



Williamson County School Board Meeting

May 15, 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 the April 17, 2023 School Board Meeting Minutes
- b. Board Policies - Second Reading
 - I. 6.310 Dress Code
 - II. 6.405 Medicines
- c. Ravenwood High Band Tower
- d. High Performing School Districts Flexibility Act
- e. Approval to Appoint Superintendent Jason Golden to serve on the Growth Plan Coordinating Statutory-Designated Committee
- f. Recommendation for Field Trip Fee Requests

5. Communications to the Board

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

6. New Business

- a. Evaluation of Superintendent (Annual Agenda Item)
- b. 2022 - 2023 School Board Budget
 - I. Approval of General Purpose School Fund Amendment
05.23 Summer Learning Camps Grant - \$3,680,336.00
 - II. Approval of General Purpose School Fund Amendment
05.23 Summer Learning Transportation Grant -
\$667,512.00
 - III. Approval of General Purpose School Fund Resolution
06.23 Additional SSS Expenses - \$725,000.00
 - IV. Approval of General Purpose School Fund 06.23
Trustee Commission - \$900,000.00
 - V. Approval of General Purpose School Fund Resolution
06.23 ESCO Payment - \$1,120,892.72
 - VI. Approval of General Purpose School Fund Resolution
06.23 Additional Insurance Expenses - \$625,000.00

VII. Approval of General Purpose School Fund Resolution

06.23 Reallocation of Salary Lines - \$4,809,507.00

VIII. Approval of General Purpose School Fund Resolution

06.23 Reallocation to Contracted Services \$300,000.00

IX. Approval of General Purpose School Fund Resolution

06.23 Additional Operational Expenses - \$488,000.00

X. Approval of General Purpose School Fund Resolution

06.23 Additional Fuel Costs - \$580,000.00

XI. Approval of Central Cafeteria Fund Resolution 06.23

Additional Cafeteria Expenses - \$660,925.00

XII. Approval of Extended School Program Fund

Resolution 06.23 Additional Extended School Program

Expenses - \$107,350.00

c. Board Policy - Second Reading

I. 4.403 Library Materials

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

e. Approval of Certified and Classified Pay Schedules for 2023-
24

7. Adjournment



Williamson County School Board Meeting
April 17, 2023 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 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: Absent
Mr. Eliot Mitchell: Present
Mr. Eric Welch: Present
Mr. Rick Wimberly: Present

Present: 11, Absent: 1.

1. Call to Order

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

Madam Chair Durham called the meeting to order and asked Board Member Jay Galbreath to lead the Pledge of Allegiance, followed by a moment of silence.

2. Items of Particular Public Interest (Public Comment)

Madam Chair Durham called upon the following individuals, who signed up prior to the meeting, to speak during public comment.

Denise Ondrejcek spoke about voting against banning books.

April Garza-Wright spoke about book choice and book banning.

Kim Long spoke about Extremely Loud and Incredibly Close in the AP Classroom.

Jody Barnwell-Smith spoke about censoring and banning books.

Matthew Spencer spoke about parental rights as it relates to banning books.

Emma Rose Smith spoke about censorship and banning books.

Ruby Linstroth spoke about banning books.

Jennifer Cortez spoke about race-related bullying and harassment and the work being done to assist the students.

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. Eliot Mitchell.

Mr. KC Haugh: Absent

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. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Yes: 11, Nay: 0, Absent: 1

4. Approval of Consent Agenda

Madam Chair Durham presented the Consent Agenda for approval.

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

Mr. KC Haugh: Absent
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. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Yes: 11, Nay: 0, Absent: 1

- 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

Superintendent Golden thanked everyone who attended and welcomed the Grassland Middle Troop 130. He also thanked the individuals that spoke during public comment, mentioning the high school students who spoke and how amazed he is with them, and the quality of parents, teachers, and all students. Golden reminded the School Board and the audience about the work session on Thursday, April 13. He gave a recap of his report from the session including the Strategic Plan, Student Safety, Counseling, and Bullying.

Superintendent Golden wished the students good luck on their TCAP testing, "I know the preparation work has left them ready."

I. Student, Staff and School Spotlights

In Student Spotlights, the district celebrated its record-breaking 78 National Merit Finalists. From Brentwood High, Audrey Aulino, Lukas Bowman, Logan Brownfield, Jesse Cai, Colin Carpenter, Rhys Clark, Owen Coulam, Brent Driver, Duhaha Fazili, Raymond Gardocki, William Hong, Angela Huo, Morgan Koerlin, Nathan Lee, Grace Lu, Molly McMullan, Reagan Nelson, Landon Parker, Corinne Porada, Nihar Sanku, Luca Santilli, Zachary Villaruz, Amy Xu and Elaine Zhang.

Centennial High students Presley Anderson, Sean Baker, Keira Yocum and Emma Burrell were also recognized, as were Franklin High's Aidan Culp, Leah Gallers, David Haskins, Joshua Murray, Jack Parker, Vann Schaefer and Townsend Schultz.

Independence High's Ava Gordon, Kyler King, Rylee Lent, Nathaniel Martinez, Dalton Shults and Lillian Valk were honored. From Nolensville High, William Flanigan and Darsh Khandelwal were celebrated.

Page High's Bryson Boone, Josef Dosch, Abigail Koczaja, Broderick Labott, Cynthia Liang, Pharris Livingston, Elijah Ray, Eugene Smalley and Paxton Whitehead were recognized.

The district also celebrated Ravenwood High's Gauri Adarsh, Tyler Allison, Emily Barnes, Thomas Bork, Varun Bussa, Lana Cartailer, Sullivan Dickerson, Sharad Ghantasala, Grace Gstell, Megan Hopfensperger, Andrew Kim, Joshua Liu, Shiv Mehta, Ayush Mishra, Ella Montgomery, Matthew Mueller, Aishni Nath, William Parodi, Truman Porter, Katelyn Rowan, Andrew Salmon, Adwit Satyawadi, Kaitlyn Wojtak, Cynthia Xu, Linda Xu and Debra Zhang.

In addition to the National Merit Finalists, the Board also celebrated students for their success at the Tennessee High School Press Association. Brentwood High's Isabella Supinkski, Kyle Jordan and Sydney Loyd won Best News Package, and the WBHS 9 Level IV news team tied for Best Newscast/News Magazine. Their teacher is Sloan Ashworth.

From Franklin High, Anna Raye Jones won Best Videographer, and Blais Cameron and Emmaline Warden tied for Best Public Service Announcement. Their teacher is Keri Thompson.

Independence High's IHS News Staff also tied for Best Newscast/News Magazine. Their teacher is Matt Balzer.

Page High's Lincoln Campbell won Best Sports Video, and his classmate Hayley Zehnder won Best Commercial. Their teacher is David Holt.

Ravenwood High's Jack Foster tied for Best Public Service Announcement. His teachers are Megan Sanchez and Chelsea Kite.

Liam Douthit, from Crockett Elementary, was celebrated for winning first place in the Pre-K through second grade decision of the Tennessee Civics Essay Contest. His teacher is Stephanie Higgs.

b. Board Chair Report

Madam Chair Durham did not have a 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

Madam Chair Durham called upon Superintendent Golden, who recommended approval to defer the vote on the following Library books, Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing until June.

Motion Passed: Motion by Mrs. Donna Clements to defer the vote on the following Library books, Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing until June. A second was made by Mr. Dan Cash.

Mr. KC Haugh:	Absent
Mrs. Jennifer Aprea:	Yes
Mr. Jay Galbreath:	Yes
Ms. Sheila Cleveland:	Yes
Mrs. Donna Clements:	Yes
Mr. Rick Wimberly:	Yes

Mr. Eric Welch: Nay
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Nay
Mr. Joshua Brown: Yes

Yes: 9, Nay: 2, Absent: 1

Motion Passed: Motion by Mr. Joshua Brown to defer the vote on the following Library books, Speak, Perks of Being a Wallflower, The Field Guide to the North American Teenager, and Where the Crawdads Sing until June. A second was made by Mrs. Jennifer Aprea.

Mr. KC Haugh: Absent
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: Nay
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Yes: 10, Nay: 1, Absent: 1

b. Approval of the Reconsideration Committee's Recommendation for the following Library Book:

Extremely Loud and Incredibly Close

Madam Chair Durham called upon Superintendent Golden, who recommended approval to defer the vote on the following Library book Extremely Loud and Incredibly Close until June.

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mr. Joshua Brown.

Mr. KC Haugh: Absent
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Nay
Mr. Eric Welch: 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

Yes: 8, Nay: 3, Absent: 1

Madam Chari Durham called upon Board member Eric Welch, who requested to speak. Welch Called the Question. A role call vote was taken.

Mr. KC Haugh: Absent
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: Nay
Mr. Eric Welch: Yes
Mr. Drason Beasley: Nay
Mrs. Angela Durham: Yes

Yes: 9, Nay:2, Absent:1

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of General Purpose School Fund 04.23 Donation for Fine Arts in the amount of \$47,300.00.

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

Mr. KC Haugh: Absent
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. Drason Beasley: Yes
Mrs. Angela Durham: Yes

Yes: 11, Nay: 0, Absent: 1

II. Approval of General Purpose School Fund 05.23 Carryforward Donation for Flag Football - \$32,775.09

Madam Chair Durham called upon Superintendent Golden, who recommended approval of General Purpose School Fund 05.23 Carryforward Donation for Flag Football in the amount of \$32,775.09.

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

Mr. KC Haugh: Absent
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. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

III. Approval Capital Projects Fund 05.23 Asphalt, Roof and WWTP ITF - \$11,169,000.00

Madam Chair Durham called upon Superintendent Golden, who recommended approval Capital Projects Fund 05.23 Asphalt, Roof and WWTP, Intent to Fund in the amount of \$11,169,000.00.

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

Mr. KC Haugh: Absent
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. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes

Yes: 11, Nay: 0, Absent: 1

IV. Approval Capital Projects Fund 05.23 Information Technology ITF - \$12,202,560.00

Madam Chair Durham called upon Superintendent Golden, who recommended approval Capital Projects Fund 05.23 Information Technology Intent to Fund in the amount of \$12,202,560.00.

Motion Passed: Motion by Mr. Joshua Brown to approve. A second was made by Mrs. Jennifer Aprea.

Mr. KC Haugh: Absent
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. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Eliot Mitchell: Yes
Mr. Joshua Brown: Yes

Yes: 11, Nay: 0, Absent: 1

b. Board Policies - First Reading

I. 1.105 Board Member Conflict of Interest (New)

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 1.105 Board Member Conflict of Interest (New) on first reading.

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

Mr. KC Haugh: Absent
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: 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: 11, Nay: 0, Absent: 1

II. 1.106 Code of Ethics

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 1.106 Code of Ethics on first reading.

Motion Passed: Motion by Mr. Drason Beasley to approve. A second was made by Mr. Eric Welch.

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

III. 4.403 Library Materials

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 4.403 Library Materials on first reading.

Motion Passed: Motion by Ms. Sheila Cleveland to approve. A second was made by Mrs. Donna Clements.

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

IV. 6.310 Dress Code

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 6.310 Dress Code on first reading.

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

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

V. 6.405 Medicines

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 6.405 Medicines on first reading.

Motion Passed: Motion by Mrs. Jennifer Aprea to approve. A second was made by Mr. Drason Beasley.

Mr. KC Haugh: Absent
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
Yes: 11, Nay: 0, Absent: 1

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Tenure Recommendations.

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

Mr. KC Haugh: Absent
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. Drason Beasley: Yes
Yes: 11, Nay: 0, Absent: 1

8. Adjournment

There being no further business, Madam Chair Durham adjourned the meeting at 7:56 p.m.

Chairperson

Superintendent

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

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

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

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

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

- 13 1. *Students must wear clothing including both a shirt with pants, skirt, or the equivalent (ex.*
14 *dresses, leggings, yoga pants, shorts, sweatpants, jumpsuits, etc.).*
- 15 2. *Clothing must be worn in a way such that the abdomen, genitals, buttocks, breast, nipples, and back*
16 *are fully covered with opaque fabric. Clothing must cover the front, back, and sides under the arms.*
17 *Tops must include at minimum a strap over each shoulder.*
- 18 3. *Pants, skirts, or the equivalent must be held at the waist.*
- 19 4. *Certain body parts must be covered for all students at all times. ~~Thus, clothes must be worn in~~*
20 *~~a way such that~~ All students must ensure that their clothes fully cover their abdomen, genitals,*
21 *buttocks, breasts/chest/nipples, and back ~~are fully covered with opaque (non-see through)~~*
22 *fabric.*
- 23 5. *Building administration will determine if hats and hoods may be worn at their respective schools.*
24 *Hats, if allowed, and other headwear must allow the face to be visible to staff and not interfere*
25 *with the line of sight of any student or staff. Hooded shirts or tops, if allowed to be worn on*
26 *the head, must allow the face and ears to be visible from all angles to school staff.*
- 27 6. *~~Shoes which are safe and appropriate for, course assignments, athletic and other conditions.~~*
28 *Shoes must be worn to school and should be appropriate for class activities (i.e. recess, CCTE*
29 *and science labs, PE, etc.)*
- 30 7. *Clothing must be suitable for all scheduled classroom activities, including physical education,*
31 *science labs, shop and other activities where unique hazards exist. Specialized courses may*
32 *require specialized attire, such as sports uniforms or safety gear.*

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

- 3 1. *Clothing shall not depict, advertise, or advocate the use of alcohol, tobacco, vapes,*
 4 *marijuana, or any other controlled substance prohibited under federal or state law.*
- 5 2. *Clothing shall not depict **profanity**, pornography, nudity, or sexual acts.*
- 6 3. *Clothing shall not use or depict hate speech that targets groups based on race, ethnicity,*
 7 *gender, sexual orientation, gender identity, religious affiliation, or any other protected*
 8 *classification.*
- 9 4. *Clothing and accessories must not pose a threat to the health or safety of any other student*
 10 *or staff.*
- 11 5. *Enforcement must accommodate clothing worn by students as an expression of sincerely*
 12 *held religious beliefs (head scarves, for example) and worn by students with disabilities*
 13 *(protective helmets, for example).*

- 14 ~~1. Tops of shoulders must have a minimum of a 1-inch strap unless otherwise covered by an~~
 15 ~~opaque top garment;~~
- 16 ~~2. Skin and undergarments must be covered with opaque clothing from the underarm to midhigh.~~
 17 ~~Mid thigh is defined as the mid-point between the waist and mid-knee;~~
- 18 ~~3. All pants, trousers, shorts and skirts must be held at the waist;~~
- 19 ~~4. Leggings and other compression style garments may be worn so long as an opaque top garment~~
 20 ~~covers the private body parts;~~
- 21 ~~5. Hats may be worn in buildings with the permission of building administration;~~
- 22 ~~6. Appropriate shoes are required;~~

- 23
- 24 6. Any type of clothing, apparel, or accessory, including that which denotes such students'
 25 membership in or affiliation with any gang associated with criminal activities is not
 26 permitted (TCA 49-6-4215).

