



## Williamson County School Board Meeting

June 19, 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. Superintendent Contract Review and Extension (Annual Agenda Item)

### 4. Approval of Agenda

### 5. Approval of Consent Agenda

- a. Approval of May 15, 2023 School Board Meeting Minutes
- b. Board Policies- Second Reading
  - I. 1.105 Board Member Conflict of Interest (New)
  - II. 1.106 Code of Ethics
- c. Recommendation for Field Trip Fee Requests
- d. Approval of 2023-24 SACC Fees
- e. Approval of EPlan Applications for FY2024 to include ESEA Grants, IDEA, Part B, IDEA Pres-School, and Carl Perkins Basic Grant
- f. Request from Riverside Fellowship Church to lease Page Middle School

### 6. Communications to the Board

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

### 7. Unfinished Business

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

### 8. New Business

- a. 2022 - 2023 School Board Budget
  - I. Approval of Central Cafeteria Fund 06.23 Commodities - \$95,799.58
  - II. Approval of 2022-23 Budget Adjustments Final Year Intra-Category General Purpose Fund

III. Approval of 2022-23 Budget Adjustments Final Year  
Intra-Category Central Cafeteria Fund

IV. Approval of 2022-23 Budget Adjustments Final Year  
Intra-Category Extended Childcare Program

V. Approval of Resolution for 2023-2024 Capital Request

b. Approval of the 2023-2028 Strategic Plan

c. Approval of Differentiated Pay Plan (Annual Agenda Item)

d. Approval of School Board Meeting Dates (Annual Agenda  
Item)

**9. Adjournment**

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON A. GOLDEN**

**AND THE**

**WILLIAMSON COUNTY BOARD OF EDUCATION**

This employment contract ("Contract") is entered into this 18th day of June, 2019 which is the effective date ("Effective Date"), by and between, the Williamson County Board of Education ("Board") and Jason A. Golden ("Director"). The Board and the Director, for the consideration herein specified, agree as follows:

1. **TERM OF CONTRACT:** The Board, in accordance with its action as found in the minutes of its meeting held on the 17<sup>th</sup> day of June, 2019, hereby agrees to employ, and the Director hereby agrees to accept employment as Director of Williamson County Schools for a period of 48 months ("Term") commencing on the 18<sup>th</sup> day of June, 2019 and ending on the 18<sup>th</sup> day of June, 2023 ("Termination Date").
2. **DUTIES:**
  - A. The Director shall perform the duties as specified in Tennessee Code Annotated as well as those listed in the job description ("Job Description") of director as adopted and as it may be amended from time to time during the term of this Contract. Such Job Description is hereby incorporated into this Contract by reference as if fully stated herein.
  - B. The Director shall devote such time and energies as are necessary to perform the duties specified in the Job Description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours.
  - C. The Director shall have full authority to enforce the policies promulgated by the Board.
  - D. The Director shall have authority to organize the central office of Williamson County Schools as is deemed necessary, consistent with applicable law and Board policy.
  - E. The Director shall, no later than January 1, 2020, establish residence within the boundaries of Williamson County and shall continue to reside within the boundaries of Williamson County throughout the Term of this Contract.
3. **COMPENSATION:** The Board shall pay the Director an annual compensation of \$270,504.00 to be dispersed in equal semi-monthly installments during the Term of this Contract. If an adjustment in compensation is made during the Term of this Contract, all

of the provisions of this Contract, including its Termination Date, unless extended by the Board, shall remain as stated herein. In no case shall the salary be reduced unless such reduction is required by law. During the term of this agreement and any approved extension hereto, the annual salary increases for the Director shall, at a minimum, be equal to that of the minimum annual local salary percentage increases applicable to other Board of Education employees.

4. **AUTOMOBILE EXPENSE:** The Board shall provide the Director with an automobile and all expenses involved in use of said automobile, including but not limited to insurance, for the Director to carry out his official duties. In the event the Director chooses to use his personal automobile for official duties, he shall be reimbursed for expenses related thereto at the rate established by the State of Tennessee for governmental service. The Director shall submit an itemization of expenses as a condition precedent to any expense reimbursement.
5. **BENEFITS:** The Director shall be eligible to participate in, on the same terms and conditions as other officers and employees, all benefits, including retirement benefits, established for the employees of the Board and the Board agrees to provide the following benefits to the Director for the Term of this Contract:
  - A. An individual health care plan that provides comprehensive medical expense benefits comparable to that offered other system employees. Family coverage may be obtained at the Director's expense.
  - B. Membership in the Tennessee Consolidated Retirement System ("TCRS") in the same manner as all other employees of the Board. The Board's contribution toward the Director's membership in TCRS shall be the same as for all other full-time employees.
  - C. A Board funded dental and optional vision insurance plan equivalent to that offered to other system employees.
  - D. A term life insurance policy in the amount of \$100,000.
6. **RELOCATION EXPENSES:** The Board shall pay or reimburse moving and relocation expenses in an amount not to exceed \$15,000. The Director shall submit itemized documentation of such expenses as a condition precedent to any payment or reimbursement.
7. **MEMBERSHIP DUES:** The Board shall pay all dues in any professional societies, associations, or civic clubs of which the Director is a member including, but not limited to, AASA, TOSS, one civic organization such as Rotary, Kiwanis, etc., and the Chamber of Commerce. The Board shall reimburse the Director for expenses in attending functions as provided for in the annual operating budget and appropriations, provided however, that the Director shall submit a request for approval to the Board as a condition precedent to establishing membership under this paragraph.

8. **PROFESSIONAL LIABILITY:** The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and the Director in the scope of his employment with the Board. The Board shall, to the extent permitted by law, directly or through insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, and legal proceedings brought by third parties against the Director in his official capacity as an agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, willful misconduct, willful neglect of board policy, acts that are outside the scope of employment, and in no event will individual Board members be considered liable for indemnifying the Director against such demands, claims, and legal proceedings.
  
9. **PROFESSIONAL GROWTH:** In the interest of continuous growth, promotion, development, and advancement of the Williamson County School System, the Board encourages the continuing professional growth of the Director through his participation in:
  - A. The operations, programs and other activities conducted or sponsored by local, state and national school administration and school board associations;
  - B. Seminars and courses offered by public or private educational institutions;
  - C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform his professional responsibilities for the Board; and
  - D. Visits to other institutions.
  
10. **VACATION AND OTHER LEAVE:** The Director shall be entitled to the following vacation and other leave during the term of this contract:
  - A. Twenty-four (24) vacation days annually;
  - B. Two (2) sick leave days for each month employed; and
  - C. Three (3) days of personal or bereavement leave for each fiscal year.

The Director shall submit a request for vacation leave to the Board chairman as a condition precedent to taking such leave.

11. **ACCUMULATED LEAVE:** A maximum of twenty-four (24) days of vacation leave may be carried forward from one fiscal year to the next. Vacation leave accrued in excess of the applicable maximum shall be transferred to sick leave on June 30 of each year. Upon termination of employment, any accrued vacation in excess of the appropriate carry forward amount shall be credited to the sick leave balance of the Director. Upon termination of employment, payment for accrued vacation leave shall be paid at the Director's current rate of pay. Upon termination of employment, all unused sick leave

shall be transferred to the Tennessee Consolidated Retirement System and shall not be subject to reimbursement.

12. **EMPLOYMENT RELATED EXPENSES:** The annual budget appropriation of the Board is intended to include provisions for employment-related expenses required in the performance of the official duties of the Director including, but not limited to, the reasonable and necessary actual costs of appropriate and relevant meals, membership dues, and the cost of attending national, state, and local association conferences; the tools and equipment necessary for the efficient operation of the administrative offices; the cost of registration, travel, and subsistence relating to the training programs which serve to continue the professional education development or relating to the work of the school system.
13. **COMMUNICATION:** The Board shall reimburse the Director for use of a smart/data phone in order for the Director to maintain communication with staff, the Board, and other critical stakeholders. In the event the Director has a family plan, the Board shall reimburse the Director only for the base cost of the plan and the expense attributable to the Director. Additionally, the Board shall provide the Director with the use of a laptop computer during his employment.
14. **MEDICAL EXAMINATION:** Upon the request of the Board, the Director shall submit to a comprehensive medical examination and provide a statement from such examination certifying the Director's physical and mental to the Chairman of the Board. The cost of said medical examination shall be borne by the Board.
15. **OPTION TO RENEW CONTRACT:** The Board may renew the terms of this Contract at any time with concurrence of the Director, as allowed by law. However, unless the Board acts on or before the 31<sup>st</sup> day of January, 2020 to renew this Contract, such failure to act shall serve as notice to the Director that the Board does not intend to renew this Contract.
16. **GOALS AND OBJECTIVES:** Within ninety (90) days after the Effective Date of this Contract and, thereafter, by the regularly-scheduled October meeting of each succeeding year of this Contract, the Board and the Director shall meet to establish system goals and objectives for the ensuing school year including a plan for implementation of such goals and objectives. The Board and the Director shall further establish the relative priority among those various goals and objectives. Said goals and objectives shall be reduced to writing and shall establish the criteria by which the Director is evaluated as provided in this Contract. The goals and objectives formulated by the Board and the Director shall be attainable within the time limitations specified for each. All goals and objectives formulated by the Board and the Director shall be subject to the annual operating and capital budget appropriations.

**17. EVALUATION:**

- A. The Board recognizes that to ensure the advancement and development of the Williamson County School System and for the Director to respond to the Board's priorities and to grow in the performance of his job, the Board needs to make a regular evaluation of the Director's performance. To assure that the Director receives proper and sufficient responses for the Board, the Board shall evaluate and assess in writing the performance of the Director. The Board and the Director will schedule a structured evaluation of his performance at least once each fiscal year.
- B. The evaluation and assessment shall be reasonably related to the goals and objectives of the Board for the year in question.
- C. The Director shall submit to the Board a recommended format for the written evaluation and assessment of his performance within thirty (30) days after the goals and objectives for the next succeeding school year are approved. The Board shall meet and discuss the evaluation format with the Director, attempting in good faith to agree on the development and adoption of a mutually agreeable evaluation format. If no agreement is reached within thirty (30) days after the initial format is presented, the Board shall develop a format that shall be applicable to the evaluation cycle.

**18. REFERRALS TO THE DIRECTOR:** The Board, collectively or individually, shall promptly refer to the Director criticisms, complaints, and suggestions called to their attention relative to the Director or Williamson County Schools for the Director's study and recommendation.

**19. LOYALTY:** The Director shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and Williamson County Schools. The Director may, however, undertake speaking engagements, writing, lecturing, or other activities, which do not interfere with the discharge of the Director's duties and responsibilities pursuant to this Contract. The determination of the Board as to whether such activities interfere with the discharge of the Director's duties and responsibilities pursuant to this Contract shall be conclusive.

**20. COMMUNITY AND CHARITABLE ACTIVITIES:** The Board recognizes that certain community and charitable organizations may serve as good will and as promotional interest for Williamson County Schools. The Director may participate in such activities with the recognition by the Director that he is "on call" should these activities be held on school days.

**21. CONTRACT TERMINATION:**

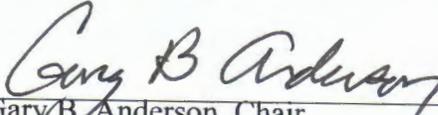
- A. Mutual Agreement: This Contract may be terminated by mutual agreement of the parties, retirement, disability, conclusion of the Term or death of the Director.

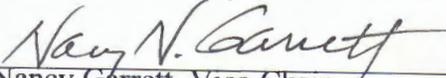
- B. **Director's Request:** Should the Director request a release from this Contract, he shall give a minimum notice of forty-five (45) calendar days. In the event that the Director terminates this Contract under this provision and the termination occurs with more than thirty (30) months remaining in the term of this Contract, and the Director takes employment as a Superintendent or Director of Schools at another public school system in Tennessee within six (6) months after such termination shall pay to the Board the amount of salary that would have been paid to the Director for six (6) months pursuant to this Contract. The Director's new employer may indemnify the Board on behalf of the Director. This amount shall be paid to the Board within six (6) months after employment begins with another public school system in Tennessee or the first June 30 after employment begins, whichever occurs later.
- C. **Unilateral Termination by Board:** If the Board determines that there are underlying problems and/or disagreements that exist between the Board and the Director regarding the operation of Williamson County Schools and reasonable efforts have been taken to remedy those problems, then the Board may terminate this Contract in the best interest of the school system. If such action is required, the Board will provide to the Director a severance package that includes twenty-four (24) months of compensation as outlined in this Contract. All other benefits provided for in this Contract would terminate immediately.
- D. **For Cause:** This Contract may be terminated by the Board for cause upon sufficient proof of improper conduct, inefficient service, incompetence, insubordination, or neglect of duty, including failure to comply with state/federal laws and regulations and the policies of the Board. If the Board terminates the Contract for cause, the Director shall be entitled to no further benefits or compensation under the terms of this Contract.
- E. **Removal from Office:** This Contract shall be terminated if state law or regulations are enacted that require the removal of the Director, except that the Board acknowledges that any such law may be subject to "grandfathering" of any sitting superintendents. If such removal is required, the Director shall not be entitled to further benefits or compensation under the terms of this Contract.
22. **AMENDMENTS:** Any modifications to this Contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this Contract.
23. **ENTIRE AGREEMENT:** This Contract constitutes the entire agreement among the parties and the parties hereto acknowledge that neither has relied upon any oral representation or any agreements by the other and that no such oral representations and agreements shall in any way affect the terms of this Contract and that this Contract may not be modified or changed except by written instrument executed by the parties. The parties shall execute this Contract in duplicate with an original to remain with the Director and with the Board.
24. **SEVERABILITY:** In the event that any part or clause of this Contract is determined to be illegal under federal or state law, or held to be illegal by any court having competent

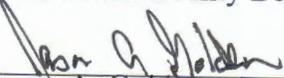
jurisdiction thereof, the remainder of this contract shall continue in full force and effect with such invalid part or clause removed there from.

25. **RESOLUTION OF DISPUTES:** If a dispute regarding the terms of this Contract cannot be resolved by the parties, such dispute shall be heard in the Circuit Court for Williamson County, Tennessee and shall be construed and enforced under and in accordance with the laws of the State of Tennessee.

The Board has caused this Contract to be executed in its name by its Chairman, attested by its Vice-Chairman and the Director has approved this Contract effective on the date specified within the introductory paragraph of this Contract.

