



## Williamson County Board Work Session

May 16, 2024 6:00 PM

Support Services Building - Professional Development Room

### 1. Call to Order

### 2. Consent Agenda

a. Approval of the April 15, 2024, School Board Meeting Minutes

b. Board Policies - Second Reading

I. 4.409 Online Learning Program

II. 6.200 Attendance

c. Kingdom Chasers Church at Creekside Elementary School

d. Request for Middle Tennessee Electric Easement at Maintenance Building

e. Request for Middle Tennessee Electric Easement at Transportation Building

f. Recommendation for Field Trip Fee Requests

### 3. Superintendent's Report (45 minutes)

Jason Golden

a. Annual Goals

### 4. Operations Report (5 minutes)

Brian King

### 5. Board Chair Report (10 minutes)

Angela Durham

### 6. New Business

a. Approval of Revised 2024-25 Budget

Rachel Farmer

I. Approval of General Purpose School Fund-  
\$555,060,228

II. Approval of Central Cafeteria Fund - \$19,668,669

III. Approval of Extended School Program Fund -  
\$7,010,239

IV. Approval of Education Capital Projects Fund  
Intracategory Transfer - Technology- \$2,500,000

b. 2023 - 2024 School Board Budget (10 minutes)

Rachel Farmer

I. Approval of General Purpose School Fund Amendment  
05.24 Summer Learning Camps Grant - \$4,400,725

II. Approval of General Purpose School Fund Amendment  
05.24 Summer Learning Transportation Grant - \$798,171

III. Approval of General Purpose School fund Amendment  
05.24 Fine Arts Donation - \$48,825

IV. Approval of General Purpose School Fund Resolution  
06.24 Reallocation to Contracted Services - \$275,000

V. Approval of General Purpose School Fund Resolution  
06.24 Student Support Services Legal Expenses -  
\$300,000

VI. Approval of General Purpose School Fund Resolution  
06.24 Trustee Commission - \$800,000

VII. Approval of General Purpose School Fund Resolution  
06.24 ESCO Payment - \$1,141,922.32

VIII. Approval of General Purpose School Fund Resolution  
06.24 Additional Insurance Expenses - \$800,000

IX. Approval of General Purpose School Fund Resolution  
06.24 Additional Operational Expenses - \$200,000

X. Approval of Extended School Program Fund Resolution  
06.24 Additional Extended School Program Expenses-  
\$263,286

c. Board Policies - First Reading (10 minutes) Dana Ausbrooks

I. 4.403 Library Materials - New Statutory Amendments

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

## **7. Monthly Reports & Miscellaneous Information**

a. April Monthly Financial Report

b. April Purchasing Report

c. Overnight Field Trip Report



**Williamson County School Board Meeting**  
April 15, 2024 6:30 PM  
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:32 PM.

Mrs. Jennifer Aprea: Present  
Mr. Drason Beasley: Present  
Mr. Joshua Brown: Present  
Mr. Dan Cash: Present  
Mrs. Donna Clements: Present  
Ms. Sheila Cleveland: Absent  
Mrs. Angela Durham: Present  
Mr. Jay Galbreath: Present  
Mr. KC Haugh: Present  
Mr. Eliot Mitchell: Absent  
Mr. Eric Welch: Present  
Mr. Rick Wimberly: Present  
Present: 10, Absent: 2.

**1. Call to Order**

Madam Chair Durham called the meeting to order. Durham asked the Board members to record their attendance. She called upon Board Member Rick Wimberly to lead the Pledge of Allegiance, followed by a moment of silence.

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

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

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

Jeni Davis spoke about pay disparity for arts teachers.  
Rosalie Mobley spoke about disparity for arts teachers.  
Grey Rose spoke about the low pay for arts teachers.  
Izzy Rose spoke about arts teacher pay.  
Cassy Gilchrist spoke about arts teacher pay.  
Mary Jane Brown spoke about funding parity and the mental health crisis in adolescents.  
Bryson Merryman spoke about paying teachers more.  
Angela Frederick spoke about teacher burnout and retention.  
Adeleigh Worden spoke about the Fine Arts Teacher's pay scale.  
Owen Keeler spoke about equitable pay for arts teachers.  
Lucy Hedegard spoke about theater teacher pay.  
Jack Hedegard spoke about raising fine arts teacher supplements.  
Bryant Herbert spoke about the diversity and equity Fostering Healthy Solutions report.