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

29 *Extracurricular Activities*

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

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

35 *Dress Code Enforcement*

- 36 1. *School staff shall enforce the dress code consistently and in a manner ~~that does not~~*
 37 *~~reinforce or increase marginalization or oppression of that does not discriminate against~~*
 38 *~~any group based on race, sex, gender, ethnicity, religion, cultural observance, household~~*
 39 *~~income or body type/size.~~*
- 40 2. *Enforcement of the dress code shall be gender neutral.*

- 1 **3. Students who are out of dress code will be removed from class until the violation can be resolved,**
2 **with the goal of returning to class as quickly as possible. Resolution of the violation can occur in**
3 **three ways —**
 - 4 **a. Students return to code with alternative clothing they already have at school.**
 - 5 **b. Students return to code with provided, temporary school clothing, if available.**
 - 6 **c. Students return to code after calling parents/guardians to bring alternative clothing to**
7 **school.**
- 8 **4. These dress code guidelines shall apply to regular school days and summer**
9 **school days.**
- 10 **5. Students with repeated violations of school dress code will receive progressive discipline.**
- 11 **6. ~~Administrators and teachers shall enforce the dress code policy.~~ The principal or his/her**
12 **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

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

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

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

14
15 Students with asthma shall be permitted to self-administer prescribed, metered dosage asthma-reliever
16 inhalers if the additional information is provided by a parent/guardian:

- 17
18 1. Written statement from the prescribing health care practitioner that the student suffers from
19 asthma and has been instructed in self-administration; and
- 20
21 2. ~~Purpose of~~ *When and how to administer* the medication.

22
23 ~~The~~ *All* medication shall be delivered in person to either the school nurse or designated school personnel
24 by the parent/guardian of the student unless the medication ~~must be retained by the student for immediate~~
25 ~~self-administration~~ *is exempt by Tennessee law to be self-carry and authorized by the prescribing*
26 *health care practioner.*

27
28 The administrator/designee will:

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

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

7 The parent/guardian is responsible for informing the designated official of any change in the student's

8 health or change in medication.

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

10 administration of medication.

11 ***STUDENTS WITH ANAPHYLAXIS²***

12 *A student with anaphylaxis is entitled to possess and self-administer prescription anaphylaxis*

13 *medication while on school property or at a school-related event or activity in compliance with the*

14 *requirements of T.C.A. § 49-50-1602.*

15 *The Superintendent of Schools/designee shall develop procedures for a student with anaphylaxis to*

16 *possess and self-administer prescription anaphylaxis in compliance with the requirements of state*

17 *law.*

18 **BLOOD GLUCOSE SELF-CHECKS³**

19 Upon written request of a parent/guardian and if included in the student's medical management plan and

20 in the Individualized Healthcare Plan (IHP), a student with diabetes shall be permitted to perform a blood

21 glucose check or administer insulin using any necessary diabetes monitoring and treatment supplies,

22 including sharps. The student shall be permitted to perform the testing in any area of the school or school

23 grounds at any time necessary.

24 Sharps shall be stored in a secure, but accessible location, including the student's person, until use of

25 such sharps is appropriate.

26 Use and disposal of sharps shall be in compliance with the guidelines set forth by the Tennessee

27 Occupational Safety and Health Administration (TOSHA).⁴

28 **STUDENTS WITH PANCREATIC INSUFFICIENCY OR CYSTIC FIBROSIS⁵**

29 Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage

30 their prescribed medication in a manner directed by a licensed healthcare provider without additional

31 assistance or direction. *With written authorization from the healthcare provider and parent, a*

32 *student with pancreatic insufficiency or cystic fibrosis shall be allowed to carry and self-administer*

33 *prescribed pancreatic enzymes.* The Superintendent of Schools/designee shall develop procedures for

34 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



MEMORANDUM

April 28, 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: Ravenwood High School Band Tower

Ravenwood High School is requesting permission to purchase and construct a pre-engineered, structural steel band tower, like the one used by Brentwood High School. The band currently practices in the parking lot between the football stadium and the baseball field and uses a portable scissor lift for band practice. The proposed band tower will be located on the south side of this parking lot. The following conditions apply to obtaining approval.

- Foundation drawing prepared and stamped by a professional engineer registered in the State of Tennessee must be submitted.
- Verification from the Maintenance Department that there are no underground utilities in the location of the tower's foundation.
- The project must be submitted and approved by the City of Brentwood (COB) Planning Commission.
- The contractor will submit a Certificate of Insurance naming WCS as additional insured and all employees working on WCS property will have passed a background check.
- Construction cannot begin until COB permits have been issued.
- The tower must be locked/secured at all times.
- The tower must have signs posted on all four sides stating "Access Restricted to Authorized WCS Employees". Access to students and the general public is prohibited and will be strictly enforced.

Staff recommends approval.

Current & Proposed Instructional Viewing



Key Points

- Tower delivered fully constructed (same vendor as BHS) : 12-16 weeks lead time
- Two half day efforts on site: 1st to pour concrete and 2nd to install/hoist tower on site
- Goal is to be ready for operations by July Band Camp

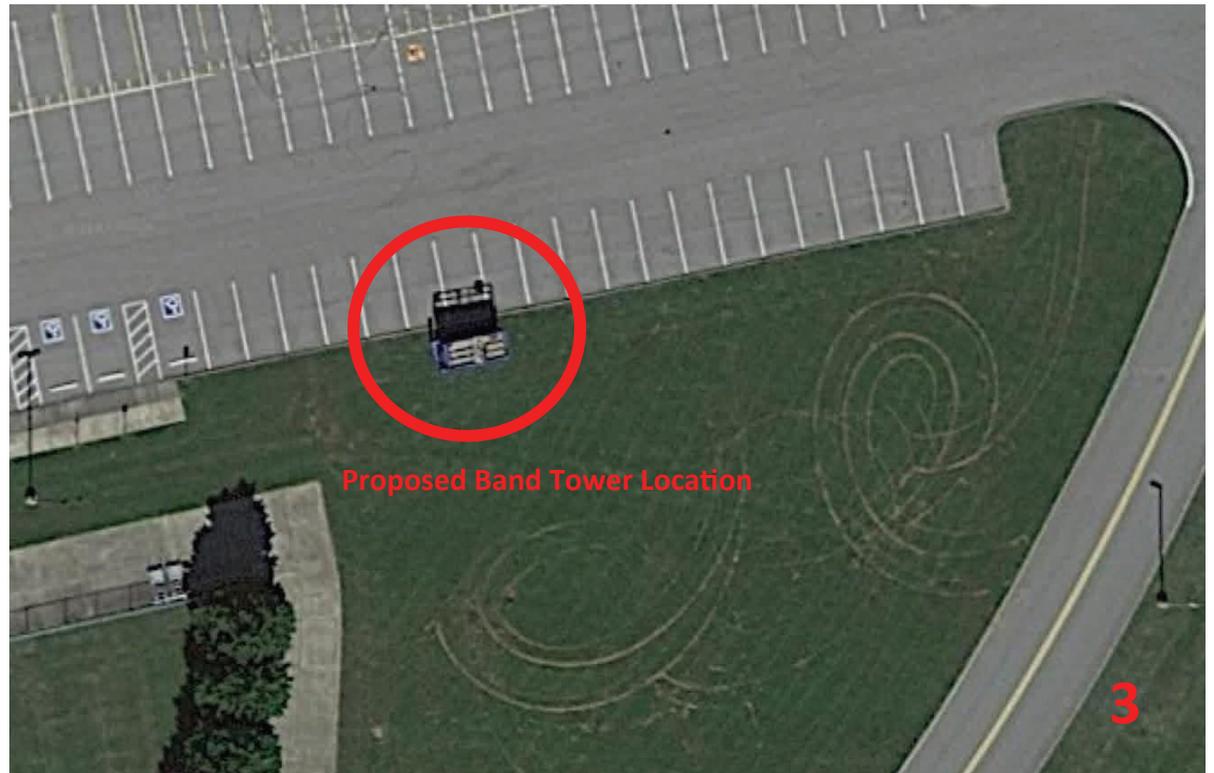




Ravenwood High School Band Tower Request

Site Plan—Part 1

1. Ravenwood High School Campus—overview
2. Ravenwood High School Athletic Complex — zoomed in view
3. Proposed Ravenwood Band Tower Location — 28' tower on 12'x12'x24" concrete pad





Educational Steel Products, LLC

21752 Olio Road
Noblesville, IN 46060-9595

P.O. Box 2161
Noblesville, IN 46061-2161

765-534-4092

www.educationalsteelproducts.com • www.educationalsteelproducts.com • www.educationalsteelproducts.com

Proposal #: 230201
Project: Band Tower

Contact: Carolyn Bork, Capital Projects
Ravenwood Band

Owner: Williamson County Schools
1320 West Main Street
Franklin, TN 37064

Location: Ravenwood High School
1724 Wilson Pike
Brentwood, TN 37027

Telephone: (615) 472-4000

Telephone: (615) 472-4800
Email: capitalprojects@ravenwoodband.com

Proposal

Product Description:

1. Model: FWS28-31Y (#660-028Y)
Tower description: Customized Fixed with Stairs with one balcony at the top
Viewing levels: One cantilevered balcony (approx. 46" X 9'6")
Heights: 28'
Capacity: Four (4) – or as permitted by local authorities
Tower wind rating: 115 mph
2. Construction and materials:
Overall size: Approximately 6' X 10' X 31'6" plus balcony overhang
Orientation: Wide dimension of frame is toward the field
Main frame: Structural steel tubing and angle iron
Platforms: Diamond grip-strut treads
Side railings have galvanized metal in-fill
3. Concrete base requirements:
Size: 12' X 12' X 24", subject to ESP's PE approval.
Minimum Soil bearing (unless otherwise approved): 2500#
Wind rating: 115 mph
Anchor bolts as specified in drawings
Rebar grid as specified in drawings

Project Details:

1. OSHA standards: Deemed to meet or exceed 1910.25 including railing height, landing size & handrail details
2. Safety items:
Lockable/padlock ready door (1/2 of one narrow end)
Expanded metal enclosure to twelve feet (12')
Safety signage – OSHA color compliant
Safety chain – on balcony level

3. Finishes: Frame to be primed with zinc rich primer and painted with Rust-Oleum 9800 series DTM urethane in Owner's choice of color. Stair runners/handrails, grated assemblies are to be dip galvanized. Flooring and step (tread) surfaces are to be factory galvanized. Fasteners are to be stainless steel or grade 8. Please provide specific colors and initial here: _____
4. Installation packages (delivered to job site in advance of towers) contains:
 - Anchor bolt/rebar assembly
 - Installation jig
 - Rebar for grids – top and bottom, with chairs
 - Rebar ties w/tie tool
 - Drawings, instructions (including photos) for the forms, the kit, and their proper use
5. Sequence of events:
 - Customer/Contractor sends PO to ESP
 - ESP sends customer a copy of the submittal package, detailing base and indicating structure
 - Upon owner/contractor's approval of submittal package and "green light" that all required permitting has been obtained, ESP will begin fabrication with project specific details
 - ESP ships installation package to site and off-loads with customer assistance (3-5 weeks from "Green Light.")
 - Customer/contractor installs concrete pad (sending ESP pre- and post-pour photos)
 - ESP ships fully-assembled tower frame, balconies, and roof to site with well-organized hardware and explicit instructions (approximately 16 weeks from green light).
 - Customer/Contractor provides crane with experienced operator, sets tower, completes installation attachment.
 - ESP performs final vendor inspection, which may be done via photographs at Vendor discretion.
6. Options INCLUDED in price: None
7. Options NOT included: **Clear polycarbonate chart rack (\$595 each – up to two)**; please advise if planning to purchase later so we may pre-drill for your choice of one or two to be mounted in the future.
8. Owner/Contractor responsibilities (as priced):
 - Purchase of forms and concrete
 - Installation of concrete slab/base, utilizing the provided kit
 - Meet all state and local requirements, including any licenses or permits, and to schedule any associated inspections
 - Any necessary taxes (including applicable sales/use tax)
 - Accept delivery within 30 days of tower completion, regardless of site readiness, and to make payment within 30 days of delivery. Installation after this time incurs storage fees.
 - Hoisting and attachment (4 hours estimated)
9. Warranty: One year for defects in materials or workmanship (specifically excludes normal weathering, maintenance, and the wear and tear of normal use).
10. Delivery schedule: Please allow **16 weeks** from receipt of signed proposal, P.O. **as well as approval of any submittals/permitting that may be required.** All dates are subject to prior orders....first come-first served. Delivery may be subject to weather conditions.

11. Proposal expiration: this proposal is valid if signed proposal, purchase order, and/or Construction Contract are received by **March 8, 2023**. If proposal has expired, please contact ESP to obtain a new proposal. This proposal serves as ESP's primary document and may not be superseded by any other document unless agreed to in writing by ESP.
-

Price: We propose to fabricate and deliver the above unit, to the above specifications, for the sum of sixty-nine thousand and no/100 dollars (**\$69,000**), with reasonable progress payments allowed, i.e. **11%** upon receipt of installation package and the balance upon completion.

Pricing Note: One SEALED .pdf of standard submittal package with floating ballast base is included at no charge. Any additional engineering required for any purpose will incur a pass-through cost of PE invoice plus 50%, usually \$600.

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Any alteration or deviation from the above specifications involving extra costs will be executed only upon written orders, and will become an extra charge over and above the proposal. All agreements are contingent upon strikes, accidents, or delays beyond ESP's control. Customer/Contractor/Property owner agrees to indemnify and hold vendor/fabricator harmless for any event arising from the use or misuse of this equipment. ESP reserves the right to determine credit-worthiness and retain security interest in the equipment until final payment has been received. If purchase order is rescinded for any reason, all amounts accrued up to the date of written cancellation will be the customer/contractor's responsibility. ESP and the Customer/Contractor agree that all work performed for this project must be inspected and approved by ESP before equipment is used to ensure a safe, quality, and lasting product.

The above specifications, conditions, and prices are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above. Issuance of a purchase order for this project is deemed as acceptance of the terms of this proposal, unless amended and agreed upon in writing by both parties.

Owner

Authorized Signature

Date Signed

Name Printed

Title of Signatory

ROBINS & MORTON

Building With Purpose®

5500 Maryland Way
Suite 100
Brentwood, TN 37027
615.377.3666
nashvillebuilders@robinsmorton.com

Project Manager:
Andy Dulioki
Commercial Division Manager
andy.dulioki@robinsmorton.com
D 615-916-4666 C 813-376-3106

Who We Are

Founded in 1946, Robins & Morton is a privately held construction firm committed to making a lasting impact on the people and companies we partner with. Dedication to our core values, coupled with a focus on innovation, enables us to attract and retain the best people, delivering exceptional results on every project. In the past ten years alone, we have completed nearly \$10 billion in projects throughout the country. These projects vary from major new hospitals and complex renovations, to hospitality projects and a variety of other commercial work.

Specialized construction experience, collaboration with all project team members and a promise to meet our commitments contribute to the successful completion of each project.

Our Values

Robins & Morton continues to evolve with the ever-changing construction industry, developing new and better ways to serve our clients. But our guiding principles remain the same. These principles—expressed through the values of Integrity, Safety, Client-Focused and Excellence—define who we are and lay the foundation for the promises we make to our clients, team members, trade contractors and communities to be trustworthy on and off the jobsite.

Building With Purpose®

Building With Purpose is our shared commitment to deliver exceptional results on every project, making a lasting, positive impact on our clients, communities, people, business partners and our industry through the things we build and do.

Building Forward

Our Building Forward® approach represents our cultural commitment to continuously improve everything we do. Through four main tenets—Collaboration, Continuous Improvement, Leadership Development, and Building a Learning Culture—we empower individuals at every level to share innovative ideas and provide feedback on processes. While this effort began within Robins & Morton, we extend this philosophy into our relationships with clients, trade partners and industry peers. Encouraging collaboration that fosters trust, transparency and efficiency is essential to delivering exceptional results.

Safety

Of our key values at Robins & Morton, none are more ingrained in our culture than safety. Through proactive education for team members, trade contractors and clients, we strive to ensure operational and safety excellence on every project. By coupling training with consistent onsite coaching, work planning and continuous assessments of our project safety management system, we work to inspire ownership that creates the safest possible workplace. Each of these practices is supported by our safety vision: to provide a safe and healthy work environment for all who are touched by our business and a culture of safety commitment to each other.