  
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Gary B. Anderson, Chair  
Williamson County Board of Education

  
\_\_\_\_\_  
Nancy Garrett, Vice-Chair  
Williamson County Board of Education

  
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Jason A. Golden  
Director of Schools

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON GOLDEN**

**AND THE**

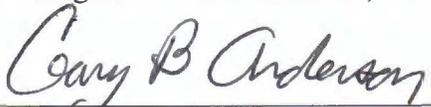
**WILLIAMSON COUNTY BOARD OF EDUCATION**

Addendum #1

Section 15 of the Contract for Employment previously approved by vote of the Williamson County Board of Education at a public meeting on June 17, 2019 shall be amended as follows:

**15. OPTION TO RENEW CONTRACT:** The Board may renew the terms of this Contract at any time with concurrence of the Director, as allowed by law. However, unless the Board acts on or before the 20<sup>th</sup> day of January, 2023 to renew this Contract, such failure to act shall serve as notice to the Director that the Board does not intend to renew this Contract.

In Witness Hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chairperson attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 18<sup>th</sup> day of November, 2019.



Gary B. Anderson, Chairman  
Williamson County Board of Education



Nancy Garrett, Vice-Chair  
Williamson County Board of Education



Jason Golden  
Director of Schools

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON A. GOLDEN**

**AND THE**

**WILLIAMSON COUNTY BOARD OF EDUCATION**

Addendum #2

Pursuant to the terms of paragraph 2, TERM OF CONTRACT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on June 17, 2019, allows for extension of the term of the said contract and is hereby amended as follows:

1. The ending date of this agreement shall be extended from June 18, 2023 to June 17, 2024.
2. All other provisions of the above contract, including Addendum #1 approved by a vote of the Williamson County Board of Education on November 18, 2019, shall remain in full force and effect.

In witness hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chairperson and attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 15 day of June, 2020.



Gary B. Anderson, Chairperson  
Williamson County Board of Education

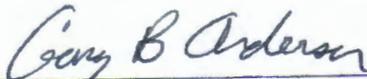


Nancy Garrett, Vice Chairperson  
Williamson County Board of Education



Jason A. Golden,  
Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on June 15, 2020 and has been spread upon the minutes of the Board for that meeting.



Gary B. Anderson, Chairperson

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON A. GOLDEN**

**AND THE**

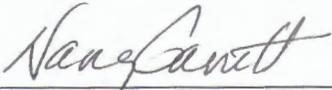
**WILLIAMSON COUNTY BOARD OF EDUCATION**

Addendum #3

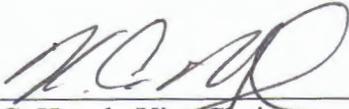
Pursuant to the terms of paragraph 2, TERM OF CONTRACT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on June 17, 2019, allows for extension of the term of the said contract and is hereby amended as follows:

1. The ending date of this agreement shall be extended from June 17, 2024 to June 16, 2025.
2. All other provisions of the above contract, including Addendum #1 approved by a vote of the Williamson County Board of Education on November 18, 2019, shall remain in full force and effect.

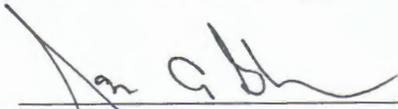
In witness hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chair and attested by its Vice Chair, and the Director of Schools agrees to this Addendum, effective this 21<sup>st</sup> day of June, 2021.



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Nancy Garrett, Chair  
Williamson County Board of Education

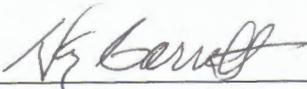


\_\_\_\_\_  
K.C. Haugh, Vice Chair  
Williamson County Board of Education



\_\_\_\_\_  
Jason A. Golden,  
Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on June 21, 2021 and has been spread upon the minutes of the Board for that meeting.



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

**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JASON A. GOLDEN**

**AND THE**

**WILLIAMSON COUNTY BOARD OF EDUCATION**

Addendum #4

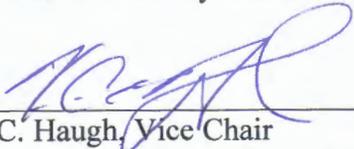
Pursuant to the terms of paragraph 2, TERM OF CONTRACT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on June 17, 2019, allows for extension of the term of the said contract and is hereby amended as follows:

1. The ending date of this agreement shall be extended from June 16, 2025, to June 16, 2026.
2. All other provisions of the above contract, including Addendum #1 approved by a vote of the Williamson County Board of Education on November 18, 2019, shall remain in full force and effect.

In witness hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chair and attested by its Vice Chair, and the Director of Schools agrees to this Addendum, effective this 20 day of June, 2022.



Nancy Garrett, Chair  
Williamson County Board of Education



K.C. Haugh, Vice Chair  
Williamson County Board of Education



Jason A. Golden,  
Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on June 20, 2022, and has been spread upon the minutes of the Board for that meeting.



Nancy Garrett, Chair



**Williamson County School Board Meeting**  
May 15, 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: Absent  
Mr. KC Haugh: Present  
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. She called upon Board Member Sheila Cleveland to lead the Pledge of Allegiance, followed by a moment of silence. Durham thanked Deputy Ron Hooper for attending the meeting.

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

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

Ashli Leonardo spoke about Smart Data.

Kate Martin spoke about Inclusive School Culture.

Jody Barnwell Smith spoke about ERPO laws, and also to bring awareness of increased bullying in WCS schools.

Neily Boyd spoke about Resolution regarding ERPO Law.

Kate Keese spoke about free, uninhibited access to all books.

**3. Approval of Agenda**

Madam Chair Durham presented the agenda for approval.

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

Mr. Jay Galbreath: Absent

Ms. Sheila Cleveland: Yes

Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Yes: 11, Nay: 0, Absent: 1

#### 4. Approval of Consent Agenda

Madam Chair Durham presented the consent agenda for approval.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. KC Haugh.

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

Yes: 11, Nay: 0, Absent: 1

- 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

Superintendent Golden thanked the Mill Creek Middle School Choir and their teacher Toni Travis for performing before the meeting. Golden gave a reminder of the work session, including the Strategic Plan and the Third Grade Retention Law. Golden talked about the ERPO resolution presented by Board Member Welch. WCS staff will work on the resolution and bring it back to the Board in June. Superintendent Golden talked about all the end of the year celebrations, including the Military Recognitions and the Athletic, and Academic Honors. He talked about the results of the Fine Arts Festival. One of the students who presented will be working at the CMAs as a technical worker and the Page High Theatre group will be performing at the CMAs this summer.

##### I. Student, Staff and School Spotlights

In Student Spotlights, the district honored more than 30 students for earning a perfect composite ACT score. From Brentwood High, Garrett Crouch, Ryan Dawson, Ella Gamble, Josephine Gilbert, Adam

Jaser, Taiga Koyama, Clara Beth Lee, Amy Park, Ali Sidiqyar, Davis Veazey and Brooks Wheeler were celebrated. Centennial High's Cody Williamson was also recognized. From Franklin High, the district honored Rachel Ayalon, Caden Bridges, Owen Gemignani, Jackson McDonald and Oleksandra Seliutina. Page High's Aarnav Mrida Varanasi, as well as Independence High's Gianna Ross, Elijah Sower and Miles Wyckoff, were also celebrated. Nolensville High's Wilson High and Daniel Rambo, in addition to Ravenwood High's Ajay Balaje, John Beck, Christina Chen, Jackson Gardzina, Aayush Kumar, Jack Meyer, Christina Qi, Ella Dasal and Jack Herrmann, were among those students honored. Renaissance High's Tobias Mcnamara and Summit High's Jackson Stinson were also recognized.

DECA students were also recognized for their performance at the State competition. Brentwood High's Adrien Terrenoire won first place in the Retail Merchandising Series, and Arshia Malhotra won first place in the Business Services Marketing Series. Their classmate Colin Carpenter won the Personal Financial Literacy category, and Kathryn Woehlke placed first in the Entrepreneurship Series. Maggie Winkler placed first in the Human Resources Management Series; Olivia Candelaria placed first in the Hospitality and Tourism Operations Research category; Sasha Villaruz won the Sports and Entertainment Marketing Series; and William Hong won the Financial Consulting Event. Neha Thanigaivelan and Parker Dixon were the Chapter Campaign winners, and Brentwood High also won the Membership Campaign and Largest Chapter in Tennessee awards. Their teacher is Lisa Nease.

Deepak Balamurugan, from Nolensville High, won the Business Finance Series. The NHS teacher is Leslie White. Page High's Allie Conkle, Parker Levy and Mackenna Poole placed first in the Start-Up Plan category, and their classmate Kayla Josephson won the Principles of Hospitality and Tourism category. Their teacher is Tristan Brown.

From Ravenwood High, Anishka Chitreddy and Prisha Shethia won the Innovation Plan category, and Gauri Adarsh, Annika Bhargava and Varun Bussa placed first in the Integrated Marketing Campaign - Service category. Their classmate Hanna Araya placed first in the Hospitality and Tourism Professional Selling category. Chloe Lee, Stephe Lee and Sophia Wang won the Sports and Entertainment Marketing Operations Research category. Their teacher is Bryan Stuck.

TV/Film students were also celebrated for winning at the National Academy of Television Arts and Sciences MidSouth Student Production Awards. Brentwood High's Lyla Husband, Granger Wang, Parker Wilde and Connor Vanderpoole won Best Newscast; Grace Costantine won Best News Story; and Lyla Husband and Linnea Dobay won Best Animation/Graphics/Special Effects. Their teacher is Sloan Ashworth.

Franklin High's Barrett Scheetz, Blais Cameron and Anna Raye Jones won Best Arts/Entertainment and Cultural Affairs. Clare Corney and Lily Buchanan won Best Commercial, and Hinton Lanier won Best Animation/Graphics/Special Effects. Lydia Welborn won Best Talent, and Ethan Whitfield won Best Writer. Their teacher is Keri Thompson.

Fairview High's Hutson Hargrove won Best Music Video. His teacher is Robert Gregory.

Ravenwood High students Miles RAmer, Ansel Anderson, Jake Hillman and Jack Woodside won Best Fiction. Trip Scoutten won both Best Writer and Best Director. Their teachers are Megan Sanchez and Chelsea Kite.

Students were also honored for their success at the Tennessee Technology Student Association (TSA) competition. Ravenwood High's Adwit Satyawadi, Swayam Batra, Sashank Dara, Jo Jamullamudi, Srikar Kusumanchi and Aneek Polepalli are the TSA State VEX Robotics Champions. Malvika Rao, Aditi Jindal and Prisha Shethia are the State Audio Podcasting champions, and Seshadithya Saravanan is the State Future Technology and Engineering Teacher champion. Their teacher is Jeremy Paisley.

Legacy Middle's Krishna Deepak is the State Career Preparation champion; Abby Everett and Malenda White are the State Challenging Technology Issues champions; and Matthew Clements, Krishna Deepak, Dash McLeod and Lleyton Taylor are the State Junior Solar Sprint champions.

Malenda White also won the State Digital Photography category, and Emily Chambless is the State Promotional Marketing champion. Charlie Burke, Cade McReynolds, Tucker Mize, Logan Rivers and Maverick Rupert are the State Inventions and Innovations champions. Daniel Baugh, Dash McLeod and Kai Schwab won the State Mass Production category. Logan Rivers and Kai Schwab also won the State Technical Design category. Their teachers are Robert Baltz and Amber Whiting.

Several students were also recognized for winning at the State HOSA convention. Independence High is the State Medical Reserve Corps Partnership champion, and Kelly Cole and Brandi Mangrum are the teachers. Adrienne Jones from Page High is the Behavioral Health champion, and her classmate Virginia Luo is the Veterinary Science champion. Their teacher is Suzanne Morrow.

Future Farmers of America (FFA) students were also celebrated. Fairview High's Tyler McKinney and William Poynor earned their FFA State Degrees. Their teacher is Emma Corson. Page High's Tate Hudgens is the Agriscience Fair champion. His teacher is Tristan Brown.

In Staff Spotlights, Ravenwood High teacher Jeremy Paisley is the TSA High School Adviser of the Year, and Legacy Middle teacher Allison McSwain was presented the Belz-Lipman Award from the Tennessee Holocaust Commission.

b. Board Chair Report

Madam Chari Durham proceeded to the Evaluation of Superintendent Golden as part of her report.

6. **New Business**

a. Evaluation of Superintendent (Annual Agenda Item)

Madam Chair Durham presented Superintendent Golden's evaluation from the School Board for approval. Superintendent Golden thanked the School Board for the evaluation and encouraged the Board to continue to have conversations throughout the year.

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

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

Yes: 11, Nay: 0, Absent: 1

b. 2022 - 2023 School Board Budget

I. Approval of General Purpose School Fund Amendment 05.23 Summer Learning Camps Grant - \$3,680,336.00

Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Amendment 05.23 Summer Learning Camps Grant in the amount of \$3,680,336.00.

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

Mr. Jay Galbreath:	Absent
Mr. Eric Welch:	Yes
Mr. KC Haugh:	Yes
Mr. Drason Beasley:	Yes

Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Yes: 11, Nay: 0, Absent: 1

II. Approval of General Purpose School Fund Amendment 05.23 Summer Learning Transportation Grant - \$667,512.00

Madam Chair Durham called upon Superintendent Golden, who recommended approval of General Purpose School Fund Amendment 05.23 Summer Learning Transportation Grant - \$667,512.00.

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

Mr. Jay Galbreath: Absent  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Yes: 11, Nay: 0, Absent: 1

III. Approval of General Purpose School Fund Resolution 06.23 Additional SSS Expenses - \$725,000.00

Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Amendment 06.23 Additional SSS Expenses in the amount of \$725,000.00.

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

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

IV. Approval of General Purpose School Fund 06.23 Trustee Commission - \$900,000.00  
Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund 06.23 Trustee Commission in the amount of \$900,000.00.

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

Mr. Jay Galbreath: Absent  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Yes: 11, Nay: 0, Absent: 1

V. Approval of General Purpose School Fund Resolution 06.23 ESCO Payment - \$1,120,892.72  
Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Resolution 06.23 ESCO Payment in the amount of \$1,120,892.72.

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

Mr. Jay Galbreath: Absent  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Yes: 11, Nay: 0, Absent: 1

VI. Approval of General Purpose School Fund Resolution 06.23 Additional Insurance Expenses - \$625,000.00  
Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Resolution 06.23 Additional Insurance Expenses in the amount of \$625,000.00.