### 3. Approval of Agenda

Madam Chair Durham called upon Superintendent Golden, who recommended approval for the Agenda.

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

Ms. Sheila Cleveland: Absent  
Mr. Eliot Mitchell: Absent  
Mr. Jay Galbreath: 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. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Yes: 10, Nay: 0, Absent: 2

### 4. Approval of Consent Agenda

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the Consent Agenda.

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

Ms. Sheila Cleveland: Absent  
Mr. Eliot Mitchell: 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. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Yes: 10, Nay: 0, Absent: 2

- a. Approval of the March 18, 2024 School Board Meeting Minutes
- b. Approval of Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item)
- c. Approval of Centennial High School Outdoor Hitting Structure
- d. Approval of Page High School Exterior Improvements
- e. Recommendation for Field Trip Fee Requests

### 5. Communications to the Board

#### a. Superintendent's Report

Superintendent Golden thanked the public speakers. He was encouraged by the parents and students asking for improved pay for the teachers who have made a difference for them. Golden thanked the WCEA President, Ms. Frederick for making comments about teachers. WCS works on key components to evaluate employee engagement. WCS is staffed at 92%. This year, WCS has asked for a 6% pay increase for all employees. The County Commission votes on the final WCS budget in June. TCAPS started this week. The Winstead Singers who performed before the Board meeting sang a song about managing TCAPS. Golden talked about the State Legislator session. There are no final bills at this time.

## I. Student, Staff and School Spotlights

In Student Spotlights, many students were recognized for their success at the DECA State Career Development Conference. From Ravenwood High, Devansh Nigam and Alexander White won the Buying and Merchandising Team Decision Making category; Ananya Antony and Riya Koranne won the Entrepreneurship and Team Decision Making category; Aayush Kumar won the Financial Consulting Event; Tanya Bhatia and Simran Daruwalla won the Financial Services Team Decision Making; Carson Flores, Alex Lee and Hemachandra Rambha won the Innovation Plan category; Vihaan Bussa, Varun Kilaru and Samuel Michael won the Integrated Marketing Campaign category; and Gautham Giri, Sowmil Kumble and Abhinav Vijayanand won the Sales project category. They are coached by Bryan Stuck.

From Brentwood High, Will Corum won the Entrepreneurship Series; Lucy Wyatt won the Human Resources Management Series; Lexi McDonnough won the Marketing Communications Series; and Polly Kate Brown won the Retail Merchandising Series. They are coached by Lisa Nease.

Summit High's Nathan Hoggard won the Principles of Finance category. He is coached by Rebekah Brashier.

Independence High's Alyssa Watkins won the Human Growth and Development category at the HOSA State Leadership Conference. She is coached by Brandi Mangrum.

The Board also celebrated many students for their work at the Technology Student Association (TSA) State Conference. From Legacy Middle, Joel Parker placed first in the Cybersecurity category; Whit Lacey, Dalton Mauk and Clayton Kelley won the Inventions and Innovations category; Max Penix Kai Schwab, Eston Sharp, Caroline Scogins and Avery Shelton won the Off the Grid category; Kai Schwab and Ryan Dugar won the Problem Solving category; Dash McLeod, Whit Lacey and Daniel Baugh won the Tech Bowl; and Lleyton Taylor and Maverick Rupert won the Technical Design category. They are coached by Robert Baltz and Amber Whiting.

From Page High, Tommy Delk, Evan Moore, Bailey Murray, Huntley Peck, Arhaan Shaik and Amith Sudhagoni won the Engineering Design category; Shruthika Kakumani and Shruthi Mogan won the Forensic Science category; Erica Bowman won the Prepared Presentation category; Bailey Murray won the Promotional Design category; Shivam Bhardwaj, Logan Garland and Shruthi Mogan won the STEM Mass Media category; and Shruthika Kakumani, Shruthi Mogan and Evan Moore won the Tech Bowl. They are coached by Jay Emmons.