Robins & Morton is consistently recognized nationally for our safety performance. While we are proud of these accomplishments, safety has never been about numbers, rates, awards or policies. It is about actively caring for each other and having the determination to do what is necessary to ensure everyone touched by our business goes home safely to their families.

Community

Robins & Morton's impact extends beyond the facilities we build. We are passionate about serving the cities and towns where we live and work. Our people take pride in seeking out charitable initiatives, volunteer organizations, and community outreach programs that improve the lives of others. Through our Giving with Purpose® program, we support those efforts through service, in-kind donations and corporate funding.



MEMORANDUM

DATE: 5-4-2023

TO: Williamson County Board of Education

FROM: Jason Golden, Superintendent

RE: High Performing School Districts Flexibility Act renewal

Per TCA §49-2-701 et seq., it is time to renew WCS' declaration as a high performing school district. WCS continues to qualify for this designation that lasts three years. This designation opens the door to request waivers of certain State regulations and allows us reduce the number of items that must be taken to the County Commission for self-sustaining funds. The most significant practical impact of this designation for us has been reduction in paperwork for our cafeteria and SACC budgets, since the Commissioner still has the power to turn down our waiver requests.

Staff recommends the Board vote to re-declare itself a high performing school district pursuant to the High Performing School Districts Flexibility Act.

1320 West Main Street Suite 202
Franklin, Tennessee 37064-3700
Phone (615) 472-4000



MEMORANDUM

TO: Williamson County Board of Education

FROM: Jason Golden, Superintendent of Schools

DATE: May 3, 2023

RE: Recommendation for Appointment to Williamson County Growth Plan Coordinating Committee

Board Members,

Two years ago, in May 2021, you appointed me to the County's Growth Plan Coordinating Committee that requires a representative from the largest school district in the county, per TCA 6-58-104. The core of that work is for County Government and all the municipalities to review and recommend revision of the urban growth boundaries for the cities. The potential impact on schools centers around where growth will likely come. Attached is a map showing the current boundaries.

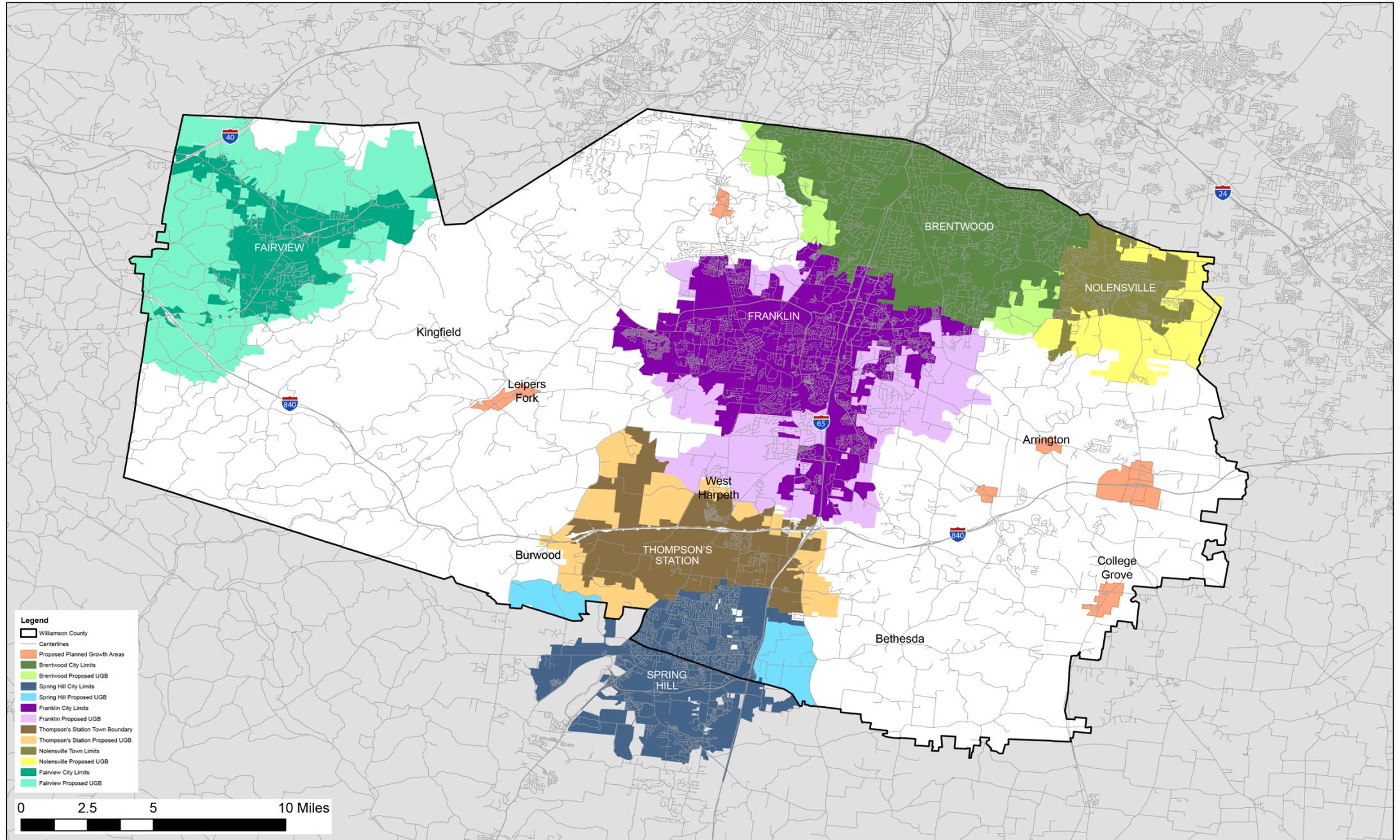
Here is an excerpt from Dana Ausbrooks' memo two years ago when this was first presented to the Board:

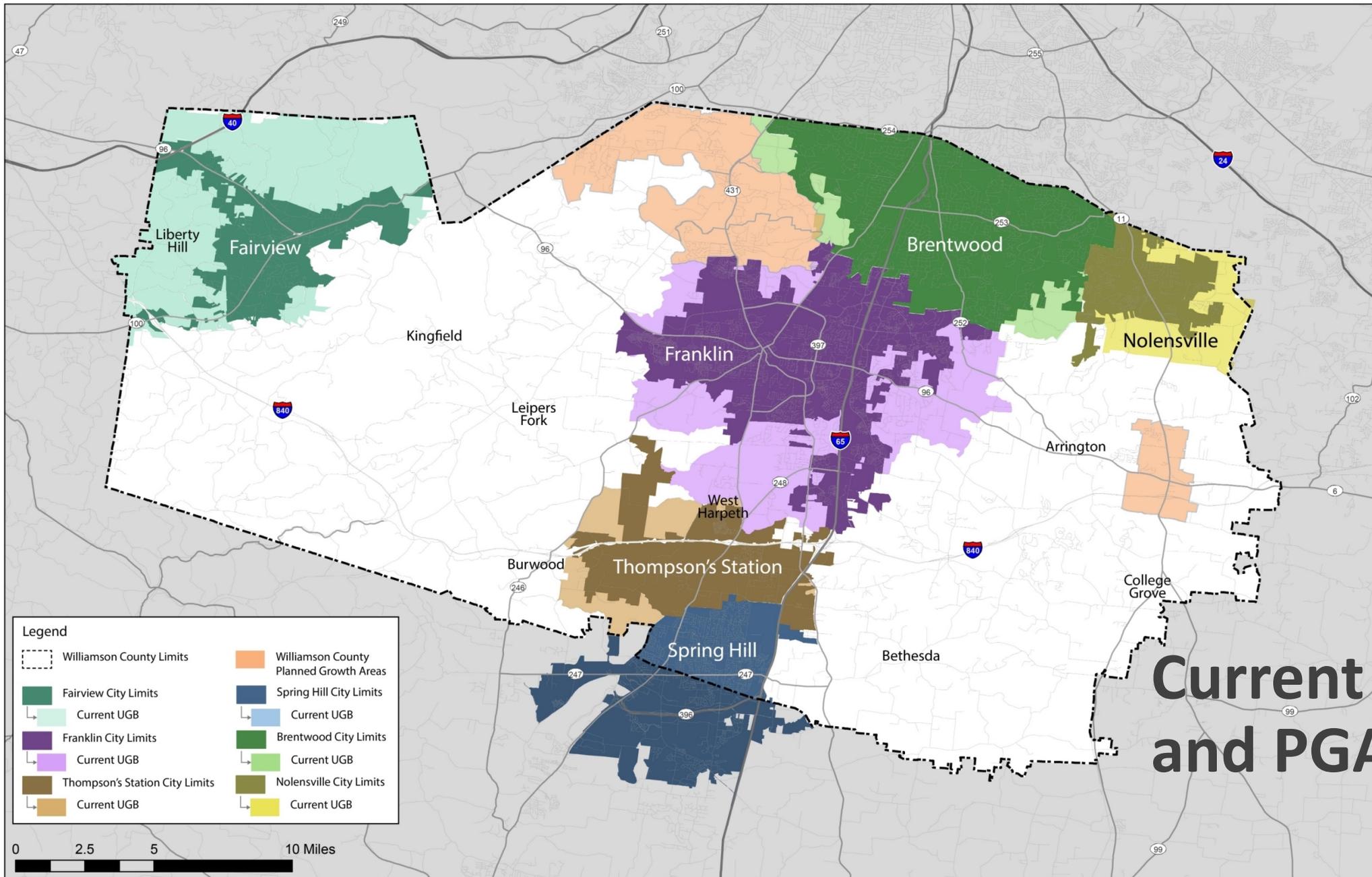
Williamson County's existing Growth Plan, which was developed pursuant to the requirements of Public Chapter 1101, was adopted in April of 2001. The Growth Plan establishes Urban Growth Boundaries ("UGB's") around each of the six Municipalities, as well as four Planned Growth Areas ("PGA's") within the County. These growth boundaries have not been altered since their adoption in 2001.

Since that time, the county and municipal planning offices have worked on their plans, and I anticipate a recommendation on changes in the near future. Earlier this week, Mayor Anderson sent a notice that it's time to finally appoint the committee to make a recommendation to the County and municipalities on new urban growth boundaries. That office has recommended another vote on that appointment, to ensure compliance with that law.

I recommend you appoint me to serve on the Williamson County Growth Plan Coordinating Committee.

Proposed Urban Growth Boundaries and Planned Growth Areas





**Current UGB's
and PGA's**

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
37810	6/10/2023	6/17/2023	4/27/2023	Brentwood High	NSDA National Competition	Academic Field Trip	Forensics	10	Phoenix Convention Center
Notes/Fees <i>over100 - appx \$1,100 per student. No Bus Needed. Students will pay \$200.00 towards hotel cost. All else is paid by PTO, City of Brentwood Fund, and Forensics Fund. This cost does not include airfare which will be paid by participant.</i>									
37693	5/18/2023	5/21/2023	4/24/2023	Ravenwood High	Science Olympiad Nationals	Academic Field Trip	9th - 12th grade	15	WICHITA STATE UNIVERSITY
Notes/Fees <i>over100 Cost/student=\$200. No buses needed. Cost will include 3 nights lodging and t-shirts. Students are responsible for their own transportation to and from Wichita, as well as food costs. Students will leave for Wichita at 6:00am on 5/18/23 and return at 9:00pm on 5/21/23. Students will try to fundraise to offset cost.</i>									

BUERGER, MOSELEY & CARSON, PLC
Attorneys At Law
4068 Rural Plains Circle, Suite 100
Franklin, Tennessee 37064

Jeffrey D. Moseley
jmoseley@buergerlaw.com

Telephone (615)794-8850
Telefax (615) 790-8861

May 9, 2023

VIA EMAIL dana.ausbrooks@wcs.edu

Dana Ausbrooks, General Counsel
WILLIAMSON COUNTY SCHOOLS
1320 West Main Street, Suite 202
Franklin, TN 37064

RE: Superintendent Evaluation

Dear Dana:

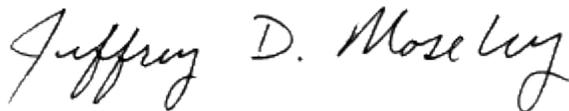
As requested, we have completed the compilation of evaluations of the superintendent submitted by members of the Board of Education.

Attached you will find a spreadsheet in Excel and PDF containing the data sorted by performance goals, the number of individual responses in each scoring category, points received, and average score. The average was computed on the actual number of responses received for the specific performance goal. The comments submitted by board members are included below the scoring for each performance goal. At the bottom of the spreadsheet, you will find a quick view of the average score attributable to each performance goal as well as an overall average score.

If you have any questions, or we can be of additional service, please let me know.

Sincerely,

BUERGER, MOSELEY AND CARSON, PLC



Jeffrey D. Moseley

enclosures

2022-2023 WCS Superintendent of Schools Evaluation Annual Goals and Objectives

<i>Performance Goal 1: Lead the Board of Education in a community-wide effort to develop and adopt a new District Strategic Plan for 2023-2027, through securing participation from all WCS stakeholder groups. This plan will include primary strategic priorities and supporting actions.</i>	5- Significantly Above Expectations	4- Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
	4	5	1	2	0	0	12	
	20	20	3	4	0	0	47	3.92
Comments:								
<i>Durham:</i> Mr. Golden coordinated resources that have done an effective job of gathering community input for board review. The board has not yet viewed the results of the community meetings, but thus far, the process seems to have gone well and slightly above expectations with regard to the level of community engagement sought and the the level of input being solicited. Mr. Golden definitely seems highly aware of and sensitive to the need to solicit feedback from stakeholders and is doing a good job gathering input through the process.								
<i>Cash:</i> None.								
<i>Mitchell:</i> Wish there were more meeting in the South part of the County.								
<i>Brown:</i> Jason has done a nice job of preparing the board for this process, working to secure a reputable faciliator and including many different stakeholders in the process to gather broad feedback.								

Apra: With the strategic plan still in draft form, it is difficult to give an accurate rating on this, and I'm not sure if this rating is for Superintendent Golden or Lipscomb, but I'll explain my concerns here. I like the direction the draft seems to be taking WCS, but I'm hopeful that through continued discussion we can drill down a few more specifics under the strategic priorities in the supporting actions. For example, in #3 I am pleased to see student mental health becoming a priority, but even though it was brought up in every community feedback event, the issue of school start times is not specifically addressed. Every time I've personally brought this up, I was told it would be addressed during the strategic planning process, so it's disappointing to see that it's not mentioned in the draft. I'd also like to see students with disabilities specifically called out in priority #1 for improved postsecondary outcomes. There are many opportunities that can be offered to SWDs to help increase independence and involvement in the community, and that should be a specific focus if we are truly working to prepare ALL students for life after WCS.

Galbreath: None.

Cleveland: I was very impressed with the strategic planning process, starting with the SWOT analysis at the Board Retreat, facilitated by the Board Chair. Mr. Golden did an exceptional job in his community-wide effort to ensure that stakeholders were involved in the process. School Board members, five regional community meetings, PTO leaders, students, community business leaders, and teachers from all grade bands. It was very evident that he cared about community input and the future of WCS. I was pleased with the decision to hire Lipscomb University personnel to facilitate the strategic planning process, compiling the data, and reporting the outcome.