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

Mr. Jay Galbreath: Absent  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes

Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

VII. Approval of General Purpose School Fund Resolution 06.23 Reallocation of Salary Lines - \$4,809,507.00

Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Resolution 06.23 Reallocation of Salary Lines in the amount of \$4,809,507.00.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Drason Beasley.

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

Yes: 11, Nay: 0, Absent: 1

VIII. Approval of General Purpose School Fund Resolution 06.23 Reallocation to Contracted Services \$300,000.00

Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Resolution 06.23 Reallocation to Contracted Services in the amount of \$300,000.00.

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

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

Yes: 11, Nay: 0, Absent: 1

IX. Approval of General Purpose School Fund Resolution 06.23 Additional Operational Expenses - \$488,000.00

Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Resolution 06.23 Additional Operational Expenses in the amount of \$488,000.00.

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

Mr. Jay Galbreath: Absent  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Yes: 11, Nay: 0, Absent: 1

X. Approval of General Purpose School Fund Resolution 06.23 Additional Fuel Costs - \$580,000.00  
Madam Chair Durham called upon Superintendent Golden who recommended approval of General Purpose School Fund Resolution 06.23 Additional Fuel Costs in the amount of \$580,000.00.

**Motion Passed:** Motion by Mr. Dan Cash to approve.

Mr. Jay Galbreath: Absent  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Yes: 11, Nay: 0, Absent: 1

XI. Approval of Central Cafeteria Fund Resolution 06.23 Additional Cafeteria Expenses - \$660,925.00  
Madam Chair Durham called upon Superintendent Golden, who recommended approval of Central Cafeteria Fund Resolution 06.23 Additional Cafeteria Expenses in the amount of \$660,925.00.

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

Mr. Jay Galbreath: Absent  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes

Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Yes: 11, Nay: 0, Absent: 1

XII. Approval of Extended School Program Fund Resolution 06.23 Additional Extended School Program Expenses - \$107,350.00

Madam Chair Durham called upon Superintendent Golden who recommended approval of Extended School Program Fund Resolution 06.23 Additional Extended School Program Expenses in the amount of \$107,350.00.

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

Mr. Jay Galbreath: Absent  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Yes: 11, Nay: 0, Absent: 1

c. Board Policy - Second Reading

I. 4.403 Library Materials

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

**Motion Passed as Amended** Motion by Mr. Eliot Mitchell Motion. a written notification shall be provided by central office to all parent(s)/guardian(s) of students in all same grade-band-level schools within seven (7) days immediately after the ad hoc materials review committee presents its written recommendation to the principal and the Superintendent. The notification shall include the title and author of the challenged material, the recommendation from the ad hoc review committee, and the process the parent/guardian should follow to opt his/her child out of checking out library materials. A second was made by Mrs. Jennifer Aprea. Superintendent Golden recommended approval.

Mr. Jay Galbreath: 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

Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Nay  
Mr. KC Haugh: Yes  
Yes: 10, Nay: 1, Absent: 1

**Motion Passed:** Motion by Mr. Josh Brown to include a written notification shall be provided by the principal or assistant principal **central office** to all parent(s)/guardian(s) of students in all same grade-band-level schools within seven (7) days immediately after the ad hoc materials review committee presents its written recommendation to the principal and the Superintendent. The notification shall include the title and author of the challenged material, the recommendation from the ad hoc review committee, and the process the parent/guardian should follow to opt his/her child out of checking out library materials. A second by Mr. Rick Wimberly.

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

**Motion Passed:** Amendment to the Motion by Ms. Sheila Cleveland Motion to amend the motion to include a written notification shall be provided by the principal or assistant principal to all parent(s)/guardian(s) of students in all same grade-band-level schools within seven (7) days immediately after the ad hoc materials review committee presents its written recommendation to the principal and the Superintendent. The notification shall include the title and author of the challenged material, the recommendation from the ad hoc review committee, and the process the parent/guardian should follow to opt his/her child out of checking out library materials. A second was made by Mrs. Jennifer Aprea. Superintendent Golden recommended approval.

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

Yes: 8, Nay: 3, Absent: 1

**Motion Failed:** Amendment to the amendment by Mrs. Jennifer Aprea to amend the amended motion to only notify parents one time within 7 days immediately after the ad hoc materials review committee presents its written recommendation to the principal and Superintendent; removing the second notification after the Board votes on the committee's decision. A second was made by Ms. Sheila Cleveland. Superintendent Golden recommended approval stating administration will post the final Board decision.

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

Yes: 5, Nay: 6, Absent: 1

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

Madam Chair Durham called upon Superintendent Golden who recommended approval of PECCA Memorandum of Understanding (Annual Agenda Item).

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

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

Yes: 11, Nay: 0, Absent: 1

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

Madam Chair Durham called upon Superintendent Golden who recommended approval of Certified and Classified Pay Schedules for 2023-24.

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

Mr. Jay Galbreath:	Absent
Mr. Dan Cash:	Yes
Mr. Eliot Mitchell:	Yes

Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Yes: 11, Nay: 0, Absent: 1

**7. Adjournment**

There being no further business, Madam Chair Durham adjourned the meeting at 8:24 p.m.

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Chairperson

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Superintendent

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in July</b>	Descriptor Term: <b>Board Member Conflict of Interest</b>	Descriptor Code: <b>1.105</b>	Issued Date:
		Rescinds:	Issued:

1 *General*

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

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

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

11 **DIRECT CONFLICT OF INTEREST<sup>1</sup>**

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

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

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

18 **INDIRECT CONFLICT OF INTEREST<sup>2</sup>**

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

23 **PENALTY FOR UNLAWFUL INTEREST<sup>5</sup>**

24 *Generally, the grounds and procedures on which a board member may be removed from office*  
25 *before the end of his/her term are set forth in the ouster and the quo warranto statutes.<sup>5</sup> Tennessee*  
26 *law requires that if* a board member is found to have an indirect interest and fails to disclose such  
27 interest, or becomes directly interested in any contract, he/she shall forfeit all compensation. He/she

- 1 shall also be dismissed from the Board and be ineligible to serve in the same or similar position for ten
- 2 (10) years.<sup>6</sup>

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Legal References

1. TCA 12-4-101(a); Op. Tenn. Att’y Gen. No. 10-46
2. TCA 12-4-101(b)
3. Op. Tenn. Att’y Gen. No. 99-209
4. TCA 12-4-101(a)(1)
5. *TCA 8-47-101, et seq.; 29-35-101, et seq.*
6. *TCA 12-4-102*

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Cross References

- Code of Ethics 1.106  
Duties of Board Members 1.202

## CONFLICT OF INTEREST DISCLOSURE STATEMENT

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

1. Date of disclosure: \_\_\_\_\_
2. Name: \_\_\_\_\_
3. Description of conflict of interest (describe below in detail):

\_\_\_\_\_  
Signature of Board Member

\_\_\_\_\_  
Signature of Witness

# Williamson County Board of Education

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

## ~~CODE OF ETHICS<sup>1</sup>~~

### ~~WILLIAMSON COUNTY SCHOOL DISTRICT~~

#### ~~Section 1. Definitions.~~

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

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

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

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

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

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

1 *General<sup>1</sup>*

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

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

14 ~~Section 5.~~ **Ethics Complaints**

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

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

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

31 The Ethics Committee may:

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

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

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

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

1. Date of disclosure: \_\_\_\_\_

2. Name of official or employee: \_\_\_\_\_

3. Office and position: \_\_\_\_\_

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

\_\_\_\_\_  
 Signature of official or employee

\_\_\_\_\_  
 Witness Signature

\_\_\_\_\_  
 Legal References

- 1. TCA 8-17-103

\_\_\_\_\_  
 Cross References

- Board Member Conflict of Interest 1.105*
- Duties of Board Members 1.202

# 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
37860	6/25/2023	6/30/2023	5/12/2023	Brentwood High	Mu Alpha Theta Nationals	Academic Field Trip	Math Comp.	6	University of Arkansas
<b>Notes/Fees</b> over100 - \$150.00 per student plus travel cost. No bus needed.									
37907	7/7/2023	7/10/2023	5/12/2023	Brentwood High	DECA Emerging Leaders Summit	CTE Trip	Career/Technical - DECA	4	Hyatt Regency Tysons Corner Ctr
<b>Notes/Fees</b> over100. \$485.00/student. BHS DECA will cover cost of registration, airfare, and lodging. Students will pay only for their food and a possible tour. NO BUS NEEDED.									
37888	6/9/2023	6/12/2023	5/9/2023	Centennial High	UDA Camp	Athletic Trip	Dance Team	8	Auburn University
<b>Notes/Fees</b> over100. \$442 per person - fundraising money used to cover cost. No bus needed									
37913	7/10/2023	7/13/2023	5/18/2023	Fairview High	Cheer Camp	Athletic Trip	9th - 12th grade	19	Park Vista Resort
<b>Notes/Fees</b> over100 \$450 per cheerleader. No Cost. Using County fee for \$250 cheerleaders pay remaining \$200. Overnight trip. No bus needed. Leave at 8:00am on 7/10/23 to travel to Park Vista Resort and return on 7/13/23 at approximately 5:00pm.									
37890	6/19/2023	6/22/2023	5/5/2023	Independence High	Cheer Camp	Athletic Trip	Varsity Cheer	87	University of Tennessee
<b>Notes/Fees</b> over100 - \$464.00 PER STUDENT, fundraising to help cover cost. Varsity Football cheer, Varsity Basketball cheer, & JV cheerParents are transporting girls, no bus needed									

1320 West Main Street Suite 202  
Franklin, TN 37064-3700  
Phone (615) 472-4000  
Website: [http:// www.wcs.edu](http://www.wcs.edu)



## MEMORANDUM

TO: Williamson County Board of Education

FROM: Juli L. Oyer, Assistant Superintendent of Elementary Schools

CC: Jason Golden, Superintendent of Schools

DATE: June 1, 2022

SUBJECT: School Aged Child Care Program Fees

Elementary schools request approval of the attached SACC fees. Tuition fees reflect a 10-11% increase over the current 2022/2023 fees. This increase was made to account for the increase in 2023/2024 pay chart and benefits. Please note the current fees begin with SACC Summer programming for the Summer of 2023.

The School Age Child Care, SACC, program offers financial assistance to families that qualify for free or reduced meals through food services. The current discounted rate is 30% for reduced meals and 40% for free meals. For the 2023/2024 school year we are requesting to increase the discounted amount to 40% for families receiving reduced meals and 50% for families receiving free meals through to assist with childcare costs.

Please see supporting documentation to see recommended fees and FAQs provided through SACC leadership to families.

Staff recommend approval.



## 2023-2024 Tuition Fees

Effective May 31, 2023

<b>School Year</b>	<b>Rate</b>	<b>Billing Matrix</b>
Registration Fee	\$40	Per Child
Full-Time Morning Care*	\$70	Per week/ per child
Full-Time Afternoon Care*	\$70	Per week/ per child
Full-Time Morning and Afternoon Care*	\$84	Per week/ per child
Part-Time Care	\$22	Per child/ per day
Full Day Care/ Inclement Weather	\$44	Per day/ per child
Full Day Care with Field Trip	\$50	Per day/ per child
*4% multi child discount will be applied for those registered in weekly full-time care after the first child		
<b>Summer Fees</b>	<b>23/24</b>	<b>Billing Matrix</b>
Registration Fee	\$40	Per Child
Full-Time Care	\$192	Per week/ per child
Part-Time Care	\$44	Per day/ per child
Part-Time Care Field Trip Fee	\$5	Per day/ per child
<b>Fees</b>		
Late Payment Fee	\$5	Per family/ per week
Late Pick Up Fee	\$3	Per minute/ per child
NSF Fee	\$10	Per returned transaction
Credit Card Processing Fee	3.50%	Per transaction
E-Check Processing Fee	0.5	Per transaction

Financial Assistance is available for students that qualify for free or reduced meals  
 30% discount for reduced meals, 40% discount for free meals

FY24 Consolidated Application Approval for IDEA/ESEA  
School Year 2023-24

LEA # 940

LEA Name (Legal Name of Agency): WILLIAMSON COUNTY BOARD OF EDUCATION

LEA # <b>940</b>	LEA Name (Legal Name of Agency): <b>WILLIAMSON COUNTY BOARD OF EDUCATION</b>
LEA Legal Mailing Address	
Street Address <b>1320 WEST MAIN STREET, SUITE 202</b>	
City <b>FRANKLIN</b>	State <b>TN</b> Zip <b>37064</b>

Consolidated Project begins July 1, 2023 and ends June 30, 2024.

