAEMER
BRITTNEY RAY
KIMBERLY SERMERSHEIM
TRACY VITOU

LEGACY MIDDLE

DANIEL BLUMIG
MORGAN FOWLER
STEPHANIE GENTILE
DAVID KING
ANGELA SEAY

LIPSCOMB ELEMENTARY

ASHLEY WEST

LONGVIEW ELEMENTARY

CARLA MEYER
CHRISTINA MILFORD

MILL CREEK ELEMENTARY

CANDICE ADAMS
MATTHEW CRAWFORD
KELLEY SIEJA
SHANTEL WATSON*

MILL CREEK MIDDLE

ERIKA GERMANO-PIETRZAK
ALLISON ISOM
BRITTNEE MURRAY
KATHRYN SHYAMSUNDER

NOLENSVILLE ELEMENTARY

MEGAN BEHRINGER
JENNIFER BROWN
SAMANTHA HAMILTON
AUDREY MEEKS
JAN UPCHURCH

NOLENSVILLE HIGH

BRIAN BASS
DANIEL CHILDS
ANNA CROMBIE*
DAWN DONOVAN
ANGELA FREDERICK
ROBYN KERSTIENS
LAURA LINDSEY
MCCARLEY THOMAS
COLIN WELLS

OAK VIEW ELEMENTARY

ALEXIS BENDET
MARIA MCQUAIG
LACEY MULLINS

PAGE HIGH

BRIANA GADKE
CATHERINE KOCZAJA
ANNA MONTAGUE
CHRISTINE MORGAN
JAMES ORR

PAGE MIDDLE

SCOTT BEAUDRY
TRACI GRACE

PEARRE CREEK ELEMENTARY

DAILYN WHITE

RAVENWOOD HIGH

CECILIA CARDEN
MARY GHALY
JESSICA MANCINI
ADAM PEAY

RENAISSANCE HIGH

RYAN BLACK
ALLISON RILEY

SCALES ELEMENTARY

JOANNA BLOOD
ANNA CALHOUN
MEGAN CARTER
ANGELA GOMES
JENNIFER LABRECHE
ERIC SENNETT

SECONDARY DEPARTMENT

DANA FINCH
CLARISSA HAYMON
JOSIAH HOLLAND
AMY MAFFEI
DANIELLE PATTON
PAULA WAITS

SPECIAL EDUCATION

STEPHANIE BRITTON
KELLY BUGG
JENNIFER DUNLAP
NICHOLAS ENNS
RHIANNA IBRAHIM
ANDREA JOKI
KIM KANAVY
JOY NAYLOR
LINDSEY RASCHKE
STACEY ROBERTSON
JANICE STAGNER
ASHLIN TURNER
JAMI WALKER

SPRING STATION MIDDLE

SYDNEY BARNES
CYNTHIA BELLINI
KATHRYN KIMBALL
LORI LEAL

SUMMIT HIGH

SCOTT ATCHLEY
ERICA LANIUS
JEWELL MASON
VICTORIA TALBERT

SUNSET ELEMENTARY

MICAH CAMPBELL
JENNA KASTER
MICHELLE KENLEY
ABIGAIL SAWYER

SUNSET MIDDLE

REBECCA BRASSFIELD

THOMPSON'S STATION ELEMENTARY

SHELLEY QUALLS
CHELSEY SYKES

THOMPSON'S STATION MIDDLE

KATHLEEN BUTTERICK-WARD
KAREN CARRICO
CAROLYNN HALLBRIGHT

TRINITY ELEMENTARY

RENEE FETTING
AUDREY KEMPER
REBECCA NEEL
REBECCA SCHMALZ
HEATHER SCHMELING
ABIGAIL WILLIAMS

VANGUARD VIRTUAL 9-12

DAVITA DEAL*

WALNUT GROVE ELEMENTARY

JENNIFER SALMON

WESTWOOD ELEMENTARY

VIRGINIA BALTZ
ERIN JONES
RICHEL MCDONALD
AMANDA WILSON*

WINSTEAD ELEMENTARY

DEBORAH GRIFFIN
TAMMY KLINGENSMITH
AMANDA MIZE
MYONG-SUK ROBINSON

WOODLAND MIDDLE

MEGAN POYNOR
KIMBERLY RICHARDSON
MOLLIE SLUSSER
ANDREW SWANSON
LAURIE WINSTON

**Educator previously attained tenure and served a two-year probationary period.*