Clements: Mr. Golden worked well with the Lipscomb team in providing multiple and interactive community meetings across the county. The meetings created a welcoming environment where attendees shared valuable insight. I look forward to reading their collected data. Going forward, I would love to see us engaging WCS families for a yearly survey to collect feedback to help us better serve our community.

Wimberly: Draft looks very good, and consistent with stakeholder engagement sessions. Process has been smooth.
4-Above Expectations

Welch: Superintendent Golden has exceeded expectations in engaging the community in the development of the District's Strategic Plan through community awareness, hosted sessions, and stakeholder involvement. Through no fault of his own, the Board has not been presented with or adopted a strategic plan, so this particular objective is incomplete at this point and difficult to provide a full evaluation at this time.

Haugh: An impressive number of meetings (18) were held with a wide swath of stakeholder groups. The choice of Lipscomb University as facilitator proved to be excellent, with very engaging discussion and excellent feedback from the community at large.

Beasley: None.

<i>Performance Goal 2: Present a fiscally sound 2023-24 staffing and pay plan for the 2023 budget to address this region's market changes, optimizing use of the projected new TISA funding, recent increases in sales tax revenue, and priorities identified through the strategic planning process.</i>	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
	4	3	5	0	0	0	12	
	20	12	15	0	0	0	47	3.92

Comments:
Durham: I appreciate Mr. Golden's fierce commitment to continuing the fight to bring our teachers and staff up to reasonable pay rates. Mr. Golden has remained firm in his efforts to bring wages up and maintain our excellent quality of staff and educators across the district.
Cash: Budget is always a moving target, TISA funds and tax revenue.
Mitchell: The pay plan was appreciated. I think Central Office employment numbers need to be tracked year over year with goals and limits of total employees set for each department. I have not seen (but would like to see) the full organizational chart for the District that was previously discussed.
Brown: Jason and his team have put forward a sound plan to address staffing needs and salary demands. While market forces have required us to be somewhat reactive, I would hope to see us be more proactive and innovative in future years if revenues and the market allow.
Apra: I appreciate that WCS has worked to include raises for teachers whenever possible, and as the dust settles with TISA and we get into a good cadence with what to expect from the various funding sources involved (mainly thinking about outcomes based funding) I hope that those funds will continue to be considered for our invaluable teachers and staff.
Galbreath: None.
Cleveland: Mr. Golden has made this one of his top priorities, working with Mayor Anderson.

Clements: With the information we had available, Mr. Golden did an excellent job of communicating the goals of getting our teachers' salaries up to a range closer to our neighboring counties.

Wimberly: Good efforts to increase pay.

3-~~4~~t Expectations

Welch: Superintendent Golden has made increasing the pay of our education professionals a priority and has done so with a budget due date in advance of knowing what our state funding would be under TISA.

Haugh: Superintendent Golden's leadership through a vast uncertainty of funding has proven effective and appropriately conservative. The finance team did an outstanding job to maximize the impact of our budget to address marketplace realities and challenges. The midyear pay increase, along with the significant planned increase for the next school year show a commitment to address the need for improved teacher pay and retention.

Beasley: None.

Performance Goal 3: Present a plan to improve faculty and staff job satisfaction and staffing retention, utilizing data obtained through the Gallup Q12 survey, priorities identified through the strategic planning process and any additional staff feedback obtained by WCS leadership.	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
	1	4	5	1	0	1	12	
	5	16	15	2	0	0	38	3.17

Comments:
Durham: The Gallup Survey was a good start, and the plan to have this rolled into the strategic planning process is also a good plan. There isn't really a way to be above expectations in this performance goal at this stage in the process given the timing. I expect significant advancements toward satisfaction and retention plans in the coming year as we seek to objectively understand and quantify through data and facts what is driving our stakeholders' satisfaction.
Cash: No open meetings on results. Feed back from teachers is they feel unheard.
Mitchell: I am glad that we have set a baseline and have a repeatable survey which can provide year to year metrics. I am looking for specific goals on the results for next year. I have not seen any plans coming out of the Leaders & Staff discussions to address the problem areas. I feel that this should be driven by HR.
Brown: While a plan has been developed and a survey completed, it's unclear to me if the data gathered or questions (sic) asked will really result in identifying job satisfaction and retention issues.
Apra: Again, it is difficult to accurately score this one as it is still in progress similar to Goal #1. I am glad to see that the survey was completed and steps have been taken to identify areas of focus for schools. I'll be curious to see the results of the follow up survey in September.
Galbreath: None.

Cleveland: Mr. Golden met his Performance Goal 3. He listened to the Board, completed the survey, obtained feedback, and shared the results. His follow through is why I felt he performed Above Expectations. He took the Gallup recommendations and work (sic) with the principals and staff, giving them the best opportunity for focus, growth, and retention. They met in teams, created objectives and implemented. He will administer another Gallup Q12 Employee Engagement Survey next year to compare the progress of the first year implementation. His actions show how much he cares about WCS employees.

Clements: I would like to see us focus more on teacher/faculty morale. After receiving the survey, I was saddened to see so many negative comments, and even more surprised to find some of negative comments were categorized under "Feels Supported by Central Office" (or other positive headings.). Thankfully, I took the comments in depth; otherwise, I would have been misled by the headings.

Wimberly: Use the Gallup survey for gaining input and moving forward was inspired decision.
4-Above Expectations

Welch: Superintendent Golden has made self-care an emphasis in this current school year, recognizing the added difficulties and challenges our teachers and support staff have undergone.

Haugh: This remains a work in progress, and that progress has been very good and data driven, with a high level of input provided via the Gallup survey and strategic plan efforts. I would like to see this goal carried into the next school year, with more specific deliverables and metrics for improvement.

Beasley: None.

<i>Student Achievement</i>	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
	5	4	3	0	0	0	12	
	25	16	9	0	0	0	50	4.17

<i>Comments:</i>
<i>Durham:</i> It is exciting to see so many records continue to be broken across WCS year over year. Mr. Golden maintains firm focus on our primary mission despite plentiful distractions and noise.
<i>Cash:</i> I still feel we need more age appropriate curriculum in some areas.
<i>Mitchell:</i> We continue to set the Bar for high performing Districts in the State of Tennessee. High academic achievement is the core function and metric of the district.
<i>Brown:</i> None.
<i>Aprea:</i> None.
<i>Galbreath:</i> None.
<i>Cleveland:</i> Mr. Golden and his staff are continuously monitoring the educational and emotional needs of the students. The EIC student participation continues to grow and has been very successful. Using the CTE grant that the State has offered, Mr. Golden and his staff are in the planning process of building an Innovation School for possible CTE programs such as; Business Leadership, Hospitality and Tourism, IT, Healthcare/ BioMed.
<i>Clements:</i> Child development and age-appropriateness would be one area we need to look at more closely. This is a critically vital aspect of the education and well-being of each child at WCS.
<i>Wimberly:</i> 3 - At Expectations

Welch: Every student having the opportunity to reach their full potential remains a focus of the district. Superintendent Golden has used benchmarking, best practices in peer districts and research to identify opportunities to continually push our students; including PLC communities that the Board of Education failed to adopt.

Haugh: Strong leadership along with a committed community with appropriately high expectations continues to deliver strong student achievement. Superintendent Golden and staff's focus on serving our students and maintaining high standards is resolute.

Beasley: None.

	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
Board Relationships	4	3	5	0	0	0	12	
	20	12	15	0	0	0	47	3.92

Comments:
Durham: Mr. Golden has always maintained a highly professional demeanor and open manner of communication with the board, both individually and collectively. He appropriately and respectfully holds staff accountable behind the scenes and provides feedback to and from the board where necessary.
Cash: None.
Mitchell: Jason does an acceptable job communicating with the board and meets my expectations. Jason excel in giving professional advice. Jason excels at being respectful to all board members. Jason excels in supporting board policy
Brown: Jason does a good job of communicating with the board and makes his team available to answer questions and provide timely information as requested.
Apra: None.
Galbreath: None.
Cleveland: None.
Clements: Mr. Golden has done a fabulous job being available for further understanding whenever I have questions or need an explanation. He works well with the board and is readily available to us all.
Wimberly: 3-At Expectations

Welch: Superintendent Golden provides regular updates and recommendations to the Board and is always supportive of Board decisions and direction. I would encourage him to push back more vocally prior to these decisions being made in instances where he disagrees with a particular direction or a failure to act.

Haugh: Superintendent Golden's communication with the Board and his unwavering professionalism is exemplary. Board policy is always supported, and Supt. Golden does a fine job of soliciting additional input and consideration when modifications to policy are needed.

Beasley: None.

	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
Community Relationships	4	5	3	0	0	0	12	
	20	20	9	0	0	0	49	4.08

Comments:
Durham: Mr. Golden has highly effective relationships with members of the community and outside the district. He dedicates countless hours outside of his regular day to meetings and events in support of our district and his role as superintendent. He represents our district with high integrity and garners others' support as a result.
Cash: None.
Mitchell: Jason excels at communicating with the public. He significantly excels at modeling high professional standards. Jason demonstrates empathy for both parents and students. Jason is highly respected in both the community and at the County Commission.
Brown: Jason is very visible in the community and highly respected by business and civic leaders as well as his peers in the education community. He is a responsible steward of the district's resources. I would always want to see us be more intentional about seeking greater opportunities for parental engagement and involvement especially at a district and/or board level.
Apra: None
Galbreath: None.
Cleveland: None.

Clements: Mr. Golden is an excellent spokesperson for WCS. Going forward, I would like to see us provide a district wide standard for parental involvement.

Wimberly: Community communications are strong and getting stronger.
4-~~A~~bove Expectations

Welch: Superintendent Golden consistently advocates for the district in a professional manner to a broad range of stakeholders and has been successful in securing both public and private investment and engagement in our school district.

Haugh: Superintendent Golden is definitely an effective spokesperson for WCS, and his communication is always thorough and thoughtful. He continues to meet with Williamson County stakeholders constantly: strategic planning community meetings, area organizations, athletic booster clubs, PTO leadership, business organizations, County Mayors, County Commissioners, and of course, parents and students. The monthly Superintendent's Report and inFocus communication are excellent productions reaching all of our district's families.

Beasley: None.

Staff and Personnel Relationships	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
	2	3	6	1	0	0	12	
	10	12	18	2	0	0	42	3.50

Comments:
Durham: District staff trust and respect Mr. Golden as a result of the professional and dignified manner in which he addresses and supports them and their efforts. He frequently allows staff the opportunity to demonstrate their work in public forum and is a champion for the work they produce. Likewise, he recognizes when improvements can be made and is open to hearing feedback from the board and making reasonable adjustments or providing feedback of his own where appropriate.
Cash: Still needs some work. I don't believe Principles feel like they can make a decision W/O help.
Mitchell: Jason delegates to his staff appropriately. The Professional Development for the district appears to be silo'd by department. The district uses technologies successfully and has demonstrated the ability to grow student achievement via the use of technology. There is not an apparent climate of collaboration within the central office.
Brown: None.
Aprea: None.
Galbreath: None.
Cleveland: None.

Clements: On several occasions I have had a lack of confidence in the legal advice our school board has been given. Recently, I did share this concern with Mr. Golden. In order to make proper decisions as a board member, it is of paramount importance that we are receiving proper and objective legal advice.

Wimberly: 3-At Expectations

Welch: Superintendent Golden consistently shows faith in his professional staff and supports them in doing their jobs while not micromanaging.

Haugh: The Board continues to get excellent insight in this area in our work sessions, where we regularly receive meaningful, detailed presentations from all departments. The proactive measures of seeking feedback through informal initial surveys led to a deeper dive and a more thorough review of personnel concerns and needs. I'm impressed that the next steps from the Gallup survey involve sharing the leadership and subsequent response at the building level.

Beasley: None.

	5- Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	AVERAGE
Facilities, Finance and Human Resources	5	4	3	0	0	0	12	
	25	16	9	0	0	0	50	4.17

Comments:
Durham: Mr. Golden has full, working knowledge of the minute details of our budget, plant and human capital. His prior role definitely has its advantages in this area. He does an effective job of maintaining awareness yet staying out of the weeds and focusing on higher level, value added initiatives that drive the district, allowing trusted employees to run these key areas of our district.
Cash: None.
Mitchell: Jason excels at managing facilities, the budget and communicating the need for such within the community and other stakeholders. Jason excels at communicating facility and budget information to the Board. Jason and his staff excel at ensuring all facilities are operational, functional, and utilized. The District loves technology and is constantly looking for the next best thing. Sometimes the technology decision makers need to not be so quick to throw away yesterday's technology just because the newer model is available. Jason and his staff excel at budget forecasting. This goal has Human Resources in its title and for the second year in a row does not have any specific examples addressing HR competence. I have concerns that our HR department will not be successful in leading the district through increasing challenges with hiring and retaining quality employees. I worry that our employment culture is becoming increasingly negative (i.e. parental harassment, manager temperament). I do not see sufficient proactive efforts to address that negative trend.
Brown: Jason ensures that the board is regularly updated on budget and capital projects and maximizes the physical resources of our system. I want to see our district become more creative where possible in future years in terms of addressing capacity needs

Apra: None.

Galbreath: None.

Cleveland: None.

Clements: Mr. Golden has done a good job of keeping our board informed of the budget and facilities. As I have stated in our meetings, I would like us to be good stewards of the tax payer dollars.

Wimberly: Excellent on all 5 items.
4-Above Expectations.

Welch: Superintendent Golden regularly demonstrates a detailed knowledge of the operational aspects of the district as well as its personnel.

Haugh: This has been a particular area of strength in the past year as state and local funding has been quite uncertain. It's impressive that the one finding in our district financial audit is that WCS was "too conservative" in our revenue projections. The community continues to receive an exceptional return on their WCS investment.

Beasley: None.