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year application for filing.  
This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

June 19, 2023

Board Meeting Date

\_\_\_\_\_  
Director of Schools (Signature)

**Jason Golden, Superintendent**

\_\_\_\_\_  
Director of Schools (Print Name)

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Board of Education Official (Signature)

**Angela Marie Durham**

\_\_\_\_\_  
Board of Education Official (Print Name)

\_\_\_\_\_  
Date Signed

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



## MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: June 19, 2023

RE: Approval of ePlan Applications for FY2024 to include ESEA Grants as Amended by Every Student Succeeds Act, IDEA, Part B, IDEA Pre-School, and Carl Perkins Basic Grant

This memo is to request the approval of the FY2024 Federal Fund 142 ePlan Applications and Budgets with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2024 ePlan Applications and Budgets for ESEA Grants (Titles I-A, I-Delinquent, I-Neglected, IIA, III, IV), IDEA, Part B, IDEA Pre-School, and Carl Perkins Basic Grant and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

2023-2024 BUDGET FOR 142 SCHOOL FEDERAL PROJECTS

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL JUNE 19, 2023

(Includes Special Education IDEA-Part B, IDEA Pre-School, CTE Perkins Basic, and ESEA Grants (Titles IA, I-Delinquent, I-Neglected, IIA, III, IV) as amended by Every Student Succeeds Act)

**REVENUES**

47131	CTE Perkins Basic Grant	\$	355,125.52
47141	Title IA, I-Neglected, I-Delinquent Grants to States	\$	828,942.48
47143	Special Education Grants to States	\$	7,587,052.00
47145	Special Education Pre-School	\$	142,802.00
47146	Title III, English Language Acquisition	\$	78,543.40
47189	Title IIA, Eisenhower Professional Development	\$	636,590.41
47590	Title IV, (Student Support and Academic Enrichment)	\$	<u>58,275.12</u>

**TOTAL REVENUES** \$ **9,687,330.93**

**EXPENDITURES**

71100	Regular Instruction Program	\$	795,119.61
71200	Special Education Instruction Program	\$	4,631,310.54
71300	Vocational Education Program	\$	210,141.39
72120	Health Services	\$	1,032,522.00
72130	Other Student Support	\$	162,859.11
72210	Other Instruction Support	\$	716,492.34
72220	Special Education Support	\$	1,844,526.46
72230	Vocational Support	\$	18,941.06
72710	Transportation	\$	3,000.00
99100	Transfers Out (Indirect Cost)	\$	<u>272,418.42</u>

**TOTAL EXPENDITURES** \$ **9,687,330.93**

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL**  
**ESEA as amended by Every Student Succeeds Act**  
**2023-2024 PROPOSED BUDGET**

Category	DESCRIPTION	TITLE I-A		TITLE I-A		TITLE IIA	TITLE III	TITLE IV	TOTALS BY CATEGORY
		TITLE I-A	NEGLECTED	DELINQUENT					
<b>REVENUE</b>									
47141	Title I, Grants to Local Education Agencies	787,946.27	4,866.87	36,129.34	-	-	-	-	828,942.48
47146	Title III, English Language Acquisition	-	-	-	-	78,543.40	-	-	78,543.40
47189	Title IIA, Eisenhower Prof Development	-	-	-	636,590.41	-	-	-	636,590.41
47590	Title IV, Other Federal Through State	-	-	-	-	-	58,275.12	-	58,275.12
		<u>\$ 787,946.27</u>	<u>\$ 4,866.87</u>	<u>\$ 36,129.34</u>	<u>\$ 636,590.41</u>	<u>\$ 78,543.40</u>	<u>\$ 58,275.12</u>	<u>\$</u>	<u>1,602,351.41</u>
<b>EXPENDITURES</b>									
<b>71100 REGULAR INSTRUCTION</b>									
	Teachers	116	524,724.00	-	-	-	-	-	
	Other Salaries & Wages	189	-	3,660.00	28,125.00	-	30,000.00	-	
	Social Security	201	29,568.00	227.00	1,744.00	-	1,860.00	-	
	State Retirement	204	37,914.00	287.87	2,236.00	-	2,385.00	-	
	Life Insurance	206	246.00	-	-	-	-	-	
	Medical Insurance	207	68,700.00	-	-	-	-	-	
	Dental Insurance	208	3,000.00	-	-	-	-	-	
	Employer Medicare	212	7,608.00	53.00	408.00	-	435.00	-	
	Instructional Materials	429	-	500.00	2,581.34	-	37,107.40	11,750.00	
	TOTAL REGULAR INSTRUCTION		<u>\$ 671,760.00</u>	<u>\$ 4,727.87</u>	<u>\$ 35,094.34</u>	<u>\$ -</u>	<u>\$ 71,787.40</u>	<u>\$ 11,750.00</u>	<u>\$ 795,119.61</u>
<b>72130 OTHER STUDENT SUPPORT</b>									
	Other Salaries & Wages	189	1,200.00	-	-	-	-	-	
	Social Security	201	75.00	-	-	-	-	-	
	State Retirement	204	95.00	-	-	-	-	-	
	Employer Medicare	212	18.00	-	-	-	-	-	
	In-Service Staff Development	524	-	-	-	-	-	35,320.00	
	Other Charges	599	6,491.46	-	-	-	-	-	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 7,879.46</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 35,320.00</u>	<u>\$ 43,199.46</u>
<b>72210 INSTRUCTION SUPPORT</b>									
	Education Media Personnel	137	-	-	-	60,935.00	-	-	
	Secretary(s)	161	-	-	-	26,676.00	-	-	
	Other Salaries and Wages	189	-	-	-	281,304.00	-	-	
	Teacher Training	196	-	-	-	-	-	3,000.00	
	Social Security	201	-	-	-	22,873.00	-	186.00	
	State Retirement	204	-	-	-	29,232.00	-	238.00	
	Life Insurance	206	-	-	-	205.00	-	-	
	Medical Insurance	207	-	-	-	57,250.00	-	-	
	Dental Insurance	208	-	-	-	2,500.00	-	-	
	Employer Medicare	212	-	-	-	5,350.00	-	44.00	
	Mileage	355	-	-	-	7,000.00	-	-	
	Other Contracted Services	399	-	-	-	21,493.00	-	-	
	Other Materials/Supplies	499	35,695.00	-	-	-	-	-	
	In-Service Staff Develop.	524	47,033.81	-	-	103,572.41	5,218.00	6,687.12	
	TOTAL INSTRUCTION SUPPORT		<u>\$ 82,728.81</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 618,390.41</u>	<u>\$ 5,218.00</u>	<u>\$ 10,155.12</u>	<u>\$ 716,492.34</u>
<b>72710 TRANSPORTATION</b>									
	Contracts with Parents	313	1,500.00	-	-	-	-	-	
	Contract with Vehicle Owner	315	1,500.00	-	-	-	-	-	
	TOTAL TRANSPORTATION		<u>\$ 3,000.00</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,000.00</u>
<b>99100 TRANSFERS OUT</b>									
	Indirect Cost	504	22,578.00	139.00	1,035.00	18,200.00	1,538.00	1,050.00	
	TOTAL TRANSFERS OUT		<u>\$ 22,578.00</u>	<u>\$ 139.00</u>	<u>\$ 1,035.00</u>	<u>\$ 18,200.00</u>	<u>\$ 1,538.00</u>	<u>\$ 1,050.00</u>	<u>\$ 44,540.00</u>
	<b>TOTALS</b>		<u><b>\$ 787,946.27</b></u>	<u><b>\$ 4,866.87</b></u>	<u><b>\$ 36,129.34</b></u>	<u><b>\$ 636,590.41</b></u>	<u><b>\$ 78,543.40</b></u>	<u><b>\$ 58,275.12</b></u>	<u><b>\$ 1,602,351.41</b></u>

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL  
INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA)  
2023-2024 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	IDEA		TOTALS BY CATEGORY
			IDEA, PART B	PRESCHOOL	
<b>REVENUE</b>					
47143	Special Education - Grants to States		7,587,052.00	-	7,587,052.00
47145	Special Education - Preschool Grants		-	142,802.00	142,802.00
			<b>\$ 7,587,052.00</b>	<b>\$ 142,802.00</b>	<b>\$ 7,729,854.00</b>

**EXPENDITURES**

**71200 SPECIAL EDUCATION INSTRUCTION**

Teachers	116	-	55,888.00		
Educational Assistants	163	2,391,428.00	44,557.00		
Other Salaries & Wages	189	220,568.00	-		
Social Security	201	161,944.00	6,228.00		
State Retirement	204	204,815.00	4,443.00		
Life Insurance	206	3,936.00	41.00		
Medical Insurance	207	1,099,200.00	11,450.00		
Dental Insurance	208	48,000.00	500.00		
Employer Medicare	212	37,874.00	1,456.00		
Contract w/Private Agencies	312	300,000.00	1,668.25		
Instructional Supplies/Mat	429	20,834.54	12,479.75		
Other Supplies/Materials	499	4,000.00	-		
In-Service/Staff Development	524	-	-		
Special Educ Equipment	725	-	-		
<b>TOTAL SPECIAL EDUCATION INSTRUCTION</b>		<b>\$ 4,492,599.54</b>	<b>\$ 138,711.00</b>	<b>\$</b>	<b>4,631,310.54</b>

**72120 HEALTH SERVICES**

Medical Personnel	131	778,695.00	-		
Social Security	201	48,279.00	-		
State Retirement	204	57,156.00	-		
Life Insurance	206	451.00	-		
Medical Insurance	207	125,950.00	-		
Dental Insurance	208	5,500.00	-		
Employer Medicare	212	11,291.00	-		
Travel-Mileage	355	5,200.00	-		
<b>TOTAL HEALTH SERVICES</b>		<b>\$ 1,032,522.00</b>	<b>\$ -</b>	<b>\$</b>	<b>1,032,522.00</b>

**72220 SPECIAL EDUCATION SUPPORT**

Psychological Personnel	124	148,400.00	-		
Secretary(s)	161	53,352.00	-		
Other Salaries/Wages	189	1,172,422.00	-		
Social Security	201	53,756.00	-		
State Retirement	204	102,207.00	-		
Life Insurance	206	656.00	-		
Medical Insurance	207	183,200.00	-		
Dental Insurance	208	8,000.00	-		
Employer Medicare	212	19,925.00	-		
Contract w/Private Agencies	312	30,000.00	-		
Travel-Mileage	355	7,800.00	-		
Other Supplies & Materials	499	10,000.00	-		
In-Service/Staff Development	524	54,808.46	-		
<b>TOTAL SPECIAL EDUCATION SUPPORT</b>		<b>\$ 1,844,526.46</b>	<b>\$ -</b>	<b>\$</b>	<b>1,844,526.46</b>

**99100 TRANSFERS OUT**

Indirect Cost	504	217,404.00	4,091.00		
<b>TOTAL TRANSFERS OUT</b>		<b>\$ 217,404.00</b>	<b>\$ 4,091.00</b>	<b>\$</b>	<b>221,495.00</b>

**TOTAL**      **\$ 7,587,052.00**      **\$ 142,802.00**      **\$ 7,729,854.00**

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL  
 CARL D. PERKINS CAREER AND TECHNICAL EDUCATION ACT OF 2006  
 as amended by the Strengthening Career Technical Education for the 21st Century Act (Perkins V)  
 2023-2024 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	<u>CTE PERKINS BASIC</u>	<u>TOTALS BY CATEGORY</u>
<b>REVENUE</b>				
47131	Vocational Education - Grants to States		355,125.52	
			<u>\$ 355,125.52</u>	\$ 355,125.52
<hr/>				
<b>EXPENDITURES</b>				
<b>71300 CAREER AND TECHNICAL EDUCATION</b>				
	Teachers	116	41,180.00	
	Clerical Personnel	162	19,332.00	
	Social Security	201	3,751.74	
	State Retirement	204	4,319.99	
	Life Insurance	206	35.88	
	Medical Insurance	207	10,018.75	
	Dental Insurance	208	437.50	
	Employer Medicare	212	877.42	
	Instructional Equipment	730	<u>130,188.11</u>	
	<b>TOTAL CAREER AND TECH EDUC</b>		<u>\$ 210,141.39</u>	\$ 210,141.39
<b>72130 OTHER STUDENT SUPPORT</b>				
	Other Salaries & Wages	189	21,404.37	
	Social Security	201	1,328.00	
	State Retirement	204	1,801.00	
	Employer Medicare	212	311.00	
	Travel-Mileage	355	71,000.00	
	In Service/Staff Development	524	<u>23,815.28</u>	
	<b>TOTAL OTHER STUDENT SUPPORT</b>		<u>\$ 119,659.65</u>	\$ 119,659.65
<b>72230 CAREER/TECH EDUC SUPPORT</b>				
	Clerical Personnel	162	6,444.00	
	Social Security	201	399.53	
	State Retirement	204	505.21	
	Life Insurance	206	5.13	
	Medical Insurance	207	1,431.25	
	Dental Insurance	208	62.50	
	Employer Medicare	212	93.44	
	In-Service Staff Develop.	524	<u>10,000.00</u>	
	<b>TOTAL CAREER/TECH EDUC SUPPORT</b>		<u>\$ 18,941.06</u>	\$ 18,941.06
<b>99100 TRANSFERS OUT</b>				
	Indirect Cost	504	<u>6,383.42</u>	
	<b>TOTAL TRANSFERS OUT</b>		<u>\$ 6,383.42</u>	\$ 6,383.42
	<b><u>TOTAL</u></b>		<u>\$ 355,125.52</u>	<u>\$ 355,125.52</u>



**M E M O R A N D U M**

**DATE:** May 9, 2023  
**TO:** School Board Members  
**FROM:** Eric Gardner  
Director of Facilities & Construction  
**CC:** Jason Golden, Superintendent  
**RE:** Riverside Fellowship Church at Page Middle School

Riverside Fellowship Church has requested use of Page Middle School for worship services for an extended period of time. This request is governed under WCS School Board Policy 3.206 and related administrative guidelines. The lease request is for the following:

- Cafeteria
- Use period – Weekly on Sunday for worship services.
- Term of lease – July 2, 2023, to July 7, 2024, with renewal each year thereafter to a maximum of 6 years total (July 1, 2029).
- The tenant will be required to reimburse WCS for all use fees and building supervision not waived.

Staff recommends approval.

# REQUEST FOR USE OF WILLIAMSON COUNTY SCHOOLS & FACILITIES BY COMMUNITY ORGANIZATIONS

Central Office Use

ID NUMBER \_\_\_\_\_

School to be Used: Page Middle School

Purpose of Use: Worship/Church Expected Attendance 100-150

Organization Name: Riverside Fellowship

Request Made By: John Meade Title in Organization Pres. of Board

Mailing Address: 7128 Brandon Park Court City Franklin Zip 37064

Cell Number: 615-945-4948 E-Mail johnwilliammeade@gmail.com

**BUILDING USAGE**

\*\*PLEASE FILL THIS FORM OUT IN ITS ENTIRETY\*\*

Date & Days of Use Sundays weekly starting 6/4/23 S  M  T  W  TH  F  ST

Reoccurring Use Weekly on: S  M  T  W  TH  F  ST

Reoccurring Use Monthly on: 1st  2nd  3rd  4th  5th S  M  T  W  TH  F  ST

Starting Date June 4, 2023 \*July 2 amended Ending Date June 4, 2024 \*July 7 amended

Starting Time 700  AM  PM Ending Time 200  AM  PM

**FEE SCHEDULE - If applicable**

\*DO NOT LEAVE BLANK\*

**Area(s) Needed**

Classroom(s) Room #s \_\_\_\_\_ \$16 per day per room \$ \_\_\_\_\_  
Limited classroom use per board policy

Auditorium \$296 per day \$ \_\_\_\_\_  
 Stage Light  Y  N  
 Sound System  Y  N One fee for either or both \$100 plus personnel fee \$ \_\_\_\_\_

Gymnasium \$302 per day \$ \_\_\_\_\_

Auxiliary Gym (High Schools Only) \$302 per day \$ \_\_\_\_\_

Gym for Jr. Sports Groups Only \$19 per hour (Max \$302 per day) \$ \_\_\_\_\_

Stadium/Track/or other Game Field \$ \_\_\_\_\_

Tennis \$ \_\_\_\_\_

Campus (Outside Building)

Cafeteria ( This is for the seating area only) \$19 per hour (Max \$135 per day) \$ 135  
 Kitchen (This is for the serving line area and main kitchen)  
(One WCS kitchen staff member must be present when the use of the kitchen is requested. They must be present for the entire time you request use of the kitchen. This cost will be determined by each school site.)

**Supervision - Required**

Building Supervision See Note 1 \$21.50 per hour (incl tax) \$ \_\_\_\_\_

Name of Supervisor Marilyn Crother  Check if supervisor is waiving fees.

Custodial Services **Check here if needed** \$ \_\_\_\_\_

*\*Custodial service based on actual time for (for cleaning as needed and determined by contractor* \$ \_\_\_\_\_

**TOTAL ESTIMATED FEE** \$ \_\_\_\_\_

Note 1:

When multiple rooms are used, supervision is calculated on one room. Supervision for outside as required

**MAKE PAYMENT TO: WILLIAMSON COUNTY SCHOOLS, 1320 West Main Street, Suite 202, Franklin, TN 37064**  
 No funds shall be paid individually to any employee or individual school for use of facilities.  
 Hold Harmless Clause on page 2 must be completed. See page 2 for policy and procedures.

**REQUEST FOR USE OF WILLIAMSON COUNTY SCHOOLS & FACILITIES**

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

**AGREEMENT**

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

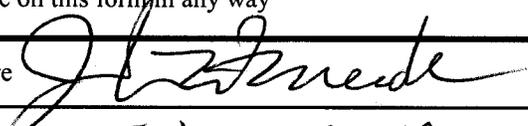
I/We agree to indemnify and hold harmless the WILLIAMSON COUNTY BOARD OF EDUCATION from:

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

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

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

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

Authorized Signature		Date 5/1/2023
Name: (PRINT ONLY)	John W Meade	

**THIS IS NOT A FINAL INVOICE**

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

**FORWARD COMPLETED REQUEST TO:**

SCHOOL PRINCIPAL

**QUESTIONS?**

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

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

PRINCIPAL SIGNATURE - Facility is available during time and dates requested:	
	5/18/23
*This does not constitute final approval which resides with Facilities Dept/Central Office*	
Central Office - Event falls within policy guidelines and insurance sufficient for use <input type="checkbox"/> <input type="checkbox"/>	
Date	



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
04/11/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Battle Page Insurance, Inc. 145 Southeast Parkway Suite 190 Franklin TN 37064	CONTACT NAME: Tammy Smith	PHONE (A/C, No, Ext): (615)790-8008	FAX (A/C, No): (615)591-0007
	E-MAIL ADDRESS: tammy@bpi-tn.com		
INSURED Riverside Fellowship 7128 Brandon Park Ct Franklin TN 37064	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Erie Insurance Exchange		26271
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR  GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			Q61-0079761	03/01/2023	03/01/2024	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED \$ RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
Williamson County Board of Education is shown as Additional Insured in regards to General Liability.

CERTIFICATE HOLDER CANCELLATION AI 012241

Williamson County Board of Education 1320 W Main St Franklin TN 37064	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.  AUTHORIZED REPRESENTATIVE
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Fax: ( ) -

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**Tre Hargett**  
Secretary of State

**Division of Business Services**  
**Department of State**  
State of Tennessee  
312 Rosa L. Parks AVE, 6th FL  
Nashville, TN 37243-1102

## Filing Information

Name: **Riverside Fellowship**

### General Information

<b>SOS Control #</b>	<b>001170651</b>	Formation Locale:	TENNESSEE
Filing Type:	Nonprofit Corporation - Domestic	Date Formed:	02/17/2021
	02/17/2021 5:46 PM	Fiscal Year Close	12
Status:	Active	Religious Corp:	Yes
Duration Term:	Perpetual		
Public/Mutual Benefit:	Public		

### Registered Agent Address

JOHN W MEADE  
JOHN W MEADE  
7128 BRANDON PARK CT  
FRANKLIN, TN 37064-7626

### Principal Address

JOHN W MEADE  
7128 BRANDON PARK CT  
FRANKLIN, TN 37064-7626

The following document(s) was/were filed in this office on the date(s) indicated below:

<b>Date Filed</b>	<b>Filing Description</b>	<b>Image #</b>
01/26/2023	2022 Annual Report	B1327-8424
09/15/2022	Articles of Amendment	B1276-2378
	Public Benefit Changed From: Mutual To: Public	
12/04/2021	2021 Annual Report	B1133-1758
02/17/2021	Initial Filing	B0984-6018

### Active Assumed Names (if any)

<b>Date</b>	<b>Expires</b>
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## LEASE

THIS LEASE made and entered into this 19th day of June 2023, between Williamson County Board of Education, hereinafter called "Landlord" and Riverside Fellowship, hereinafter called "Tenant".

### WITNESSETH:

FOR AND in consideration of the rentals, undertakings and mutual covenants hereinafter set forth, Landlord hereby leases to Tenant, and Tenant hereby leases from Landlord, subject to the terms and conditions hereinafter expressed, certain portions of improved real estate located in Williamson County, Tennessee, and described more particularly as:

Name: Page Middle School  
Address: 6262 Arno Road  
FRANKLIN, TN 37064 USA

Description of Space: Cafeteria

Said improved real estate is hereinafter referred to sometimes as the "leased premises." TO USE the leased premises, together with the improvements and appurtenances thereto belonging, unto Tenant, its successors and assigns for a term of 12 months, beginning July 2, 2023 and ending July 7, 2024, unless sooner terminated as hereinafter provided. Said lease may be extended for a term not to exceed five (5) annual renewals at the discretion of the Landlord upon application by the Tenant. The terms of this lease shall be subject to all Board of Education policies as amended from time to time.

THE PARTIES HERETO MUTUALLY COVENANT AND AGREE AS FOLLOWS, THIS LEASE BEING EXPRESSLY SUBJECT TO THE TERMS AND CONDITIONS HEREINAFTER SET OUT:

1. Rent. Tenant agrees to pay to Landlord for the leased premises during the term hereof basic rent at the rate of seven thousand twenty dollars and zero cents (\$7,020.00) per annum, payable in twelve (12) installments of approximately five hundred eighty-five dollars and zero cents (\$585.00) per month. All rentals are payable in advance on the first day of each and every month and shall be payable without notice or demand and without deduction, set-off or abatement except as otherwise provided specifically in this Lease. The amount of rent designated herein is subject to change as the areas requested for use in the premises change. All areas used and charges therefore shall be designated in an exhibit to be attached to the lease. Changes in the rental amount resulting from changes in the space the Tenant wishes to lease shall be effectuated by amendment to the original exhibit and shall not constitute a new lease nor shall it extend any lease into which Landlord and Tenant have entered. Applicable fees will be charged for building supervision, custodial services, supplies, cafeteria use, WCS food service employees, and manager fees. Tenant agrees to pay the

amounts billed for any said expenses. The Tenant and Landlord agree that the following areas of the premises are leased on the days of the week noted for the agreed to period of lease.

Name of School:	PAGE MIDDLE
Areas to be Used:	CAFETERIA
Use period:	Sunday Each Week Beginning <u>JULY 2, 2023</u> , through <u>JULY 7, 2024</u>
Estimated Supervision Cost:	<u>\$7,826.00</u> per annum.
Estimated Custodial Cost:	<u>\$5,980.00</u> per annum.

The Tenant agrees that no other areas of the building may be used without authorization, in writing and amended to this lease agreement. The time period the building may be occupied is an eight (8) hour period per day, beginning not before 7:00 A.M. and ending by 6:00 P.M.

2. Conditions. Tenant agrees that it has examined the leased premises and accepts the same in their present state and condition as of the date hereof without any representations or warranties, express or implied, in fact or in law, by Landlord as to the nature, condition or usability thereof or as to the use or uses to which the leased premises may be put. Williamson County Schools does not warrant that the facility is being currently maintained and will not be responsible for inspection and maintenance of the facility while it is being used by Tenant.

3. Signage. Tenant shall not be permitted to place signage over any signs erected by Williamson County Schools that are used to identify the property. Tenant further agrees that no temporary signage shall be placed upon property without the express written consent of the school district. Should the district agree to allow signage, it shall be in accordance with the written conditions set forth by the district, county, city and other governing agencies. Tenant shall be responsible for all permits and fees for signage. Signs may not be erected more than twenty-four hours before usage of the facility and must be promptly removed upon completion of the use.

4. Use. Tenant agrees that it will not use or allow the leased premises or any part thereof to be used or occupied for any unlawful purpose or any purpose contrary to the published policies of the Williamson County Board of Education and will not permit any act to be done or any condition to exist on the leased premises which may constitute a nuisance, public or private, or which may make void or voidable any insurance then in force with respect to the leased premises. Tenant agrees that it will comply promptly with all laws and regulations of federal, state and municipal authorities applicable to the leased premises and to the business conducted thereon.

5. Improvements and Repairs. Landlord shall have no obligation of any kind, nature or description with respect to the leased premises or any improvements thereon. No structural alterations of, or additions to, any improvements currently on the leased premises or the construction or placement of any other improvements upon the leased premises shall be made by Tenant. Tenant covenants that at no time during the term hereof will it create, or permit to be created or to remain, and will promptly discharge, any lien, encumbrance or charge upon the leased premises.

6. Assumption of Risk. Tenant shall, and does hereby, assume all risks of loss or injury to the property or person of all persons at any time coming upon the leased premises during the term hereof and Tenant shall, and does hereby agree to, indemnify and save harmless Landlord for and from any and all claims, demands, suits, judgment costs or expenses on account of any such loss or injury and any loss or injury which arise from any failure of Tenant, its officers, agents or employees to obey any applicable laws. Tenant shall be responsible for any attorney's fees and costs of Landlord incurred as a result of any such loss. To that end, Tenant shall, at its own cost and expense, maintain general public liability insurance for and on the leased premises, naming itself and Landlord as insured

parties, with limits of not less than one million dollars (\$1,000,000) per occurrence for bodily injury or death and one million dollars (\$1,000,000) per occurrence for property damage. Such insurance shall be affected by a valid and enforceable policy or policies issued by an insurance company of recognized responsibility licensed to do business in the State of Tennessee and shall contain a provision that coverage cannot be cancelled without ten (10) days' written notice to Landlord. Tenant shall furnish to Landlord a copy of such policy or policies evidencing that the required insurance is in full force and effect.

7. Damage or Destruction. Tenant shall at all times during the term hereof, at its own cost and expense, insure and keep in full force and effect on any improvements situated on the leased premises a policy or policies of fire and casualty insurance (extended coverage) in the minimum amount of one million dollars (\$1,000,000). Such policy or policies shall name Landlord as the loss payee and shall contain a provision that coverage cannot be cancelled without ten (10) days' written notice to Landlord. Such insurance shall be effected by a valid and enforceable policy or policies issued by an insurance company of recognized responsibility doing business in the State of Tennessee, and Tenant shall furnish to Landlord a copy of such policy or policies evidencing that the required insurance is in full force and effect. In the event said improvements are destroyed or damaged by fire or other casualty to the extent that Tenant cannot continue to operate and occupy any portion thereof, Landlord may, at its option, elect to rebuild, replace or restore the improvements or may elect not to do so. The basic rental payments hereunder shall cease as of the date of total destruction of said improvements and shall not commence again until the same have been repaired or replaced. In the event said improvements are destroyed and Landlord elects not to rebuild, restore or replace, then this Lease shall be terminated upon the date of such destruction and all insurance proceeds shall be retained by Landlord as its own.

8. Condemnation. If the whole of the leased premises, or such portion thereof as will make the leased premises unsuitable for Tenant's purposes, is condemned for any public use or purpose of any legally constituted authority, this Lease shall be terminated automatically upon the date when possession is taken by such public authority, and rent shall be accounted for between Landlord and Tenant as of the date of surrender of possession. In the event only a portion of the leased premises is condemned for any public use or purpose without rendering the leased premises unsuitable for the purposes of Tenant, there shall be no termination of the Lease on such account and no abatement of rent. Any and all monetary awards for the taking of the leased premises by eminent domain or under the threat thereof and for incidental damages thereto shall belong to and inure to the exclusive benefit of Landlord.

9. Quiet Enjoyment. Landlord covenants that it has good title to the leased premises and is under no disability which would impair its right to enter into this Lease. Tenant, upon the payment of the rent herein provided and upon performance of all the terms and conditions hereof shall quietly have and enjoy the leased premises during the term hereof without hindrance by or disturbance from Landlord or anyone claiming by or through Landlord.

10. Surrender. Tenant shall, upon the last day of the term or upon the sooner termination as herein provided, peaceably and quietly surrender the leased premises to Landlord, including all improvements thereon, in as good condition and repair as at the commencement of the term, normal wear and tear excepted. Tenant may, upon the termination of this Lease if it is not in default hereunder, remove from the leased premises all movable trade fixtures and equipment installed by Tenant thereon, provided any damage or other injury to the leased premises resulting from such removal be adequately repaired and the leased premises fully restored by Tenant. All such fixtures and equipment not removed promptly by Tenant upon the termination hereof shall become the property of Landlord.

11. Termination and Landlord's Rights upon Default. This lease may be terminated by Landlord without cause at any time upon ninety (90) days written notice to Tenant. Further, if proceedings are commenced against or by Tenant in any court under a Bankruptcy Act or for the appointment of a Trustee or Receiver of Tenant's property, or if there shall be a default in the payment of rent or any part thereof, or other payment due hereunder, for more than ten (10) days after written notice of such default is given by Landlord to Tenant, or if there shall be default in the performance of any other covenant, agreement or condition herein contained on the part of Tenant for more than thirty (30) days after written notice by Landlord, this Lease shall thereupon be terminated at Landlord's option, and Landlord shall have the right to re-enter or repossess the leased premises and dispossess and remove there from Tenant, or other occupants thereof and their effects, without being liable for any prosecution therefore. In such case, Landlord may, at its option, re-let the leased premises or any part thereof as the agent of Tenant, and Tenant shall pay the difference between the rent and other costs and charges herein reserved and agreed to be paid by Tenant for the portion of the term remaining at the time of re-entry or repossession and the amount, if any, received or to be received under such re-letting for such portion of the term. Should this Lease be placed in the hands of an attorney for default or breach, or for the enforcement of any rights herein reserved or stipulated, Tenant agrees to pay all costs incident thereto, including a reasonable attorney's fee.