PERFORMANCE GOALS (80%)		AVERAGE
<p>Goal 1: Lead the Board of Education in a community-wide effort to develop and adopt a new District Strategic Plan for 2023-2027, through securing participation from all WCS stakeholder groups. This plan will include primary strategic priorities and supporting actions.</p>		<p>3.92</p>
<p>Goal 2: Present a fiscally sound 2023-24 staffing and pay plan for the 2023 budget to address this region’s market changes, optimizing use of the projected new TISA funding, recent increases in sales tax revenue, and priorities identified through the strategic planning process.</p>		<p>3.92</p>
<p>Goal 3: Present a plan to improve faculty and staff job satisfaction and staffing retention, utilizing data obtained through the Gallup Q12 survey, priorities identified through the strategic planning process and any additional staff feedback obtained by WCS leadership.</p>		<p>3.17</p>
<p>TOTAL OVERALL AVERAGE</p>		<p>11.01</p>
		<p>3.67</p>

DEMONSTRABLE CHARACTERISTICS (20%)		OVERALL AVERAGE
Student Achievement		4.17
Board Relationships		3.92
Community Relationships		4.08
Staff and Personnel Relationships		3.50
Facilities, Finance and Human Resources		4.17
TOTAL OVERALL AVERAGE		19.84
		3.97

Amendment:

**APPROPRIATING \$3,680,336 FOR SUMMER LEARNING CAMPS GRANT FUNDS IN THE
GENERAL PURPOSE SCHOOL FUND 2022-2023 BUDGET FOR
SUMMER LEARNING CAMP EXPENDITURES**

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

WHEREAS, students are being prioritized for summer learning; and

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

WHEREAS, Summer Learning Camps require 6 hours per day of programming serving students entering grades kindergarten through nine; and

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

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on May 15, 2023, approve and amend the 2022-2023 General Purpose School Fund budget as follows:

Revenue

141.465900.G21LC	Other State Education Funds	\$3,680,336
	Summer Learning Camps Grant	

Expenditures

See attached for detail of various expenditure accounts	\$3,680,336
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TOTAL	\$3,680,336	\$3,680,336
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School Board Vote

Yes_____ **No**_____

71100-Regular Instruction Program

511600.000.G21LC	Teachers	1,073,088
516300.000.G21LC	Educational Assistants	145,152
518900.000.G21LC	Other Salaries & Wages	163,296
519500.000.G21LC	Certified Subs	1,750
519800.000.G21LC	Non-certified Subs	1,050
520100.000.G21LC	Social Security	85,830
520400.000.G21LC	Retirement	108,484
521200.000.G21LC	Employer Medicare	20,074
521700.000.G21LC	Retirement-Hybrid Stabilization	13,428
542900.000.G21LC	Instructional Supplies & Materials	<u>1,497,111</u>
		3,109,263

72120-Health Services

513100.000.G21LC	Medical Personnel	107,008
520100.000.G21LC	Social Security	6,635
520400.000.G21LC	Retirement	8,422
521200.000.G21LC	Employer Medicare	1,552
521700.000.G21LC	Retirement-Hybrid Stabilization	<u>915</u>
		124,532

72130-Other Student Support

518900.000.G21LC	Other Salaries & Wages	46,060
520100.000.G21LC	Social Security	2,856
520400.000.G21LC	Retirement	3,625
521200.000.G21LC	Employer Medicare	668
521700.000.G21LC	Retirement-Hybrid Stabilization	<u>520</u>
		53,729

72210-Support Services/Regular Instruction

510500.000.G21LC	Camp Directors	110,592
518900.000.G21LC	Other Salaries & Wages	54,432
520100.000.G21LC	Social Security	10,232
520400.000.G21LC	Retirement	12,988
521200.000.G21LC	Employer Medicare	2,393
521700.000.G21LC	Retirement-Hybrid Stabilization	<u>1,900</u>
		192,537

72610-Operation of Plant

532800.000.G21LC	Janitorial Services	18,000
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73100-Food Service

510500.000.G21LC	Cafeteria Managers	32,256
516500.000.G21LC	Cafeteria Personnel	46,080
520100.000.G21LC	Social Security	4,857
520400.000.G21LC	Retirement	5,978
521200.000.G21LC	Employer Medicare	1,136
542200.000.G21LC	Food Supplies	<u>91,968</u>
		182,275

TOTAL**\$3,680,336**

Amendment:

**APPROPRIATING \$667,512 FOR SUMMER LEARNING TRANSPORTATION GRANT FUNDS
IN THE GENERAL PURPOSE SCHOOL FUND
2022-2023 BUDGET FOR CAMP TRANSPORTATION**

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

WHEREAS, students are being prioritized for summer learning; and

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

WHEREAS, Summer Learning Camps require 6 hours per day of programming serving students entering grades kindergarten through nine; and

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

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on May 15, 2023, approve and amend the **2022-2023** General Purpose School Fund budget as follows:

Revenue

141.465900.G22SL	Other State Education Funds	\$667,512
	Summer Learning Transportation Grant	

Expenditures

72710-Transportation

514600.000.G22SL	Bus Drivers	\$ 264,264
518900.000.G22SL	Bus Attendants	65,280
520100.000.G22SL	Social Security	20,432
520400.000.G22SL	Retirement	25,145
521200.000.G22SL	Employer Medicare	4,779
541200-000-G22SL	Diesel Fuel	286,821
542500-000-G22SL	Gasoline	791

TOTAL	\$667,512	\$667,512
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School Board Vote

Yes____ **No**____

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2022-2023 GENERAL PURPOSE SCHOOL BUDGET
\$725,000 FOR ADDITIONAL SPECIAL EDUCATION EXPENSES**

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

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

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

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, approve and amend the **2022-2023** General Purpose School Fund budget in the following manner:

Revenue 141.39000	Fund Balance	\$725,000
Expenditure 141.72220.539999.389	OCS – Legal	\$725,000

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 Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by : Board of Education

**RESOLUTION APPROPRIATING \$900,000 IN THE GENERAL PURPOSE SCHOOL FUND
BUDGET FROM CURRENT REVENUES FOR RELATED TRUSTEE COMMISSION**

WHEREAS, there is a need for an additional **\$900,000** in the trustee commission line item due to the actual revenue for property taxes exceeding budgeted amounts; and

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

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, amend the **2022-2023** General Purpose School Fund budget in the following manner:

Revenue 141.40000.401100	Property Tax Collections	\$900,000	
Expenditures 141.72310.551000	Trustee Commission		\$900,000

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 Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: Board of Education

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

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

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

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Commission meeting in regular session on June 12, 2023, approve the following funds and amend the 2022-2023 General Purpose School Fund as follows:

Revenue 141.39000	Fund Balance	\$1,120,892.72
Expenditures Increase 141.82330.562000.510	Debt Service Contributions to Primary Government	\$1,120,892.72

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 Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION APPROPRIATING \$625,000 IN THE 2022-2023 GENERAL
PURPOSE SCHOOL OPERATING BUDGET FOR
LIABILITY, WORKERS COMP AND PROPERTY INSURANCE CLAIMS**

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

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

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

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, approve and amend the **2022-2023** General Purpose School Fund operating budget in the following manner:

Revenue			
141.39000	Fund Balance	\$625,000	
Expenditure			
141.72310.550600	Liability/Excess Risk		\$ 150,000
141.72310.551300	Workers Comp Ins		375,000
141.72610.550200	Building and Content		100,000
			<u>\$625,000</u>

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 Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: BOARD OF EDUCATION

**RESOLUTION FOR INTER-CATEGORY ADJUSTMENT FOR APPROVED RAISE FOR THE
2022-2023 BUDGET YEAR**

WHEREAS, the Williamson County Commission authorized a 2% mid-year raise for all county employees to be paid in the 2022-2023 year; and

WHEREAS, the Williamson County Commission authorized the addition of paid holidays for our ten and eleven month employees; and

WHEREAS, the original raise and additional days amount was included in one line when the 2022-2023 budget was amended for this expenditure and it now needs to be distributed to the proper salary and benefit accounts; and

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, amend the **2022-2023** General Purpose School funds' budget through an inter-category adjustment as follows:

General Purpose School Fund

Expenditure (Decrease)
141.72310.518945

**Other Salaries & Wages-
Supplements**

\$4,809,507

Expenditure (Increase)
See attached Account
Codes for Detail

**Various Salary and Benefit
accounts**

\$4,809,507

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 Anderson, County Mayor

Date

MAJOR ACCT	ACCOUNT DESCRIPTION		
71100 REGULAR INSTRUCTION	511600 TEACHERS	\$	1,974,982
	512800 HOMEBOUND TEACHERS		10,500
	516300 EDUCATIONAL ASSISTANTS		250,000
	518951 OSW-FAMILY INVOLVEMENT		750
	520100 SOCIAL SECURITY		158,230
	520400 PENSIONS		180,000
	521200 EMPLOYER MEDICARE		37,005
			\$ 2,611,467
71150 ALTERNATIVE INSTRUCTION	511600 TEACHERS		50,000
	520100 SOCIAL SECURITY		3,100
	520400 PENSIONS		4,500
	521200 EMPLOYER MEDICARE		725
			58,325
71200 SPECIAL EDUCATION INSTRU	511600 TEACHERS		575,000
	516300 EDUCATIONAL ASSISTANTS		120,000
	516305 EDUCATIONAL ASSISTANTS-		75,000
			770,000
72110 ATTENDANCE	510500 SUPERVISOR/DIRECTOR		1,173
	518900 OTHER SALARIES & WAGES		3,500
	520100 SOCIAL SECURITY		290
	520400 PENSIONS		358
	521200 EMPLOYER MEDICARE		68
			5,389
72120 HEALTH SERVICES	513100 MEDICAL PERSONNEL		98,000
	513150 MEDICAL PERSONNEL-NURSE		95,000
	518916 OSW-SECRETARY		1,255
	518950 OSW-NURSE COORDINATOR		1,174
	520100 SOCIAL SECURITY		12,118
	520400 PENSIONS		17,560
	521200 EMPLOYER MEDICARE		2,850
			227,957
72130 OTHER STUDENT SUPPORT	512300 GUIDANCE PERSONNEL		100,000
	513000 SOCIAL WORKERS		7,500
	518700 OVERTIME PAY		3,255
	520100 SOCIAL SECURITY		6,867
	520400 PENSIONS		9,968
	521200 EMPLOYER MEDICARE		1,606
			129,196
72210 INSTRUCTION SUPPORT	510500 SUPERVISOR/DIRECTOR		11,500
	512900 LIBRARIANS		25,000
	516200 CLERICAL PERSONNEL		40,000
	518900 OTHER SALARIES & WAGES		25,000
	520100 SOCIAL SECURITY		6,293
	520400 PENSIONS		9,135
	521200 EMPLOYER MEDICARE		1,475
			118,403
72215 ALTERNATIVE SUPPORT	510500 SUPERVISOR/DIRECTOR		1,305
	516100 SECRETARY(S)		435
	520100 SOCIAL SECURITY		110
	520400 PENSIONS		165
	521200 EMPLOYER MEDICARE		30
			2,045
72220 SPECIAL EDUCATION SUPPOR	510500 SUPERVISOR/DIRECTOR		1,330
	512400 PSYCHOLOGICAL PERSONNEL		39,000

	516100 SECRETARY(S)	550	
	520100 SOCIAL SECURITY	2,535	
	520400 PENSIONS	3,675	
	521200 EMPLOYER MEDICARE	595	
		<hr/>	47,685
72230 CAREER/TECH EDUC SUPPOR	510500 SUPERVISOR/DIRECTOR	1,332	
	520100 SOCIAL SECURITY	83	
	520400 PENSIONS	125	
	521200 EMPLOYER MEDICARE	20	
		<hr/>	1,560
72250 TECHNOLOGY	510500 SUPERVISOR/DIRECTOR	1,251	
	512100 DATA PROCESSING PERSONN	35,000	
	520100 SOCIAL SECURITY	2,250	
	520400 PENSIONS	2,766	
	521200 EMPLOYER MEDICARE	530	
		<hr/>	41,797
72310 BOARD OF EDUCATION	518945 OSW-SUPPLEMENTS		\$ (4,809,507)
	518999 OSW-ATTORNEY	1,174	
	520100 SOCIAL SECURITY	73	
	520400 PENSIONS	95	
	521200 EMPLOYER MEDICARE	17	
		<hr/>	1,359
72320 OFFICE OF SUPERINTENDENT	510100 CO OFFICIAL/ADM OFFICER	3,045	
	510300 ASSISTANT(S)	2,820	
	516100 SECRETARY(S)	3,500	
	518900 OTHER SALARIES & WAGES	3,080	
	520100 SOCIAL SECURITY	772	
	520400 PENSIONS	950	
	521200 EMPLOYER MEDICARE	185	
	521700 RETIRE-HYBRID STABILIZA	1,000	
		<hr/>	15,352
72410 OFFICE OF PRINCIPAL	510400 PRINCIPALS	75,000	
	511900 ACCOUNTANTS/BOOKKEEPERS	35,000	
	513900 ASSISTANT PRINCIPALS	198,000	
	518700 OVERTIME PAY	50,000	
	520100 SOCIAL SECURITY	17,670	
	520400 PENSIONS	25,650	
	521200 EMPLOYER MEDICARE	4,113	
	521700 RETIRE-HYBRID STABILIZA	4,500	
		<hr/>	409,933
72510 FISCAL SERVICES	510500 SUPERVISOR/DIRECTOR	1,523	
	511900 ACCOUNTANTS/BOOKKEEPERS	3,000	
	512200 PURCHASING PERSONNEL	3,300	
	518700 OVERTIME PAY	8,000	
	518900 OTHER SALARIES & WAGES	300	
	520100 SOCIAL SECURITY	752	
	520400 PENSIONS	925	
	521200 EMPLOYER MEDICARE	176	
		<hr/>	17,976
72520 HUMAN SERVICES/PERSONN	510500 SUPERVISOR/DIRECTOR	1,523	
	518900 OTHER SALARIES & WAGES	11,600	
	520100 SOCIAL SECURITY	814	
	520400 PENSIONS	1,001	
	521200 EMPLOYER MEDICARE	190	
		<hr/>	15,128
72610 OPERATION OF PLANT	510500 SUPERVISOR/DIRECTOR	1,174	

	516600 CUSTODIAL PERSONNEL	2,641	
	518900 OTHER SALARIES & WAGES	3,525	
	520100 SOCIAL SECURITY	455	
	520400 PENSIONS	560	
	521200 EMPLOYER MEDICARE	106	
		<hr/>	8,461
72620 MAINTENANCE OF PLANT	510500 SUPERVISOR/DIRECTOR	1,174	
	516100 SECRETARY(S)	951	
	518900 OTHER SALARIES & WAGES	1,825	
	520100 SOCIAL SECURITY	245	
	520400 PENSIONS	302	
	521200 EMPLOYER MEDICARE	57	
		<hr/>	4,554
72710 TRANSPORTATION	510500 SUPERVISOR/DIRECTOR	1,174	
	514600 BUS DRIVERS	17,500	
	514610 BUS DRIVERS-SUBS	18,500	
	514612 BUS DRIVERS-SPECIAL EDU	102,350	
	514615 BUS DRIVERS-DOUBLE ROUT	9,100	
	520100 SOCIAL SECURITY	9,215	
	520400 PENSIONS	115,500	
	521200 EMPLOYER MEDICARE	2,200	
	521700 RETIRE-HYBRID STABILIZA	500	
		<hr/>	276,039
73300 COMMUNITY SERVICES	510500 SUPERVISOR/DIRECTOR	1,335	
	516200 CLERICAL PERSONNEL	700	
	518900 OTHER SALARIES & WAGES	2,533	
	518915 OSW-CUSTODIAL AND SUPER	35,000	
	520100 SOCIAL SECURITY	1,056	
	520400 PENSIONS	4,550	
	521200 EMPLOYER MEDICARE	150	
	521700 RETIRE-HYBRID STABILIZA	356	
		<hr/>	45,680
73400 EARLY CHILDHOOD/PRE K	510500 SUPERVISOR/DIRECTOR	1,029	
	520100 SOCIAL SECURITY	64	
	520400 PENSIONS	93	
	521200 EMPLOYER MEDICARE	15	
		<hr/>	1,201
			<hr/> <hr/>
			\$ 4,809,507 \$ (4,809,507)

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2022-2023 GENERAL PURPOSE SCHOOL BUDGET
\$300,000 FOR ADDITIONAL SPECIAL EDUCATION EXPENSES**

WHEREAS, the Student Support Services Department has a need to provide psychological support services that were budgeted for in a payroll line; and

WHEREAS, they were unable to fill these needs due to unfilled positions; and

WHEREAS, they were able to hire contracted services to fulfill the services; and

WHEREAS, there are sufficient funds within the Student Support Services psychological personnel payroll line to cover the contracted services costs;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, approve and amend the **2022-2023** General Purpose School Fund budget in the following manner:

Expenditure			
141.72220.512400	Psychological Personnel	\$300,000	
Expenditure			
141.72220.539999.389	Other Contracted Services		\$300,000

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 Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2022-2023 GENERAL PURPOSE SCHOOL BUDGET
\$488,000 FOR ADDITIONAL OPERATIONAL EXPENSES**

WHEREAS, there is a need to add additional funding for various budget items related to operational expenditures; and

WHEREAS, there was an unforeseen need for additional portables; and

WHEREAS, the cost of copier paper has increased by 25% in the last year; and

WHEREAS, there is also a need for additional legal fees in that this line is hard to budget for any year; and

WHEREAS, we will fund these needs through fund balance;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on March 13, 2023, approve and amend the **2022-2023** General Purpose School Fund budget in the following manner:

Revenue	Fund Balance	\$488,000
141.39000		
Expenditures		
141.72620.539904.620	OCS- Portables	\$370,000
141.71100.542982.510	IS&M – Copier Paper Schools	100,000
141.72610.532800.510	Janitorial	18,000
	Total	\$488,000

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 Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2022-2023 GENERAL PURPOSE SCHOOL BUDGET
\$580,000 FOR ADDITIONAL FUEL EXPENSES**

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

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

WHEREAS, we will fund this need from undesignated fund balance;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, approve and amend the **2022-2023** General Purpose School Fund budget in the following manner:

Revenue			
141.39000	Fund Balance	\$580,000	
 Expenditure			
141.72710-542500-510	Gasoline		\$580,000

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 Anderson, County Mayor

Date

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION AMENDING THE 2022-2023 CENTRAL CAFETERIA FUND BUDGET
\$660,925 FOR ADDITIONAL EXPENDITURES FROM EXISTING FUNDS**

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

WHEREAS, the Central Cafeteria Fund has estimated there is a need to increase the budget lines for communications and bank charges along with some payroll lines; and

WHEREAS, there is adequate fund balance to cover these costs;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 12, 2023, approve and amend the **2022-2023** Central Cafeteria Fund budget in the following manner:

Revenue		
143.30000.347550	Fund Balance	\$660,925
Expenditure		
143.73100.510500	Supervisor/Director	\$4,982
143.73100.516200	Clerical Personnel	4,194
143.73100.516500	Cafeteria Personnel	412,000
143.73100.518925	OSW -Bonus	202,200
143.73100.520100	Social Security	9,490
143.73100.520400	State Retirement	10,615
143.73100.521200	Employer Medicare	2,510
143.73100.530700	Communications	1,444
143.73100.530600	Bank Charges	13,490
		\$660,925 \$660,925

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 Anderson, County Mayor

Date

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

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

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

- 10 1. Materials shall be suitable for and consistent with the educational mission of the school. Every
11 effort will be made to provide materials that present many points of view concerning the
12 problems and issues of our times--international, national, and local. Instructional materials of
13 sound factual authority shall not be proscribed or removed from library shelves or classrooms
14 because of partisan or doctrinal approval/disapproval.
15
- 16 2. Materials shall be appropriate for the age and maturity levels of the students who may access
17 them. The determining factor will be based on an assessment of any mature themes or content
18 (i.e., violence, sexual content, vulgar language, substance abuse); and
19
- 20 3. Materials shall contain literary, historical, and/or artistic value and merit.

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

25 COMPLAINTS

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

- 28 1. Inform the complainant of the selection procedures and make no commitments.
29
- 30 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
31
- 32 3. Inform the principal and other appropriate personnel.

- 1 4. Keep challenged materials available for use during the reconsideration process.
2
- 3 5. Upon receipt of the completed form, the principal shall notify the Superintendent or his/her
4 designee.
5
- 6 6. The principal shall request review of the challenged materials by an ad hoc materials review
7 committee within fifteen (15) days. The review committee is appointed by the principal and
8 includes certified library media personnel, representatives from classroom teachers, one or
9 more parents, and may include one or more students. The principal will inform the
10 Superintendent or his/her designee of the review committee's progress.
11
- 12 7. The review committee shall take the following steps after receiving the challenged materials:
13
- 14 a. Read, view, or listen to the contested material in its entirety;
 - 15 b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - 16 c. Determine the extent to which the material supports the educational mission of the
17 school;
 - 18 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
19 the material for its strength and value; and
 - 20 e. Present recommendation to principal *and the Superintendent* for further action ~~and to~~
21 ~~the Superintendent and the Board.~~ *The Superintendent will make a recommendation*
22 *to the Board.*
23
- 24 8. Board members shall review the challenged library material(s), review the recommendation
25 presented by the review committee, and make the determination whether the material is
26 appropriate for the age and maturity levels of the students who have access to the materials and
27 whether the material is suitable for, and consistent with, the educational mission of the school.
28
- 29 9. If it is determined that the material is not appropriate for the age and maturity levels of the
30 students who have access to them or is not suitable for, and consistent with, the educational
31 mission of the school, the Board shall require the school to remove the material from the library
32 collection.
33
- 34 ***10. After the Board votes on the challenged library material(s), a written notification shall be***
35 ***provided by the principal or assistant principal to all parent(s)/guardian(s) of students in all***
36 ***same grade-band-level schools. The notification shall include the title and author of the***
37 ***challenged material, the action taken by the Board, and the process the parent/guardian***
38 ***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

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: Leigh Webb, Assistant Superintendent of Secondary Schools

CC: Jason Golden, Superintendent

DATE: May 5, 2023

RE: PECCA Recommendation – MOU changes

The PECCA Representatives have concluded their annual review of the 2022-25 Memorandum of Understanding and are recommending the changes outlined on the attached documents. Edits are recommended for sections 3.5, 9.5, and 9.7.

Staff recommends approval.

MEMORANDUM OF UNDERSTANDING
2022-25

Revised May 2023

Williamson County Board of Education
and
PECCA Representatives
Selected by The Williamson County Education Association

Memorandum of Understanding

2022-2025

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ARTICLE I: RECOGNITION

Section 1.1 Date & Definition

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

Section 1.2 Association Recognition

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

ARTICLE II: MANAGEMENT RIGHTS

Section 2.1 Board Rights

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

Section 2.2 Savings

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

Section 2.3 Modification of MOU

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

ARTICLE III: ASSOCIATION RIGHTS

Section 3.1 Use of Facilities

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

Section 3.2 Communications

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

Section 3.3 Visitation

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

Section 3.4 Board Agenda

- a. The regular Board Agenda will include upon request by the Association president, an additional agenda item for Association communication to include the Board Work Session and Board Meeting.
- b. Upon request by the Association president, the Board Chairman will allow comment by an Association member before or after public comment.

Section 3.5 Released Time

- a. The Association shall have the right to use up to fifteen (15) days released time, with substitutes to be paid for by the Association, for educators who are officers or appointees of the Association in order to conduct Association business. Nothing within this MOU restricts the Association from exploring and implementing a part-time position for the Association president funded by the Association as approved by the District Superintendent.

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

ARTICLE IV: GRIEVANCE PROCEDURE

Section 4.1 Definitions

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

Section 4.2 General Provisions

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

- h. All parties involved in a grievance may have a representative(s) of their choosing present at all steps of the procedure.
- i. The Board and the Administration shall cooperate in the investigation of any grievance.
- j. Neither the grievant(s) nor the Board shall be permitted to assert any grounds or evidence before the arbitrator which were not previously disclosed to the other party.

Section 4.3 Procedures

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

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

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

Step 4: If the grievant(s) is not satisfied with the disposition of the grievance in Step 3, the grievant(s) may within 35 days after receipt of the Step 3 written decision, notify the Superintendent of Schools the grievant wishes to mediate the grievance before an impartial hearing officer. The mutually agreed upon impartial hearing officer will limit the mediation to the grievance as stated in Step 1. If the parties reach a mutually agreed upon resolution, the terms of the agreement must be in writing, and the terms of the agreement cannot be appealed to the Board by either party. All costs for the mediation shall be borne by the two parties equally. Alternatively, the Grievant, at his or her sole discretion, may waive this step within 35 days after receipt of the Step 3 written decision.

Step 5: If the mediation of the grievant(s) is waived, and if the grievant(s) is not satisfied with the disposition of the grievance in Step 3, the grievant(s) may request a review of the decision by the Board within 35 days after the educator received the Step 3 written decision or within 35 days after the time limits for Step 3 have expired. The request shall be made in writing through the Superintendent of Schools, who shall attach all related documents and forward the request within seven (7) days to the Board. The Board shall review the grievance and shall schedule a Board hearing, pursuant to WCSB policy 1.401, within 25 days after the receipt of the Board hearing request. The grievant(s) shall receive a copy of the Board's decision within ten (10) days after the Board hearing.

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

ARTICLE V: SALARIES AND SUPPLEMENTS

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

Section 5.1 Salary Schedule

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

Section 5.2 Method of Payment

- a. Except for the first month of the school year, educators shall have regular pay days each month on the 15th and end of the month. If the regular pay day comes before educators have worked ten (10) days during that school year, the first pay period for that school year will be the next regular pay day.
- b. Educators shall receive electronic notice of all payments.
- c. Educators will have the option to select a financial institution/second account of their choice to divert a portion of their semi-monthly salary.
- d. All salary payments issued to educators will be electronically transferred to the financial institution(s) that the educator has selected.

Section 5.3 Supplements

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

\$675

Teacher Mentor

Science Facilitator

Social Studies Facilitator

Robotics Team (Middle & High)

ACT Programming Lead (High)

\$1,925

Band Director Middle

Orchestra Middle

\$1,350

Elementary Grade Level Chair/BLT

Team Leader Middle

Library Lead

\$2,525

Orchestra High

Chorus High

CTE Childcare Director

be necessary for the efficient operation of the system.

- c. Teachers who conduct workshops shall be paid \$420 for each full day they are conducting the training. This wage is calculated based on doubling the hourly rate on a seven-hour day.

Section 5.5 Online Program

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

ARTICLE VI: BENEFITS

Section 6.1 Health Coverage

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

Section 6.2 Life Insurance

- a. The Board will provide an amount of group term life insurance of no less than \$50,000 for each full-time educator.
- b. The full-time educator group term life insurance program provided by the Board will include a double indemnity clause for accidental death and dismemberment.
- c. Any full-time educator may purchase additional life insurance coverage from plans approved by the Board at personal expense through payroll deduction.

Section 6.3 Dental Coverage

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

Section 6.4 Disability Coverage

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

Section 6.5 Description

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

Section 6.6 Funding

- a. Educators shall be provided an individual medical and dental coverage option without an employee-paid premium.
- b. Educators that select dependent medical and/or dental coverage shall pay 20% of the funded premium. Dependent coverage shall include rates for each of the following: employee + one, employee with more than one (family).
- c. Retired educators who meet the county service requirements of at least ten (10) consecutive years of employment in WCS and were hired before July 1, 2009, who select medical and/or dental coverage and who receive TCRS retirement benefits shall pay 20% of the established premium. Retiring educators who meet the county service requirements as outlined in 6.7 b, and who receive TCRS retirement benefits and select medical and/or dental coverage, shall pay 20% of the established premium. They may also continue life insurance in the amount of \$15,000 by paying the full premium.
- d. Educators eligible for COBRA coverage shall pay the full premium plus plan administration cost of 2%.
- e. Dependent coverage will be payroll deducted in equal semi-monthly installments from the salaries of those full-time educators who select the coverage.
- f. If two members of a family are covered by the health and dental plan of the board, the dollar amount of both premiums may be applied to the family premium.
- g. A spousal surcharge of \$100 per month will be charged to employees hired after July 1, 2007 and re-enrollees that participate in the Williamson County medical/dental plan and whose spouses are eligible for, but reject, such insurances through their own employer.

Section 6.7 Continuation

- a. Full-time educators on approved non-paid leave will have the option to continue the dental, disability, health, and life coverage by paying the premium to the Williamson County Self-Insurance Fund (WCSIF) within the first five (5) days of the calendar month of coverage.

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

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

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

Section 6.8 Employee Tuition Rates

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

ARTICLE VII: LEAVES OF ABSENCE

Section 7.1 Sick Leave

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

Section 7.2 Bereavement Leave

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

Section 7.3 Personal & Additional Leave

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

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

Section 7.4 Uncompensated Leave

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

Section 7.5 Leave Application Procedures

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

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

Section 7.6 Return Rights

- a. Upon returning to employment, the educator shall assume all previous rights and privileges.
- b. Any educator on approved leave shall notify the principal in writing at least 30 days prior to the date of return if the educator does not intend to return to the position from which the leave was taken. Failure to render such notice shall be considered a breach of contract.

Section 7.7 Substitute Notification

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

ARTICLE VIII: STUDENT DISCIPLINE PROCEDURES

Section 8.1 Board Support and Assistance

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

Section 8.2 Corporal Punishment Policy

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

Section 8.3 Classroom Control

- a. Subject to special education law and all other applicable legal authority, an educator may exclude a student from class when the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation make the continued presence of the student in the classroom intolerable.
- b. In such cases, the educator will furnish the principal full particulars of the incident in writing when the student is sent to the office. The principal shall furnish the teacher in writing, prior to the student returning to class, the corrective action(s) that will be applied.

Section 8.4 Assault on Educators and/or Students

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

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

Section 8.5 Loss of Pay

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

ARTICLE IX: HOURS AND LOAD

Section 9.1 Hours

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

Section 9.2 Load

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

Section 9.3 Planning Time

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

in an effort to find alternatives and to propose solutions to the Superintendent of Schools.

Section 9.4 Duty-Free Lunch

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

Section 9.5 Meetings

- a. Educators may be required to arrive before the start or remain after the end of the regular school day, without additional compensation, for the purpose of attending faculty or other school level professional meetings, no more than one (1) day each week.
- b. A maximum of three (3) hours per month may be allocated for before and/or after school professional staff meetings. At the beginning of each semester, the administrator shall decide whether to schedule 45-minute, one (1) hour, or one and a half (1 ½) hours professional staff meetings in order to allow for adequate planning time for teachers to arrange their schedules.
- c. Every effort shall be made not to call such meetings on Friday, or any other day immediately preceding a holiday, vacation or other day, upon which educator attendance is not required at school.
- d. The notice of such meetings shall be given to educators involved prior to the meeting, except in cases of emergency. Educators shall have the opportunity to suggest items for the agenda.
- e. Every effort shall be made to conduct Individual Education Plan / RTI / 504 meetings during the school day. When it is necessary to hold said meetings outside of the workday educators shall be paid according to Article V - Section 5.4.
- f. Principals should work to distribute IEP and 504 meetings among teachers to ensure all teachers receive their required 150 minutes of duty-free individual planning per week. Principals should reach out to their assistant superintendents as needed for methods to support the need of student meetings and teacher planning periods (i.e., use of substitutes, administrative days, flexible scheduling, etc.).

Section 9.6 Faculty Advisory Committee

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

Section. 9.7 Other Professional Responsibilities

All educators shall make every effort to volunteer for up to four (4) extra-curricular and/or after school activities that occur in the day-to-day operation of the school, whether on or off campus. The list(s) shall be posted by secondary school principals in the fall, winter, and/or spring. Elementary events should be shared with as much notice as possible. If necessary, the principal shall equitably distribute the assignments among all faculty based upon the educator's preferences and will consider excusing those with exigent circumstances. Faculty members are expected to sign up or volunteer when requested, except when they are excused after discussion with the principal. Activities that are extraordinarily time intensive (**over three (3) hours**) may be counted as two (2) or more activities and shall be designated as such by the principal on the listing. Principals may not require participation beyond the maximum four (4) activities outside of Parent Teacher Conferences as scheduled by the calendar committee and one (1) Open House as scheduled by the building principal. Participation in promotion and graduation ceremonies outside of the school day shall count as one (1) of the four (4) extra-curricular and/or after school activities. **A time exemption will be granted for graduation events to extend beyond the three (3) hour limit as required by the event size.**

ARTICLE X: EDUCATOR CONDUCT AND DISCIPLINARY PROCEDURES

Section 10.1 Definitions

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

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

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

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

Section 10.2 Notification

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

The educator shall be given at least 24 hours’ notice of the said conference, and the educator shall have the right to have an Association representative or a personal attorney present during the said conference, provided the Educator agrees to a scheduled meeting within three (3)

business days of said notice. An educator who disagrees with the allegations presented may respond in writing within two (2) days of that conference. In the event the second day falls on a weekend or other day in which the central office is closed, the response may be made on the next day the central office is open. After investigation and the opportunity to respond, the supervisor shall give the educator notice of what discipline, if any, will be administered.