12. Landlord's Right to Perform. If Tenant shall default in the performance of any covenant or condition of this Lease required to be performed by Tenant, Landlord may, at its option, perform such covenant or condition for the account and at the expense of Tenant. The amount of any expense so incurred shall be deemed additional rent and may, at the option of Landlord, be added to any subsequent installment of the net monthly rent due and payable under this Lease, in which event Landlord shall have the remedies for default in the payment thereof provided by this Lease. The provisions of this paragraph shall survive the termination of this Lease.

13. No Waiver. The failure of Landlord or Tenant to insist upon a strict performance of any term or condition of this Lease shall not be deemed a waiver of any right or remedy that Landlord or Tenant may have and shall not be deemed a waiver of any subsequent breach of such term or condition.

14. Landlord-Tenant Relationship. It is expressly agreed and understood that Landlord shall not be construed or held to be a partner or associate of Tenant in the conduct of its business, it being expressly understood and agreed that the sole relationship between the parties hereto is that of landlord and tenant.

15. Assignment. Tenant covenants not to assign this Lease or sublet the leased premises in whole or in part.

16. Notices. All notices and other communications to be given hereunder by either party shall be in writing and shall be delivered personally or mailed, postage prepaid, by first class mail to the other (and the date of any notice by certified or registered mail shall be deemed to be the date of certification or registration thereof) delivered or addressed to the parties as follows:

Landlord: Williamson County Board of Education  
1320 West Main Street, Suite 202  
Franklin, Tennessee 37064  
Attn: Jason Golden, Superintendent of Schools

Tenant: Riverside Fellowship  
7128 Brandon Park CT  
Franklin, TN 37064-7626  
Attn: John W Meade

or, at such other address as either party may later designate in writing.

17. Entire Agreement. The entire agreement between the parties hereto is contained in this instrument and it is expressly agreed that no obligations of Landlord or Tenant shall be implied in addition to those herein expressly contained. Any amendment to this Lease must be in writing signed by the parties hereto in order to be binding.
18. Binding Effect. The terms and provisions of this Lease shall be binding upon and inure to the benefit of the parties hereto and to their respective successors and assigns.

IN WITNESS WHEREOF, the parties hereto on the day and date first above written have executed this Lease at Franklin, Tennessee.

LANDLORD: Williamson County Board of Education

By: \_\_\_\_\_

Jason Golden, Director of Schools

TENANT: \_\_\_\_\_

By: John W Meade, Riverside Fellowship



**MEMORANDUM**

TO: Williamson County Board of Education

FROM: Jason Golden, Superintendent

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

DATE: February 2, 2023

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

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

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

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

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

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

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

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

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

# Committee for the Reconsideration of Library Books

## Section I: Conclusion Report

### Committee Members

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

### Structure and Process of Committee

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

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

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

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

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

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

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

### Selection Process for Library Books in High Schools

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

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

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

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

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

## Complainant

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

## Recommendation of Committee

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

## Section II: Library Book Review

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

### Where the Crawdad Sings

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

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

### Speak

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

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

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

## **Field Guide to the North American Teenager**

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

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

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

## **Perks of Being a Wallflower**

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

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

## **Every Last Word**

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

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

### Relevant Tennessee Law

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

### Relevant U.S. Supreme Court Cases

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

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## **MEMORANDUM**

TO: Williamson County Board of Education

FROM: Jason Golden, Superintendent

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

DATE: February 2, 2023

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

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

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

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

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

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

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

# Committee for the Reconsideration of Library Materials

January 20, 2023

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

## Section I: Conclusion Report

### Committee Members

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

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

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

Allison Fisher, WCS high school level principal

Abby Peterson, parent organization leader at school involved

### Structure and Process of Committee

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

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

### Selection Process for Library Books in High Schools

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

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

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

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

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

### [Policies and State Law for Reconsideration](#)

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

## Reconsideration Timeline

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

### Complainant

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

## Conclusion of Committee

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

## Section II: Library Book Review

### Book Overview

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

Summary of the book (from the publisher):

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

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

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

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

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

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

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

## Noteworthy Reviews

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

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

*Kirkus Reviews* starred (January 1, 2005)

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

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

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

*Library Journal (June 1, 2011)*

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

*Publishers Weekly (January 31, 2005)*

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

*School Library Journal (July 1, 2005)*

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

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

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

#### *Reviews & Awards*

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

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

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

\*\* Taken from another format.

### Learning Connections

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

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

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

#### Relevant Tennessee Law

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

#### Relevant U.S. Supreme Court Cases

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

**Amendment**

**AMENDMENT FOR \$95,799.58 IN THE CENTRAL  
CAFETERIA FUND FOR COMMODITIES**

**WHEREAS**, the Central Cafeteria Fund is a self sufficient operating fund within the school district that collects fees for services at the various schools within the county; and

**WHEREAS**, the revenue and expenditures for commodity line item is provided by the state and no funding/outlay is required, but it is necessary for financial statement presentation to reflect enough to cover these items; and

**WHEREAS**, we need to reduce \$95,799.58 to both the revenue and expense budget lines for reporting purposes only for a total of \$825,918.42 for commodities revenue and expense budgets;

**NOW, THEREFORE BE IT RESOLVED**, that the Williamson County Board of Education meeting in regular session on June 19, 2023, approve the above noted amendment to the 2022-2023 Central Cafeteria Fund budget as follows:

<b>Revenue</b>			
<b>143.40000.471120.0000.00.32</b>	<b>USDA Commodities</b>		<b>\$95,799.58</b>
<b>Expenditure</b>			
<b>143.73100.546900</b>	<b>USDA Commodities</b>	<b>\$95,799.58</b>	

**Action Taken**  
**School Board**    Yes \_\_\_ No \_\_\_

**WILLIAMSON COUNTY SCHOOLS**  
**INTRA-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2022-2023**

**GENERAL PURPOSE SCHOOL - FUND 141**

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
141 -71100-511600-000-00-00-00-00-	TEACHERS	ENSURE SUFFICIENCY	144,832	
141-71100-511645-000-00-00-00-00-	TEACHERS-SUPPLEMENTS	SUPPLEMENTS ALLOCATION	655,168	
141-71100-511645-350-00-00-00-00-P5022	TEACHERS-SUPPLEMENTS	SUPPLEMENTS ALLOCATION	370	
141 -71100-516300-000-00-00-00-00-	EDUCATIONAL ASSISTANTS			800,000
141 -71100-520400-350-00-00-00-00-P5022	PENSIONS			370
141 -71100-521200-000-00-00-00-00-	EMPLOYER MEDICARE	ENSURE SUFFICIENCY	50,000	
141 -71100-521700-000-00-00-00-00-	RETIRE/HYBRID STABILIZATION			50,000
141 -71100-544936-449-00-00-00-00-	TEXTBOOKS-HIGH SCHOOL	HIGH SCHOOL TXTBOOKS	330,000	
141 -71100-544937-449-00-00-00-00-	TEXTBOOKS-INSTRUCT KITS			330,000
141 -71100-547100-128-00-00-00-00-	SOFTWARE-TECHNOLOGY			25,000
141 -71100-549900-128-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			8,000
141 -71100-559900-510-00-00-00-00-P0920	OTHER CHARGES			1,600
141 -71100-572200-128-00-00-00-00-	REGULAR INSTRUCTION EQUIPMENT	INST. TECH NEEDS	33,000	
141 -71100-572200-320-00-00-00-00-	REGULAR INSTRUCTION EQUIPMENT	ENSURE SUFFICIENCY	1,600	
<b>TOTAL REGULAR INSTRUCTION</b>			<b>1,214,970</b>	<b>1,214,970</b>
141 -71200-539900-389-00-00-00-00-	OTHER CONTRACTED SERVICES	ADD. SPED CONTRACT SERVICES	66,000	
141 -71200-542952-389-00-00-00-00-	IS & M-ASSISTIVE TECHNOLOGY			25
141 -71200-542970-389-00-00-00-00-	IS & M-GIFTED	ADD. SPED CONTRACT SERVICES	25	
141 -71200-572561-389-00-00-00-00-	SPED EQUIP-STUDENTS			66,000
<b>TOTAL SPECIAL EDUCATION INSTRUCTION</b>			<b>66,025</b>	<b>66,025</b>
141 -71300-533600-385-00-00-00-00-	MAINTENANCE & REPAIR-EQUIPMENT	ENSURE SUFFICIENCY	2,000	
141 -71300-539900-380-00-00-00-00-P5003	OTHER CONTRACTED SERVICES	ENSURE SUFFICIENCY	2,735	
141 -71300-539900-385-00-00-00-00-	OTHER CONTRACTED SERVICES	ENSURE SUFFICIENCY	29,500	
141 -71300-539900-385-00-00-00-00-P1460	OTHER CONTRACTED SERVICES	ENSURE SUFFICIENCY	2,210	
141 -71300-539900-385-00-00-00-00-P1460	OTHER CONTRACTED SERVICES	ENSURE SUFFICIENCY	828	
141 -71300-542900-380-00-00-00-00-P5003	INSTRUCTIONAL SUPPLIES & MATERIALS			700
141 -71300-542900-380-00-00-00-00-P5003	INSTRUCTIONAL SUPPLIES & MATERIALS			2,035
141 -71300-542900-385-00-00-00-00-	INSTRUCTIONAL SUPPLIES & MATERIALS			5,500
141 -71300-542900-385-00-00-00-00-G5605	INSTRUCTIONAL SUPPLIES & MATERIALS	VEX GO COMPETITION FIELD KIT	3,001	
141 -71300-542900-385-00-00-00-00-G5605	INSTRUCTIONAL SUPPLIES & MATERIALS	STEM TRAILER SUPPLIES	18	
141 -71300-542900-385-00-00-00-00-P1460	INSTRUCTIONAL SUPPLIES & MATERIALS			828
141 -71300-552400-385-00-00-00-00-G5605	IN SERVICE/STAFF DEVELOPMENT			3,001
141 -71300-552400-385-00-00-00-00-P1460	IN SERVICE/STAFF DEVELOPMENT	ENSURE SUFFICIENCY	770	
141 -71300-573000-385-00-00-00-00-G5605	VOCATIONAL INSTRUCTION EQUIPMENT			18
141 -71300-573000-385-00-00-00-00-P1460	VOCATIONAL INSTRUCTION EQUIPMENT			2,980
141 -71300-573066-385-00-00-00-00-	VIE-CAREER & TECH EQUIPMENT			26,000
<b>TOTAL CAREER AND TECHNICAL EDUCATION</b>			<b>41,062</b>	<b>41,062</b>
141 -71150-511600-000-00-00-00-00-	TEACHERS	ENSURE SUFFICIENCY	25,000	
141 -71150-516300-000-00-00-00-00-	EDUCATIONAL ASSISTANTS			25,000
<b>TOTAL ALTERNATIVE INSTRUCTION</b>			<b>25,000</b>	<b>25,000</b>
141-71400-518900-000-00-00-00-00-	OTHER SALARIES & WAGES	PRINCIPAL BUDGET TRANSFERS	137,987	
141-71400-519500-000-00-00-00-00-	CERTIFIED SUBSTITUTE TE	PRINCIPAL BUDGET TRANSFERS	29,162	
141-71400-519600-000-00-00-00-00-	IN-SERVICE TRAINING	PRINCIPAL BUDGET TRANSFERS	17,880	
141-71400-539900-000-00-00-00-00-	OTHER CONTRACTED SERVIC	PRINCIPAL BUDGET TRANSFERS	5,899	
141-71400-542900-000-00-00-00-00-	INSTRUCTIONAL SUPPLIES	PRINCIPAL BUDGET TRANSFERS	229,844	
141-71400-543200-000-00-00-00-00-	LIBRARY BOOKS/MEDIA	PRINCIPAL BUDGET TRANSFERS	166,703	
141-71400-549900-000-00-00-00-00-	OTHER SUPPLIES AND MATE	PRINCIPAL BUDGET TRANSFERS	586,524	
141-71400-552400-000-00-00-00-00-	IN SERVICE/STAFF DEVELO	PRINCIPAL BUDGET TRANSFERS	285,520	
141-71400-553500-000-00-00-00-00-	FEE WAIVERS	PRINCIPAL BUDGET TRANSFERS	1,000	
141-71400-559900-000-00-00-00-00-	OTHER CHARGES			1,846,107
141-71400-572200-000-00-00-00-00-	REGULAR INSTRUCTION EQU	PRINCIPAL BUDGET TRANSFERS	385,588	
<b>TOTAL STUDENT BODY EDUCATION PROGRAM</b>			<b>1,846,107</b>	<b>1,846,107</b>