Section 10.3 Review and Appeal

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

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

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

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

Section 10.4 Notice of Deficiencies

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

Section 10.5 Employee Rights

Nothing contained herein shall act to limit an educator's rights under the Grievance Procedure of this Contract. Nothing contained herein shall be construed to limit the rights and obligations of the educators and the Superintendent of Schools under the dismissal procedures of T.C.A. §§495-511, 49-5-512 and related law. The provisions of this article do not apply to investigations under Board Policy 5.500, Discrimination, Harassment of Employees.

ARTICLE XI: COMPLAINTS

Section 11.1 Complaints

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

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

- i. A complaint arising from supplemented activities or potential violation of state or federal laws or Board policy shall not be investigated under the procedures and steps under this Article XI.

ARTICLE XII: NOTICE OF VACANCIES

Section 12.1 Notice of Vacancies

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

Section 12.2 Reassignment Within the School

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

ARTICLE XIII: SCHOOL CALENDAR

Section 13.1 Responsibility

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

Section 13.2 School Calendar Committee

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

Section 13.3 School Calendar Changes

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

ARTICLE XIV: CLASS SIZE

Section 14.1 Class Size

- a. Because the class size is an important aspect of an effective educational program, the Board and the educator representatives to PECCA agree that class size should be lowered whenever possible.
- b. Every effort will be made not to exceed the maximum standards as established by the Tennessee State Board of Education Rules, Regulations, and Minimum Standards and the State Board for Vocational/Technical Education, except in large group instruction or experimental classes.

ARTICLE XV: DURATION

Section 15.1 Three Year MOU

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

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

WILLIAMSON COUNTY BOARD OF EDUCATION

By: _____
Angela Durham, School Board Chairperson

By: _____
Jason Golden, Superintendent

Submitted per PECCA:

Laura Kleman, Chief Employee Representative

Leigh Webb, Chief BOE Representative

APPENDIX A-1

PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL



**2023-2024 Teacher Salary Schedule
200 Day Contract**

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

	BSNH	BS	BS10	BS20	MA	MA10	MA20	MA30	EDS	PHD/EDD
0	48,213				53,035			53,570	57,275	57,856
1	48,663				53,535			54,070	57,821	58,406
2	49,146				54,065			54,606	58,444	58,984
3	49,633				54,601			55,147	59,022	59,569
4	50,126				55,142			55,694	59,606	60,159
5	50,622				55,689			56,245	60,198	60,755
6	51,123				56,240			56,804	60,794	61,357
7	51,630				56,796			57,366	61,396	61,965
8	52,142				57,360			57,935	61,998	62,597
9	52,664	52,664	52,664	52,664	57,982	57,982	57,982	58,991	62,635	63,747
10	53,717	53,717	53,717	53,717	58,834	58,834	58,834	60,174	63,685	65,022
11	54,791	54,791	54,791	54,791	60,010	60,010	60,010	61,376	64,958	66,323
12	55,888	55,888	55,888	55,888	61,211	61,211	61,211	62,602	66,256	67,649
13	57,004	57,004	57,004	57,004	62,435	62,435	62,435	63,856	67,582	69,002
14	58,145	58,145	58,145	58,145	63,685	63,685	63,685	65,132	68,933	70,383
15	59,307	59,307	59,307	59,307	64,958	64,958	64,958	66,436	70,313	71,790
16	60,495	60,495	60,495	60,495	66,256	66,256	66,256	67,764	71,718	73,225
17	61,704	61,704	61,704	61,704	67,582	67,582	67,582	69,119	73,154	74,690
18	62,903	64,458	64,458	64,458	68,933	68,933	68,933	70,502	74,617	76,184
19	63,383	65,747	65,747	65,747	70,312	70,312	70,312	71,912	76,109	77,708
20	64,025	67,061	67,061	67,061	71,718	71,718	71,718	73,350	77,631	79,262
21	66,558	68,333	68,346	69,800	74,957	74,957	74,957	79,393	81,399	83,224

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

Annual Supplement Eligibility

Full-time teachers and other professional personnel, including counselors, who hold National Board Certification (NBC) or National Board for Certified Counselors (NBCC) will receive a \$2,500 annual supplement. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. The NBC must be reflected on educator's Tennessee teaching license to be considered eligible.

Speech Language Pathologists who hold Certification of Clinical Competencies (CCC) Licensure, and Orientation/Mobility Specialists serving visually impaired students who hold ACVREP certification, will receive a \$2,500 annual supplement. These supplements will be distributed evenly throughout eligible pay periods and are prorated based on contracted hours worked within the active certification period. CEU's earned to renew CCC licensure must be presented every three (3) years and units must have been earned in therapies/practices directly related to students ages 0-22.

Administrators and supervisory personnel are not eligible for this supplement.

2/28/23

APPENDIX A-2

PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL



**2023-2024 School Psychologist Salary Schedule
10 or 11 Month Employment**

PROPOSED

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PhD	MA/MA+30/EDS	EDD/PhD
0	\$63,003	\$63,642	\$69,303	\$70,006
1	\$63,603	\$64,247	\$69,963	\$70,671
2	\$64,228	\$64,882	\$70,717	\$71,371
3	\$64,924	\$65,526	\$71,417	\$72,078
4	\$65,567	\$66,175	\$72,123	\$72,792
5	\$66,218	\$66,831	\$72,840	\$73,514
6	\$66,873	\$67,493	\$73,561	\$74,242
7	\$67,536	\$68,162	\$74,289	\$74,978
8	\$68,198	\$68,857	\$75,018	\$75,742
9	\$68,899	\$70,122	\$75,788	\$77,134
10	\$70,054	\$71,524	\$77,059	\$78,677
11	\$71,454	\$72,955	\$78,599	\$80,251
12	\$72,882	\$74,414	\$80,170	\$81,855
13	\$74,340	\$75,902	\$81,774	\$83,492
14	\$75,826	\$77,421	\$83,409	\$85,163
15	\$77,344	\$78,969	\$85,079	\$86,866
16	\$78,890	\$80,548	\$86,779	\$88,602
17	\$80,469	\$82,159	\$88,516	\$90,375
18	\$82,079	\$83,802	\$90,287	\$92,183
19	\$83,720	\$85,479	\$92,092	\$94,027
20	\$85,394	\$87,188	\$93,934	\$95,907
21	\$89,539	\$91,546	\$98,493	\$100,701

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

Annual Supplement Eligibility

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

**APPENDIX B
GRIEVANCE FORM**

Williamson County Schools

No. _____

Name: _____

Association Designee if included: _____

Phone (Home/Cell): _____

Principal: _____ Cell: _____

Grievant(s) Signature: _____ Date: _____

Grievant(s) Signature: _____ Date: _____

Step 2:

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

Date of Step 2 Meeting: _____

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

Supervisor's Signature: _____ Date: _____

Disposition:

Redress Denied: _____ or Granted: _____

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

APPENDIX B - GRIEVANCE FORM, PAGE 2

Step 3:

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

Date of Step 3 Meeting: _____

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

Superintendent's Signature: _____ Date: _____

Disposition:

Redress Denied: _____ or Granted: _____

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

Step 4 Non-Binding Arbitration:

Date Rec'd by Superintendent: _____ Superintendent's Initials: _____
Attached are copies of the American Arbitration Association correspondence regarding this grievance.

Step 4 Alternate Board Hearing:

Date Rec'd: _____ Initials: _____

Date of Board Meeting: _____
The portion of Board minutes applicable to the Board hearing is attached to this form.

Chairman of Board's Signature: _____ Date: _____

Superintendent's Signature: _____ Date: _____

Disposition:

Redress Denied: _____ or Granted: _____

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

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

MEMORANDUM OF UNDERSTANDING 2022-25

Revised May 2023 - Changes Highlighted below

Section 3.5 Released Time

- a. The Association shall have the right to use up to fifteen (15) days released time, with substitutes to be paid for by the Association, for educators who are officers or appointees of the Association in order to conduct Association business. Nothing within this MOU restricts the Association from exploring and implementing a part-time position for the Association president funded by the Association **as approved by the District Superintendent.**

Section 9.5 Meetings

- a. Educators may be required to arrive before the start or remain after the end of the regular school day, without additional compensation, for the purpose of attending faculty or other school level professional meetings, no more than one (1) day each week.
- b. A maximum of three (3) hours per month may be allocated for before and/or after school professional staff meetings. At the beginning of each semester, the administrator shall decide whether to schedule 45-minute, one (1) hour, or one and a half (1 ½) hours professional staff meetings in order to allow for adequate planning time for teachers to arrange their schedules.
- c. Every effort shall be made not to call such meetings on Friday, or any other day immediately preceding a holiday, vacation or other day, upon which educator attendance is not required at school.
- d. The notice of such meetings shall be given to educators involved prior to the meeting, except in cases of emergency. Educators shall have the opportunity to suggest items for the agenda.
- e. Every effort shall be made to conduct Individual Education Plan / RTI / 504 meetings during the school day. When it is necessary to hold said meetings outside of the workday educators shall be paid according to Article V - Section 5.4.
- f. **Principals should work to distribute IEP and 504 meetings among teachers to ensure all teachers receive their required 150 minutes of duty-free individual planning per week. Principals should reach out to their assistant superintendents as needed for methods to support the need of student meetings and teacher planning periods (i.e., use of substitutes, administrative days, flexible scheduling, etc.).**

Section. 9.7 Other Professional Responsibilities

All educators shall make every effort to volunteer for up to four (4) extra-curricular and/or after school activities that occur in the day-to-day operation of the school, whether on or off campus. The list(s) shall be posted by secondary school principals in the fall, winter, and/or spring. Elementary events should be shared with as much notice as possible. If necessary, the principal shall equitably distribute the assignments among all faculty based upon the educator's preferences and will consider excusing those with exigent circumstances. Faculty members are expected to sign up or volunteer when requested, except when they are excused after discussion

with the principal. Activities that are extraordinarily time intensive (**over three (3) hours**) may be counted as two (2) or more activities and shall be designated as such by the principal on the listing. Principals may not require participation beyond the maximum four (4) activities outside of Parent Teacher Conferences as scheduled by the calendar committee and one (1) Open House as scheduled by the building principal. Participation in promotion and graduation ceremonies outside of the school day shall count as one (1) of the four (4) extra-curricular and/or after school activities. **A time exemption will be granted for graduation events to extend beyond the three (3) hour limit as required by the event size.**



**2023-2024 Teacher Salary Schedule
200 Day Contract**

PROPOSED-PENDING BUDGET APPROVAL

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

	BSNH	BS	BS10	BS20	MA	MA10	MA20	MA30	EDS	PHD/EDD
0	48,213				53,035			53,570	57,275	57,856
1	48,663				53,535			54,070	57,821	58,406
2	49,146				54,065			54,606	58,444	58,984
3	49,633				54,601			55,147	59,022	59,569
4	50,126				55,142			55,694	59,606	60,159
5	50,622				55,689			56,245	60,198	60,755
6	51,123				56,240			56,804	60,794	61,357
7	51,630				56,796			57,366	61,396	61,965
8	52,142				57,360			57,935	61,998	62,597
9	52,664	52,664	52,664	52,664	57,982	57,982	57,982	58,991	62,635	63,747
10	53,717	53,717	53,717	53,717	58,834	58,834	58,834	60,174	63,685	65,022
11	54,791	54,791	54,791	54,791	60,010	60,010	60,010	61,376	64,958	66,323
12	55,888	55,888	55,888	55,888	61,211	61,211	61,211	62,602	66,256	67,649
13	57,004	57,004	57,004	57,004	62,435	62,435	62,435	63,856	67,582	69,002
14	58,145	58,145	58,145	58,145	63,685	63,685	63,685	65,132	68,933	70,383
15	59,307	59,307	59,307	59,307	64,958	64,958	64,958	66,436	70,313	71,790
16	60,495	60,495	60,495	60,495	66,256	66,256	66,256	67,764	71,718	73,225
17	61,704	61,704	61,704	61,704	67,582	67,582	67,582	69,119	73,154	74,690
18	62,903	64,458	64,458	64,458	68,933	68,933	68,933	70,502	74,617	76,184
19	63,383	65,747	65,747	65,747	70,312	70,312	70,312	71,912	76,109	77,708
20	64,025	67,061	67,061	67,061	71,718	71,718	71,718	73,350	77,631	79,262
21	66,558	68,333	68,346	69,800	74,957	74,957	74,957	79,393	81,399	83,224

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

Annual Supplement Eligibility

Full-time teachers and other professional personnel, including counselors, who hold National Board Certification (NBC) or National Board for Certified Counselors (NBCC) will receive a \$2,500 annual supplement. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. The NBC must be reflected on educator's Tennessee teaching license to be considered eligible.

Speech Language Pathologists who hold Certification of Clinical Competencies (CCC) Licensure, and Orientation/Mobility Specialists serving visually impaired students who hold ACVREP certification, will receive a \$2,500 annual supplement. These supplements will be distributed evenly throughout eligible pay periods and are prorated based on contracted hours worked within the active certification period. CEU's earned to renew CCC licensure must be presented every three (3) years and units must have been earned in therapies/practices directly related to students ages 0-22.

Administrators and supervisory personnel are not eligible for this supplement.