141 -72120-521000-000-00-00-00-00	UNEMPLOYMENT COMPENSATION	NEEDED FOR SALARY INCREASES	2,056	
141-72120-513150-000-00-00-00-00	MEDICAL PERSONNEL-NURSES	ENSURE SUFFICIENCY		840
141-72120-520100-000-00-00-00-00	SOCIAL SECURITY	NEEDED FOR SALARY INCREASES		15,000
141-72120-520400-000-00-00-00-00	PENSIONS	NEEDED FOR SALARY INCREASES	61,882	
141-72120-520600-000-00-00-00-00	LIFE INSURANCE	NEEDED FOR SALARY INCREASES	51	
141-72120-521200-000-00-00-00-00	EMPLOYER MEDICARE	NEEDED FOR SALARY INCREASES	481	
141-72120-539900-375-00-00-00-00	OTHER CONTRACTED SERVICES			38,634
141 -72120-513100-000-00-00-00-00-	MEDICAL PERSONNEL			25,000
141 -72120-518916-375-00-00-00-00-G7221	OSW-SECRETARY	NEEDED FOR SALARY INCREASES	957	
141 -72120-518950-375-00-00-00-00-G7221	OSW-NURSE COORDINATOR	NEEDED FOR SALARY INCREASES	30,373	
141 -72120-520100-375-00-00-00-00-G7221	SOCIAL SECURITY	NEEDED FOR SALARY INCREASES	2,717	
141 -72120-520400-375-00-00-00-00-G7221	PENSIONS	NEEDED FOR SALARY INCREASES	3,171	
141 -72120-520600-375-00-00-00-00-G7221	LIFE INSURANCE			104
141 -72120-520700-375-00-00-00-00-G7221	MEDICAL INSURANCE			21,400
141 -72120-520800-375-00-00-00-00-G7221	DENTAL INSURANCE			1,000
141 -72120-521200-375-00-00-00-00-G7221	EMPLOYER MEDICARE	NEEDED FOR SALARY INCREASES	635	
141 -72120-521700-375-00-00-00-00-G7221	RETIRE-HYBRID STABILIZATION			345
141 -72120-535539-375-00-00-00-00-	TRAVEL-NURSES	INC TRAVEL	800	
141 -72120-539900-375-00-00-00-00-	OTHER CONTRACTED SERVICES			5,598
141 -72120-549900-375-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			800
141 -72120-573500-375-00-00-00-00-	HEALTH EQUIPMENT	INC HLTH EQUIPMENT	5,598	
	<b>TOTAL HEALTH SERVICES</b>		<b>108,721</b>	<b>108,721</b>
141 -72130-518900-389-00-00-90-00-P1436	OTHER SALARIES & WAGES	ENSURE SUFFICIENCY	1,700	
141 -72130-520700-389-00-00-90-00-P1436	MEDICAL INSURANCE			1,700
	<b>TOTAL STUDENT SUPPORT</b>		<b>1,700</b>	<b>1,700</b>
141 -72210-518900-000-00-00-00-00-	OSW	ENSURE SUFFICIENCY		62,000
141 -72210-518987-038-00-00-00-00-	OSW-TRANSITION	CORRECT GRADE BANDS	6,000	
141 -72210-518987-381-00-00-00-00-	OSW-TRANSITION			21,000
141 -72210-519649-381-00-00-00-00-	IN-SERVICE TRAINING-AP	AP TRAINING STIPENDS	15,000	
141-72210-520100-000-00-00-00-00	SOCIAL SECURITY	ENSURE SUFFICIENCY	60,000	
141-72210-521200-000-00-00-00-00	EMPLOYER MEDICARE	ENSURE SUFFICIENCY	2,000	
141-72210-535500-128-00-00-00-00	TRAVEL-MILEAGE			5,000
141 -72210-535588-382-00-00-00-00-	TRAVEL-INSTRUCTIONAL SPECIALISTS			1,500
141 -72210-539900-128-00-00-00-00-	OTHER CONTRACTED SERVICES			7,750
141-72210-552455-128-00-00-00-00	IN SERVICE-CONFERENCES	ENSURE SUFFICIENCY	5,000	
141 -72210-539911-038-00-00-00-00-	OCS-GALLUP INTERVIEW	GALLUP SURVEY	25,000	
141 -72210-549900-038-00-00-00-00-	OTHER SUPPLIES AND MATERIALS			25,000
141 -72210-552404-387-00-00-00-00-	IN SERVICE-PRINCIPALS			636
141 -72210-552449-381-00-00-00-00-	IN SERVICE-ADVANCED PLACEMENT	AP TEACHING CERTIFICATIONS	15,000	
141 -72210-552455-128-00-00-00-00-	IN SERVICE-CONFERENCES	ENSURE SUFFICIENCY	7,750	
141 -72210-552455-382-00-00-00-00-	IN SERVICE-CONFERENCES	CURR CONFERENCES	1,500	
141 -72210-552455-387-00-00-00-00-	IN SERVICE-CONFERENCES	ENSURE SUFFICIENCY	636	
141 -72210-552490-381-40-00-00-00-	IN SERVICE-INTERNATIONAL BACCALAUREAT			15,000
	<b>TOTAL INSTRUCTIONAL SUPPORT</b>		<b>137,886</b>	<b>137,886</b>
141 -72220-539900-389-00-00-00-00-	OTHER CONTRACTED SERVICES	ENSURE SUFFICIENCY	225,000	
141 -72220-539999-389-00-00-00-00-	OTHER CONTRACTED SERVICES-LEGAL	ENSURE SUFFICIENCY		225,000
	<b>TOTAL SPECIAL EDUCATION SUPPORT</b>		<b>225,000</b>	<b>225,000</b>
141 -72230-521200-000-00-00-00-00-	EMPLOYER MEDIARE		50	
141 -72230-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION			50
141 -72230-535500-380-00-00-00-00-P5003	TRAVEL-MILEAGE			100
141 -72230-539900-385-00-00-00-00-P7010	OTHER CONTRACTED SERVICES			2,067
141 -72230-549900-380-00-00-00-00-P5003	OTHER SUPPLIES AND MATERIALS	ENSURE SUFFICIENCY	100	
141 -72230-579000-385-00-00-00-00-P7010	OTHER EQUIPMENT	ENSURE SUFFICIENCY	2,067	
	<b>TOTAL CAREER/TECH ED SUPPORT</b>		<b>2,217</b>	<b>2,217</b>
141 -72250-539956-129-00-00-00-00-	OCS-MAINTENANCE AGREEMENTS			1,900
141 -72250-549900-129-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	PER TIME MCNEESE	66,900	
141 -72250-570900-129-00-00-00-00-	DATA PROCESSING EQUIPMENT			65,000
	<b>TOTAL TECHNOLOGY</b>		<b>66,900</b>	<b>66,900</b>

141 -72310-520100-000-00-00-00-00-	SOCIAL SECURITY			20
141 -72310-520400-000-00-00-00-00-	PENSIONS	ENSURE SUFFICIENCY	20	
141 -72310-539900-320-00-00-00-00-00-	OTHER CONTRACTED SERVICES			2,000
141 -72310-549900-310-00-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	INC FOOD COSTS	2,000	
<b>TOTAL BOARD OF EDUCATION</b>			<b>2,020</b>	<b>2,020</b>
141 -72320-539920-320-00-00-00-00-00-P7501	OCS-SUPERINTENDENT			1,000
141 -72320-549900-320-00-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	RADIO BATTERIES	1,000	
<b>TOTAL OFFICE OF THE SUPERINTENDENT</b>			<b>1,000</b>	<b>1,000</b>
141 -72410-510400-000-00-00-00-00-00-	PRINCIPALS			500
141 -72410-511700-000-00-00-00-00-00-	IN SERVICE-CONFERENCES	ENSURE SUFFICIENCY	500	
<b>TOTAL OFFICE OF PRINCIPAL</b>			<b>500</b>	<b>500</b>
141 -72510-511900-000-00-00-00-00-00-	ACCOUNTANTS/BOOKKEEPERS	ENSURE SUFFICIENCY	2,500	
141 -72510-518700-000-00-00-00-00-00-	OVERTIME PAY			2,500
141 -72510-539900-510-00-00-00-00-00-	OTHER CONTRACTED SERVICES			3,800
141 -72510-552455-510-00-00-00-00-00-	IN SERVICE-CONFERENCES	ENSURE SUFFICIENCY	3,800	
<b>TOTAL FISCAL SERVICES</b>			<b>6,300</b>	<b>6,300</b>
141 -72520-539900-127-00-00-00-00-00-	OTHER CONTRACTED SERVICES			2,500
141 -72520-539906-127-00-00-00-00-00-	OCS-ADVERTISEMENTS			2,871
141 -72520-539909-127-00-00-00-00-00-	OCS-RECRUITMENT	NEEDED RECRUITMENT	4,371	
141 -72520-539911-127-00-00-00-00-00-	OCS-GALLUP INTERVIEW			2,500
141 -72520-539999-127-00-00-00-00-00-	OCS-LEGAL	HR LEGAL COST	5,000	
141 -72520-549900-127-00-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	NEEDED SUPPLIES	28,000	
141 -72520-549998-127-00-00-00-00-00-	OS & M-TEACHER CELEBRATION			11,500
141 -72520-552455-127-00-00-00-00-00-	IN SERVICE-CONFERENCES			8,000
141 -72520-570100-127-00-00-00-00-00-	ADMINISTRATION EQUIPMENT			10,000
<b>TOTAL HUMAN SERVICES/PERSONNEL</b>			<b>37,371</b>	<b>37,371</b>
141 -72610-518966-350-00-00-00-00-00-	OSW-FIELD MAINTENANCE	MOWING ADJ	641	
141 -72610-535969-381-00-00-00-00-00-	DISPOSAL FEES-SCIENCE	ADDITIONAL DISPOSAL SURCHARGES	3,800	
141 -72610-535900-610-00-00-00-00-00-	DISPOSAL FEES	ADDITIONAL DISPOSAL SURCHARGES	2,000	
141 -72610-545000-510-00-00-00-00-00-	TIRES AND TUBES			5,800
141 -72610-549966-350-00-00-00-00-00-	OS & M-FIELD MAINTENANCE			641
<b>TOTAL OPERATION OF PLANT</b>			<b>6,441</b>	<b>6,441</b>
141 -72620-533500-620-00-00-00-00-00-	MAINTENANCE & REPAIR SERV-BLDG	ENSURE SUFFICIENCY	20,000	
141 -72620-533600-620-00-00-00-00-00-	MAINTENANCE & REPAIR SERV-BLDG	ENSURE SUFFICIENCY		5,000
141 -72620-533606-620-00-00-00-00-00-	MAINTENANCE & REPAIR SERV-BLDG	ENSURE SUFFICIENCY		15,000
141 -72620-539900-620-00-00-00-00-00-	OTHER CONTRACTED SERVICES			160,000
141 -72620-539902-510-00-00-00-00-00-	OCS-LOCKERS MAINTENANCE			12,000
141 -72620-539903-620-00-00-00-00-00-	OCS-FLOORS REP AND RESURFACING			40,000
141 -72620-539904-620-00-00-00-00-00-	OCS-PORTABLES	ENSURE SUFFICIENCY	147,000	
141 -72620-539936-620-00-00-00-00-00-	OCS-PEST CONTROL			35,000
141 -72620-542600-620-00-00-00-00-00-	GENERAL CONSTRUCTION MATERIALS	ENSURE SUFFICIENCY	130,000	
141 -72620-542606-620-00-00-00-00-00-	GENERAL CONSTRUCTION-CONCRETE	ENSURE SUFFICIENCY	15,000	
141 -72620-542611-620-00-00-00-00-00-	GENERAL CONSTRUCTION-FLOORING			15,000
141 -72620-559900-620-00-00-00-00-00-	OTHER CHARGES			10,000
141 -72620-572000-620-00-00-00-00-00-	PLANT OPERATION EQUIPMENT			20,000
<b>TOTAL MAINTENANCE OF PLANT</b>			<b>312,000</b>	<b>312,000</b>
141 -72710-514600-000-00-00-00-00-00-	BUS DROVERS			95,000
141 -72710-518700-000-00-00-00-00-00-	OVERTIME PAY		95,000	
141 -72710-533800-710-00-00-00-00-00-	MAINTENANCE & REPAIR SERV-VEHICLE			115,000
141 -72710-542500-510-00-00-00-00-00-	GASOLINE	ENSURE SUFFICIENCY	70,000	
141 -72710-545000-710-00-00-00-00-00-	TIRES AND TUBES	ENSURE SUFFICIENCY	40,000	
141 -72710-549900-710-00-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	ENSURE SUFFICIENCY		20,000
141 -72710-559900-710-00-00-00-00-00-	OTHER CHARGES			20,000
141 -72710-572900-710-00-00-00-00-00-	TRANSPORTATION EQUIPMENT			15,000
141 -72710-545300-710-00-00-00-00-00-	VEHICLE PARTS	ENSURE SUFFICIENCY	60,000	

			<u>265,000</u>	<u>265,000</u>
	<b>TOTAL TRANSPORTATION</b>			
141 -73400-539900-386-00-00-00-00-	OTHER CONTRACTED SERVICES			2,500
141 -73400-542900-386-00-00-00-00-	INSTRUCTIONAL SUPPLIES & MATERIALS			1,000
141 -73400-549968-386-00-00-00-00-	OS & M-PIP GRANT	MAY PARENT ENGAGEMENT PACKS	1,500	
141 -73400-552400-386-00-00-00-00-	IN SERVICE/STAFF DEVELOPMENT	STAFF TRAINING	2,000	
	<b>TOTAL EARLY CHIDHOOD/PRE-K</b>		<u>3,500</u>	<u>3,500</u>
141 -73300-516200-000-00-00-00-00-	CLERICAL PERSONNEL	ENSURE SUFFICIENCY	5,000	
141 -73300-518900-000-00-00-00-00-	OTHER SALARIES AND WAGES			5,000
	<b>TOTAL COMMUNITY SERVICES</b>		<u>5,000</u>	<u>5,000</u>

**WILLIAMSON COUNTY SCHOOLS**  
**INTER-CATEGORY BUDGET ADJUSTMENTS**  
**FISCAL YEAR 2022-2023**

CENTRAL CAFETERIA - FUND 143

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
143 -73100-510500-000-00-00-00-00-	SUPERVISOR/DIRECTOR	ENSURE SUFFICIENCY		1,512
143 -73100-516200-000-00-00-00-00-	CLERICAL PERSONNEL	ENSURE SUFFICIENCY	2,929	
143 -73100-516500-000-00-00-00-00-	CAFETERIA PERSONNEL			180,357
143 -73100-518600-000-00-00-00-00-	LONGEVITY PAY			11,550
143 -73100-518900-000-00-00-00-00-	OTHER SALARIES AND WAGES			3,600
143 -73100-518925-000-00-00-00-00-	OSW-BONUS	ENSURE SUFFICIENCY	3,600	
143 -73100-520400-000-00-00-00-00-	PENSIONS	ENSURE SUFFICIENCY	142,490	
143 -73100-530600-000-00-00-00-00-	BANK CHARGES	ENSURE SUFFICIENCY	7,000	
143 -73100-530700-000-00-00-00-00-	COMMUNICATION	ENSURE SUFFICIENCY	1,000	
143 -73100-533600-000-00-00-00-00-	MAINTENANCE & REPAIR-EQUIPMENT	SUMMER ADJ	40,000	
143 -73100-535400-000-00-00-00-00-	TRANSPORTATION-OTHER THAN STUDENTS	TRANSPORTATION ADJ	200,000	
143 -73100-535500-000-00-00-00-00-	TRAVEL-MILEAGE			235
143 -73100-539900-000-00-00-00-00-	OTHER CONTRACTED SERVICES	ENSURE SUFFICIENCY	235	
143 -73100-541800-000-00-00-00-00-	EQUIPMENT & MACHINERY PARTS	ENSURE SUFFICIENCY	80,000	
143 -73100-542200-000-00-00-00-00-	FOOD SUPPLIES			390,000
143 -73100-545100-000-00-00-00-00-	UNIFORMS	SUMMER ADJ	5,000	
143 -73100-549900-000-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	SUMMER ADJ	75,000	
143 -73100-552400-000-00-00-00-00-	IN SERVICE/STAFF DEVELOPMENT	SUMMER ADJ	30,000	
	<b>TOTAL CENTRAL CAFETERIA</b>		<b>587,254</b>	<b>587,254</b>