**2023-2024 School Psychologist Salary Schedule
10 or 11 Month Employment**

PROPOSED

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PhD	MA/MA+30/EDS	EDD/PhD
0	\$63,003	\$63,642	\$69,303	\$70,006
1	\$63,603	\$64,247	\$69,963	\$70,671
2	\$64,228	\$64,882	\$70,717	\$71,371
3	\$64,924	\$65,526	\$71,417	\$72,078
4	\$65,567	\$66,175	\$72,123	\$72,792
5	\$66,218	\$66,831	\$72,840	\$73,514
6	\$66,873	\$67,493	\$73,561	\$74,242
7	\$67,536	\$68,162	\$74,289	\$74,978
8	\$68,198	\$68,857	\$75,018	\$75,742
9	\$68,899	\$70,122	\$75,788	\$77,134
10	\$70,054	\$71,524	\$77,059	\$78,677
11	\$71,454	\$72,955	\$78,599	\$80,251
12	\$72,882	\$74,414	\$80,170	\$81,855
13	\$74,340	\$75,902	\$81,774	\$83,492
14	\$75,826	\$77,421	\$83,409	\$85,163
15	\$77,344	\$78,969	\$85,079	\$86,866
16	\$78,890	\$80,548	\$86,779	\$88,602
17	\$80,469	\$82,159	\$88,516	\$90,375
18	\$82,079	\$83,802	\$90,287	\$92,183
19	\$83,720	\$85,479	\$92,092	\$94,027
20	\$85,394	\$87,188	\$93,934	\$95,907
21	\$89,539	\$91,546	\$98,493	\$100,701

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

Annual Supplement Eligibility

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



**2023-2024 Principal Salary Schedule
12 Month Employment**

PROPOSED

Years of Experience*	Elementary School	Middle School	High School
0	\$117,363	\$126,158	\$134,951
1	\$123,926	\$133,084	\$142,502
2	\$123,926	\$133,084	\$142,502
3	\$123,926	\$133,084	\$142,502
4	\$123,926	\$133,084	\$142,502
5	\$123,926	\$133,084	\$142,502
6	\$127,118	\$136,406	\$145,690
7	\$127,118	\$136,406	\$145,690
8	\$127,118	\$136,406	\$145,690
9	\$127,118	\$136,406	\$145,690
10	\$127,118	\$136,406	\$145,690
11	\$130,162	\$139,613	\$148,876
12	\$130,162	\$139,613	\$148,876
13	\$130,162	\$139,613	\$148,876
14	\$130,162	\$139,613	\$148,876
15	\$133,500	\$142,783	\$152,065

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

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

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



**2023-2024 Assistant Principal Salary Schedule
11 Month Employment**

PROPOSED

Years of Experience*	Elementary School	Middle School	High School
0	\$96,233	\$103,446	\$110,659
1	\$101,620	\$109,236	\$116,851
2	\$101,620	\$109,236	\$116,851
3	\$101,620	\$109,236	\$116,851
4	\$101,620	\$109,236	\$116,851
5	\$101,620	\$109,236	\$116,851
6	\$104,237	\$111,852	\$119,461
7	\$104,237	\$111,852	\$119,461
8	\$104,237	\$111,852	\$119,461
9	\$104,237	\$111,852	\$119,461
10	\$104,237	\$111,852	\$119,461
11	\$106,856	\$114,469	\$122,079
12	\$106,856	\$114,469	\$122,079
13	\$106,856	\$114,469	\$122,079
14	\$106,856	\$114,469	\$122,079
15	\$109,465	\$117,082	\$124,696

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

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



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

Years of Experience*	
0	\$ 100,208
1	\$ 103,534
2	\$ 103,534
3	\$ 103,534
4	\$ 103,534
5	\$ 103,534
6	\$ 106,072
7	\$ 106,072
8	\$ 106,072
9	\$ 106,072
10	\$ 106,072
11	\$ 108,611
12	\$ 108,611
13	\$ 108,611
14	\$ 108,611
15	\$ 111,147

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

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



2023-2024 Classified Pay Scale PROPOSED

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

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

Grade 2H						
A	Bus Attendant; Paraprofessional (CTE, ESL, Gen Ed, Pre-K, Technology); Library Media Assistant; School Generalist; Secretary (Department, Guidance, Registrar, School); Custodial Associate - High	16.22	16.76	17.33	18.55	19.76
Grade 3H						
A	General Maintenance Worker; Warehouse Technician	16.93	17.33	18.62	19.94	21.23
B	Paraprofessional (SPED)	17.65	18.22	18.80	20.12	21.44
Grade 4H						
A	Skilled Trades I (Painter, Equipment Operator, HVAC Apprentice); School Bookkeeper (Elementary School); Workplace Readiness Coordinator; EC Autism/Behavior Intervention Assistant; Science Center Assistant; RBT - Registered Behavior Technician	18.21	19.08	20.37	21.97	23.59
Grade 5H						
A	Skilled Trades II (Plumber, Locksmith, Carpenter, Playground Inspector/Maintainer); School Bookkeeper (Middle and High School, Departmental); Department Assistant (CO, Departmental, Front Office Assistant); Instructional Materials Specialist	18.76	20.49	22.21	23.92	25.65
B	Skilled Trades III (Fire Alarm Technician, Electrician, HVAC Technician)	19.12	20.87	22.63	24.39	26.14
Grade 6H						
A	Department Specialist (HR Specialist, Planning and Zoning Specialist, Software Application Specialist I, Family Involvement Specialist, SIS Specialist; Instructional Materials; CTE/EIC); Accounting Clerk III (CO, Payroll, A/P Technician, Purchasing Assistant, Junior Accountant); Science Center Lead; Paralegal	20.89	22.83	24.78	26.73	28.68
B	Waste Water Operator	22.31	24.40	26.47	28.59	30.66

2023-2024 Classified Pay Scale PROPOSED

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



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

Grade 1E						
A	Digital Content; Video Producer; Applications Manager; Data Analyst II; Textbook Coordinator; Assistant Webmaster/Graphic Designer; Software Application Specialist II; Fire and Emergency Coordinator	\$56,034	\$60,935	\$65,840	\$70,741	\$75,645
B	Accountant I (A/P, General Ledger, Payroll, School Fund); Retirement Manager; Purchasing Agent; Recruiter; Attendance Officer; Employee Relations Coordinator; Substitute Coordinator; HR Coordinator; HR Manager/Investigator; Data & Reporting Manager	\$57,154	\$62,156	\$67,157	\$72,097	\$77,160
Grade 2E-Bachelor's degree (Exempt)						
A	Executive Assistant; Recruitment Manager; Communications Manager	\$62,144	\$68,002	\$73,860	\$79,686	\$85,573
B	District Webmaster; Energy Resources Coordinator; Compensation and Reporting Manager; Internal Auditor; Department Supervisor (HR, Payroll); Accountant II (Federal Projects and Grants Manager); State Reporting Supervisor	\$67,133	\$73,847	\$80,561	\$87,274	\$93,987
Grade 3E-Midlevel Management - Bachelor's degree (Exempt)						
A	Assistant Director (Maintenance, Employee Relations, Community Engagement, Facilities & Construction, Transportation, Safety and Security, Payroll, Human Resources, Purchasing); Capital Projects Manager; Planning and Zoning Manager	\$74,223	\$81,406	\$88,590	\$95,772	\$102,956
Student Workers						
			Year 1	Year 2	Year 3	
			12.00	12.50	13.00	



2023-2024 Classified Pay Scale - PROPOSED

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

Grades-Positions

Level 0
< 1 year

Level 1
1-5 yrs.

Level 2
6-10 yrs.

Level 3
11-15 yrs.

Level 4
16+ yrs.

SACC					
Grade 1S					
SACC Group Associate**; SACC Seasonal Worker	15.14	16.05	17.01	18.03	19.11
**SACC Group Associates working the morning shift receive a \$2/hour shift premium during the SY.					
SACC Assistant Site Leader	15.73	17.01	18.29	19.57	20.84
SACC Software Assistant	18.76	20.49	22.21	23.92	25.65
SACC Trainer; SACC Enrichment Specialist	19.12	20.87	22.63	24.39	26.14
Grade 2S					
SACC Site Leader	\$37,000	\$40,478	\$43,971	\$47,400	\$51,443
SACC Field Manager	\$45,618	\$49,876	\$54,135	\$58,393	\$62,651
SACC Assistant Program Manager	\$56,034	\$60,935	\$65,840	\$70,741	\$75,645
SACC Program Supervisor	\$67,133	\$73,847	\$80,561	\$87,274	\$93,987
FOOD SERVICE					
Grade 1F					
Food Service Associate**	15.14	16.05	17.01	18.03	19.11
**Food Service Workers employed as a Rover receive an additional \$1.50/hr in lieu of mileage reimbursement.					
Café Lead	15.58	16.68	17.82	18.98	20.17
Cafeteria Manager I (Supervises staff 1-6)	16.03	17.33	18.62	19.94	21.23
Cafeteria Manager II (Supervises staff 7+)	17.48	19.12	20.77	22.39	24.03
Food Service Maintenance Technician	19.12	20.87	22.63	24.39	26.14
Grade 2F					
Food Service Field Coordinator; Registered Dietician	\$56,034	\$60,935	\$65,840	\$70,741	\$75,645
Food Service Assistant Director	\$74,223	\$81,406	\$88,590	\$95,772	\$102,956



2023-2024 Classified Pay Scale - PROPOSED

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

Grades-Positions

**Level 0
< 1 year**

**Level 1
1-5 yrs.**

**Level 2
6-10 yrs.**

**Level 3
11-15 yrs.**

**Level 4
16+ yrs.**

TRANSPORTATION					
Grade 1T					
Parts Coordinator	15.73	17.01	18.29	19.57	20.84
Department Assistant (Transportation)	17.16	18.76	20.37	21.97	23.59
Payroll Clerk	18.76	20.49	22.21	23.92	25.65
General Mechanic	19.12	20.87	22.63	24.39	26.14
Dispatch Technician; Senior Mechanic	22.31	24.40	26.47	28.59	30.66
Bus Driver; Transition Bus Driver, Trainer - Bus Driver FT	22.31	24.40	26.47	28.59	30.66
Senior Fleet Technician	27.13	29.16	31.19	33.22	35.25
Grade 2T					
Transportation Supervisor (Driving, Training)	\$55,637	\$58,444	\$61,250	\$64,187	\$67,271
Transportation Technology Specialist	\$55,637	\$58,444	\$61,250	\$64,187	\$67,271
IT					
Grade 1IT					
IT Help Desk & Home School Specialist	17.48	19.12	20.77	22.39	24.03
Network Technician	26.27	27.85	29.51	31.28	33.16
Information Technology Specialist	\$62,820	\$66,942	\$71,065	\$75,187	\$79,308
Network Supervisor/Technician Area Supervisor	\$75,772	\$80,318	\$85,137	\$90,245	\$95,660
Network Engineer/Data Base Administrator	\$81,184	\$86,055	\$91,218	\$96,692	\$102,494
Technical Supervisor	\$89,305	\$94,662	\$100,343	\$106,364	\$112,745
Network Manager	\$100,127	\$106,134	\$112,502	\$119,252	\$126,407
OPERATIONS					
Grade 1O					
Facilities Use Coordinator; *Janitorial Contract Coordinator	\$42,021	\$43,702	\$45,450	\$47,266	\$49,158
Foreman (Maintenance, Paint, Food Service Repair, Area Lead; Lead Playground Inspector/Maintainer; Access Control; Support Services)	\$49,904	\$54,808	\$59,713	\$64,648	\$70,202

*hired after 7/1/2018



2023-2024 Classified Pay Scale - PROPOSED

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

Grades-Positions

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

HEALTH SERVICES					
Grade 1HS					
Sign Support Staff	18.21	18.77	20.37	21.98	23.59
Grade 2HS					
Interpreter - Non-licensed; Braille Transcriber	20.89	22.83	24.78	26.73	28.67
Grade 3HS Bachelor's degree (Non-exempt)					
Certified Occupational Therapy Assistant (COTA); Physical Therapist Assistant (PTA); Speech-Language Pathology Assistant (SPLA); School LPN	23.57	25.83	28.07	30.33	32.56
Grade 4HS Bachelor's degree (Exempt)					
BS/RN School Nurse	\$46,840	\$49,650	\$52,630	\$55,788	\$59,134
MS School Nurse; Clinical Nursing Supervisor; District Health Educator; Behavior Consultant	\$49,373	\$52,334	\$55,475	\$58,804	\$62,331
Grade 5HS Master's degree (Exempt)					
Occupational Therapist; Physical Therapist	\$63,121	\$68,642	\$74,167	\$79,690	\$85,213
Board Certified Behavior Analyst	\$63,719	\$69,293	\$74,869	\$80,443	\$86,019



PROPOSED

2023 - 2024 ATHLETIC SUPPLEMENTS

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

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

Note: Schools can select one Head Coach per sport (per team when separate boys' and girls' teams), and all other coaches should be listed as an Assistant Coach. Each coach can receive up to 1.0 (full) supplement for the position/title they hold for each sport (team). Each coach can only fill one position/title per sport (team when separate boys' and girls'). Exception: if no assistant position is listed for that sport, the employee acting as Assistant Coach can received up to 0.5 (half) the head coach supplement.

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

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

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



2023 - 2024 Athletic Supplements

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

		17.00%	14.00%	7.50%	6.00%	5.00%	4.50%	4.00%
0	48,213	8,196	6,750	3,616	2,893	2,411	2,170	1,929
1	48,663	8,273	6,813	3,650	2,920	2,433	2,190	1,947
2	49,146	8,355	6,880	3,686	2,949	2,457	2,212	1,966
3	49,633	8,438	6,949	3,722	2,978	2,482	2,233	1,985
4	50,126	8,521	7,018	3,759	3,008	2,506	2,256	2,005
5	50,622	8,606	7,087	3,797	3,037	2,531	2,278	2,025
6	51,123	8,691	7,157	3,834	3,067	2,556	2,301	2,045
7	51,630	8,777	7,228	3,872	3,098	2,582	2,323	2,065
8	52,142	8,864	7,300	3,911	3,129	2,607	2,346	2,086
9	52,664	8,953	7,373	3,950	3,160	2,633	2,370	2,107
10	53,717	9,132	7,520	4,029	3,223	2,686	2,417	2,149
11	54,791	9,314	7,671	4,109	3,287	2,740	2,466	2,192
12	55,888	9,501	7,824	4,192	3,353	2,794	2,515	2,236
13	57,004	9,691	7,981	4,275	3,420	2,850	2,565	2,280
14	58,145	9,885	8,140	4,361	3,489	2,907	2,617	2,326
15	66,558	11,315	9,318	4,992	3,993	3,328	2,995	2,662

*Human Resources approval of all previous experience is required.



2023-2024 FINE ARTS SUPPLEMENTS

<u>GENERAL FINE ARTS SUPPLEMENTS</u>	<u>TEACHER-ONLY FINE ARTS SUPPLEMENTS*</u>
MINIMUM OF 70 HOURS - \$1,350.00	MINIMUM OF 100 HOURS - \$1,925.00
CHORUS (ELEMENTARY)	BAND (MIDDLE)
	ORCHESTRA (MIDDLE)
MINIMUM OF 100 HOURS - \$1,925.00	
DRAMA (MIDDLE)	MINIMUM OF 150 HOURS - \$2,525.00
CHORUS (MIDDLE)	CHORUS (HIGH)
	ORCHESTRA (HIGH)
	MINIMUM OF 300 HOURS - \$5,000.00
	ASSISTANT BAND DIRECTOR (HIGH) 1 per semester
	DRAMA (HIGH)
<u>SUPPLEMENTAL FINE ARTS STAFF (MIDDLE & HIGH)</u>	BAND DIRECTOR HIGH (17%)
Supplemental fine arts staff will be paid for hours worked after each academic quarter and summer. Please use the hours listed below as guidance for your staff's payments for each quarter/pay period.	Based on previous years (experience) as a Band Director
	Years of Experience - Base Pay - Supplement Amount (17%)
Less than 40 hours - \$500.00	0 - \$48,213 - \$8,196
Minimum of 40 hours - \$750.00	1 - \$48,663 - \$8,273
Minimum of 80 hours - \$1,000.00	2 - \$49,146 - \$8,355
Minimum of 100 hours - \$1,250.00	3 - \$49,633 - \$8,438
Minimum of 120 hours - \$1,500.00	4 - \$50,126 - \$8,521
Minimum of 140 hours - \$1,750.00	5 - \$50,622 - \$8,606
Minimum of 160 hours - \$2,000.00	6 - \$51,123 - \$8,691
Minimum of 180 hours - \$2,250.00	7 - \$51,630 - \$8,777
Minimum of 200 hours - \$2,500.00	8 - \$52,142 - \$8,864
Maximum per quarter/pay period per employee is \$2,500.00.	9 - \$52,644 - \$8,953
NOTE: ALL SUMMER FINE ARTS STAFF (hours worked in June-July) are required to be BOOSTER paid.	10 - \$53,717 - \$9,132
	11 - \$54,791 - \$9,314
	12 - \$55,888 - \$9,501
	13 - \$57,004 - \$9,691
	14 - \$58,145 - \$9,885
	15 - \$66,558 - \$11,315
<u>SPECIALISTS - ADDITIONAL 300 HOURS</u>	
One-time payment for Specialists in the following areas for additional hours worked during Summer/1st quarter. Only one Specialist payment per area. Staff can only earn one Specialist payment per fiscal year and it is required to be BOOSTER paid.	
COLOR GUARD - \$5,000.00	
PERCUSSION - \$5,000.00	
VISUAL - \$5,000.00	
	*All supplements listed in the Teacher-Only column require certification as an educator.