WILLIAMSON COUNTY SCHOOLS  
**INTER-CATEGORY BUDGET ADJUSTMENTS**  
 FISCAL YEAR 2022-2023

EXTENDED SCHOOL PROGRAM - FUND 146

ACCOUNT	ACCOUNT DESCRIPTION	REASON	INCREASE	DECREASE
146 -73300-511900-000-00-00-00-00-	ACCOUNTANTS/BOOKKEEPERS	ENSURE SUFFICIENCY	5,250	
146 -73300-516100-000-00-00-00-00-	SECRETARY(S)	ENSURE SUFFICIENCY	40,000	
146 -73300-516400-000-00-00-00-00-	ATTENDANTS			118,250
146 -73300-518600-000-00-00-00-00-	LONGEVITY PAY			1,550
146 -73300-518900-000-00-00-00-00-	OTHER SALARIES & WAGES			77,000
146 -73300-520400-000-00-00-00-00-	PENSIONS	ENSURE SUFFICIENCY	78,100	
146 -73300-521700-000-00-00-00-00-	RETIRE-HYBRID STABILIZATION	ENSURE SUFFICIENCY	600	
146 -73300-530600-000-00-00-00-00-	BANK CHARGES	ENSURE SUFFICIENCY	1,400	
146 -73300-535500-000-00-00-00-00-	TRAVEL-MILEAGE	ENSURE SUFFICIENCY	22,500	
146 -73300-539900-000-00-00-00-00-	OTHER CONTRACTED SERVICES			500
146 -73300-542200-000-00-00-00-00-	FOOD SUPPLIES	ENSURE SUFFICIENCY	24,500	
146 -73300-549900-000-00-00-00-00-	OTHER SUPPLIES AND MATERIALS	ENSURE SUFFICIENCY	7,900	
146 -73300-549900-382-00-00-00-00-P2735	OTHER SUPPLIES AND MATERIALS			600
146 -73300-550900-000-00-00-00-00-	REFUNDS			2,572
146 -73300-552400-000-00-00-00-00-	IN SERVICE/STAFF DEVELOPMENT			878
146 -73300-579000-000-00-00-00-00-	OTHER EQUIPMENT	ENSURE SUFFICIENCY	20,500	
146 -73300-579000-382-00-00-00-00-P2735	OTHER EQUIPMENT	CHROMEBOOKS	600	
<b>TOTAL EXTENDED SCHOOL PROGRAM</b>			<b>201,350</b>	<b>201,350</b>



To: Board of Education

From: Rachel Farmer, Assistant Superintendent Budget and Finance

*RF*

RE: Copy of Resolution for 2023-2024 Capital Request

Date: June 15, 2023

In March you approved the capital request for the 2023-2024 Fiscal Year totaling **\$16,252,690**. This was subsequently approved by the Education Committee but reduced to **\$13,000,000** by the Budget Committee of the County Commission. The County Commission does not formally approve the capital budget until July, and it is done so by vote on the attached resolution by the full Commission. If any other amendments are made, we will bring those back to you in August for necessary adjustments.

This copy puts the capital request in resolution form only.

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

Requested by: Board of Education

**RESOLUTION REQUESTING AN INTENT TO FUND FOR \$16,252,690 FOR THE WILLIAMSON COUNTY BOARD OF EDUCATION 2023-24 CAPITAL NEEDS**

**WHEREAS**, there is a need for capital expenditures within the maintenance, technology, and other departments of the Board of Education beyond operational expenses and is being requested as follows:

	<b>Rural Debt</b>	<b>General Debt</b>
Total Maintenance Department	\$2,515,700	\$2,358,655
Total Technology Department	\$7,325,053	\$3,428,282
Total General Purpose Capital	\$625,000	
<b>Total 2023-24 Capital Request</b>	<b>\$16,252,690</b>	

**Now, THEREFORE BE IT SO RESOLVED**, that the Williamson County Board of County Commissioners' meeting in regular session on July 10, 2023, approve **\$16,252,690,000** as noted in the projects above and attached and take the appropriate actions necessary to fund this amount.

**BE IT ALSO FURTHER RESOLVED**, that the County *may* fund the **\$16,252,690,000** in anticipation of the issuance of tax exempt bonds, with the expectation that the County will reimburse itself for any funding with the proceeds of the tax-exempt bond issues; and that this resolution shall be placed in the minutes of the Williamson County Board of County Commissioners and made available for inspection by the general public at the office thereof; and that this resolution constitutes a declaration of official intent under Treas. Reg. §1.150-2.

\_\_\_\_\_  
Commissioner Ricky Jones

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

\_\_\_\_\_  
Brian Beathard, Commission Chairman

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



**Williamson County Schools**

**Strategic Plan**

**2023-2028**

## **Our North Star**

“North Star” goals are the longest-term, highest-level, aspirational goals that motivate, inspire, and guide all our actions.

At Williamson County Schools, our vision and mission serve as our “North Star.”

### **Vision**

WCS will provide a supportive environment where students are challenged to pursue excellence in academics, athletics, and the arts.

### **Mission**

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

## **Our Strategic Commitments**

Our strategic commitments are the backbone of our strategic plan. These commitments guide and shape how the district will invest its time, expertise, and financial resources to be successful at reaching our goals.

1. Williamson County Schools will ensure that all students have the academic preparation and skills necessary for postsecondary success. WCS will provide students with learning experiences that help them explore and select from multiple pathways. WCS recognizes that this preparation begins in elementary school and continues through high school.
2. Williamson County Schools will invest time, expertise, and resources to attract, retain, and provide ongoing development and training to ensure high-quality team members in all roles.
3. Williamson County Schools will enhance and sustain an all-inclusive, encouraging school environment that supports the individual needs of all students.

## **Our Strategic Planning Process**

In December 2022 Williamson County Schools launched the planning process to develop its next five-year strategic plan. The district formed a small planning committee consisting of district leaders and a board member representative. The planning committee ultimately selected Lipscomb University to provide facilitation support throughout the planning process. Between January and March 2023, 18 feedback and input sessions were held with a variety of stakeholder groups to gather feedback on the priorities of the new strategic plan. A Strategic Plan Steering Committee, composed of individuals representing a range of stakeholder groups, was formed to analyze the community feedback, create a draft of the strategic plan, and advise the leadership on the plan priorities.

## **Strategic Commitment #1: Preparing Students for Life After WCS**

Williamson County Schools will ensure that all students have the academic preparation and skills necessary for postsecondary success. WCS will provide students with learning experiences that help them explore and select from multiple pathways. WCS recognizes that this preparation begins in elementary school and continues through high school.

### Goals:

- Increase in the percentage of students meeting college-ready benchmarks on the ACT.
- Increase in the percentage of students reaching the Ready Graduate benchmark (ACT, EPSO, ASVAB).
- Increase in the percentage of students participating in at least one extracurricular activity in athletics, arts, or academics.

### Objectives:

1. Increase the percentage of students meeting and exceeding state expectations on state end of year assessments.
2. Increase opportunities for student participation in extracurricular activities at all grade levels.
3. Increase awareness and enrollment in CCTE programs and adjust offerings to align with relevant job trends and connect to college and technical pathways.
4. Increase job engagement with local for-profit and non-profit businesses to provide students with increased exposure to career opportunities.
5. Increase the opportunities for students with disabilities to participate in pre-employment transition services in middle and high schools.
6. Rewrite and conduct an annual review of the personal finance course to ensure that it remains relevant and that students can demonstrate proficiency in managing their personal finances.
7. Provide earlier student awareness of requirements to prepare for college and career.

## **Strategic Commitment #2: Team Quality**

Williamson County Schools will invest time, expertise, and resources to attract, retain, and provide ongoing development and training to ensure high-quality team members in all roles.

### Goals:

- Create competitive compensation and benefits packages that attract and retain high-performing faculty and staff.
- Increase in teacher retention.
- Increase in overall employee retention.
- Increase in faculty and staff job satisfaction.

### Objectives:

1. Improve or develop competitive compensation to recruit the highest quality candidates for all roles.
2. Improve or develop competitive benefits to recruit the highest quality candidates for all roles.
3. Support and advocate for attainable workforce housing options for the WCS team.
4. Provide new WCS team members with differentiated mentoring and coaching.
5. Expand opportunities for professional development and coaching for all with a focus on relevancy, leadership, differentiated offerings, and outcomes.
6. Continuously improve the implementation of educator team collaboration focused on student learning.
7. Increase the diversity of the WCS team.
8. Recognize and honor excellence across all team roles in WCS.
9. Develop and sustain succession planning for senior leadership.
10. Evaluate and maintain the most effective staffing ratios or staffing standards for all roles based on changing student needs and best practices.
11. Continue to find creative ways to recruit and reward hard to fill positions.
12. Continue to find ways to increase efficiencies and streamline administrative tasks for all WCS team roles.

## **Strategic Commitment #3: Learning Environment**

Williamson County Schools will enhance and sustain an all-inclusive, encouraging school environment that supports the individual needs of all students.

### Goals:

- Discipline data reflects consistency of implementation districtwide.
- Reduction in instances of threats, bullying, harassment, and discrimination.
- Reduction in repeat discipline infractions
- Improve and continue to implement safety and security plans.
- Improve and continue to implement best practices in supporting mental health.
- Reduction in chronic absenteeism

### Objectives:

1. Create a district-wide culture where all students and all WCS team members have a place of belonging and are included, supported, and respected.
2. Continually assess and improve the state of school facilities to ensure they are properly maintained and appropriate for student enrollment, services, and activities.
3. Invest in appropriate resources and technologies to improve the security of facilities and strengthen the physical safety of all students and staff.
4. Implement appropriate strategies to support the mental health and emotional well-being of staff and students.
5. Provide ongoing training to staff and students in safety and security best practices to ensure proper implementation of emergency protocols throughout the district.
6. Consistently educate students, WCS team members, and families about bullying, harassment, and non-discrimination expectations to ensure appropriate reporting.
7. Train WCS team members to identify and report bullying, harassment, and discrimination in order to provide appropriate and uniform discipline.
8. Ensure students are able to learn by improving systems of support and interventions in order to address individual student needs and behaviors.
9. Analyze and evaluate school start times to assess their impact on students and on the objectives of this strategic plan.

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## MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: June 19, 2023

RE: 2023-2024 Differentiated Pay Plan

Staff recommend the approval of the attached 2023-2024 differentiated pay plan.

# Williamson County Schools

## 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

### Hard to Staff (School, Subject, or Placement)

<b>Description</b>	<p>WCS offers a \$4,000 early signing bonus and a \$1,000 hiring bonus for the following hard-to-fill areas: middle/high school math, science, world language, K-12 special education, psychologists, and speech language pathologists. All teachers in hard-to-fill roles are paid a \$600 yearly retention bonus after their first year with WCS.</p> <p><b>Priority Areas: K-4 (School Psychology, Special Education, Other), 5-8 (Math, Science, School Psychology, Special Education, Other), 9-12 (Math, Science, School Psychology, Special Education, Other)</b></p>
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<b>Eligibility Criteria</b>	<p>Certified in content/grade area To receive the above retention bonus, teachers cannot receive suspension-level discipline in the year of the payment. Current teachers who have not received a signing or hiring bonus in the current school year and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> Hard-to-fill early signing bonus \$4,000 x 70 = \$280,000 Hard-to-fill hiring bonus \$1,000 x 200 = \$200,000 Hard-to-fill yearly retention bonus \$600 x 942 = \$565,500</p>
<b>Reach</b>	<p>1,212</p>
<b>Estimated Cost</b>	<p>\$1,045,500</p>

### Instructional Roles or Responsibilities

<b>Description</b>	<p>WCS offers instructional roles to staff to build capacity and leadership skills across the District. Responsibilities in these roles include mentoring other teachers, ensuring teacher alignment and commitment to WCS' scope &amp; sequence, scheduling, and leading team meetings, etc.</p> <p>Role titles include Grade Level Chair, Building Level Teacher, Team Leader, Department Head, Testing Coordinator, Mentor, Science Facilitator, Social Studies Facilitator, PLC Leadership Team-member, Data Team-member, and RTI Team-member.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
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<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees Using the criteria listed as a baseline, administrators have responsibility in assigning these roles and additional responsibilities.
<b>Compensation Type and Size</b>	Compensation is dependent on role and ranges from \$675 to \$3,500 annually.
<b>Reach</b>	845
<b>Estimated Cost</b>	\$975,000

#### Performance

N/A

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education

We have differentiated pay lanes for advanced degrees (MA, MA30, EDS, and PhD/EDD) for teachers hired after July 1, 2014. For those hired prior to that date, we have additional pay lanes for additional credits (BS10, BS20, MA10, MA20).

#### Other

We offer \$2,500 yearly in additional compensation for teachers and school counselors who have the National Board Certification and for Psychologists who have the Nationally Certified School Psychologist credential.

# 2023-2024 School Board Meeting Calendar

<u>Policy Committee</u>	<u>Work Session</u>	<u>Board Meeting</u>
August 7, 2023	August 17, 2023	August 21, 2023
September 5, 2023 (Tuesday)*	September 14, 2023	September 18, 2023
October 2, 2023	October 19, 2023*	October 23, 2023*
November 6, 2023	November 16, 2023*	November 27, 2023*
January 8, 2024*	January 11, 2024	January 16, 2024 (Tuesday)*
February 8, 2024 (5 pm)	February 8, 2024	February 20, 2024 (Tuesday)
March 7, 2024 (5 pm)	March 7, 2024*	March 18, 2024
April 1, 2024	April 11, 2024	April 15, 2024
May 6, 2024	May 16, 2024	May 20, 2024
June 3, 2024	June 13, 2024	June 17, 2024

**Unless otherwise noted**

Policy Committee Meetings are on first Monday of the month at 6:00 p.m.

Work Sessions are on second Thursday of the month at 6:00 p.m.

Board Meetings are on third Monday of the month at 6:30 p.m.

\*Change due to system closed Holiday.

**Board Approval Date:** \_\_\_\_\_