From Ravenwood High, Manu Kalaskiam, Varun Kilaru, Samuel Michael, Yug Patel, Adam Rakhmanov and Malvika Rao won the Biotechnology Design category; Erica Goh, Laasya Kandali, Varshini Mohanasekaran, Anushri Mukherjee, Harshita Nallaka and Meghana Sappidi won the Children's Stories category; Srikar Kusumanchi and Satya Peddibholta won the Software Development category; Rohan Kilaru and Aneek Polepalli won the Structural Design and Engineering series; and Vihaan Bussa, Caelan Dunlea, Rohan Kilaru, Aneek Polepalli and Koushik Sanjay Saravana Kumar won the VEX Robotics Competition. They are coached by Jeremy Paisley.

Students who competed in the Future Farmers of America (FFA) State Convention were also honored. Page Middle's Christian Waskey, Toa Lemaota, Jack Paiva and Killian Carey are the first middle school in Tennessee to win a State FFA contest after winning the Agronomy category. Their adviser is Tommy Green.

Page High's Abigail Berny was named the Middle TN Star Farmer. Abigail, Luke Watkins, Gavon Veach, Addison Moore, Leah Rovey and David Agostino received their State Degree. Shana Boteler is their adviser.

Fairview High's Amelia Ralston, Ashlyn Anderson, Jayden Gossett, Kailee Tuttle and Laura Kennedy also received their State Degrees. Their adviser is Kolton Porter.

Several media students were also recognized for their success at the Tennessee High School Press

Association (THSPA) Student Media Awards. Page High's Ruby Rouse won Best Photo Essay; Lincoln Campbell won Best Sports Video; Hayley Zehnder won Best Television Reporter; and Shepard White and Hannah Johnson won Best Public Service Announcement. Their teacher is David Holt.

From Brentwood High, David Ward, Hudson Gray and Michael Gorokhovsky tied for Best Commercial, and WBHS 9 won Best Coverage of a Live Sports Event. Their teacher is Sloan Ashworth.

Fairview High's Hutson Hargrove, Jonathan Lester and Parker Billingsley tied for Best Commercial. Their teacher is Rob Gregory.

Franklin High's Anna Raye Jones won Best Videographer. Her teacher is Keri Thompson.

Four students were also celebrated for earning a perfect ACT composite: Brentwood High's Carolyn Burke, Centennial High's Levi Sponsel, Franklin High's Adelaide Edwards and Page High's Nisanth Sundar.

In Staff Spotlights, Page High Principal Dr. Katie Hill was named THSPA Administrator of the Year.

b. Board Chair Report

Madam Chair Durham thanked Sheriff's Deputies Eddie Courtas and Mitchell Britton for attending the meeting. She thanked the Fairview community for coming out to speak during public comment.

6. **New Business**

a. 2023 2024 School Board Budget

I. Approval of Intent to Fund Capital Projects Fund 05.24 Asphalt, Roof and HVAC - \$11,405,000.00  
Madam Chair Durham called upon Superintendent Golden, who recommended approval of Intent to Fund Capital Projects Fund 05.24 Asphalt. Roof and HVAC in the amount of 11,405,000.00.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Dan Cash.

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

Yes: 10, Nay: 0, Absent: 2

II. Approval of Intent to Fund Capital Projects Fund 05.24 Information Technology - \$12,881,249.00  
Madam Chair Durham called upon Superintendent Golden, who recommended approval of Intent to Fund Capital Projects Fund 05.24 Information Technology in the amount of 12,881,249.

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

Ms. Sheila Cleveland: Absent  
Mr. Eliot Mitchell: Absent  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes

Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Yes: 10, Nay: 0, Absent: 2

b. Board Policies - First Reading

I. 4.409 Online Learning Program

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 4.409 Online Learning Program on first reading.

**Motion Passed:** Motion by Mrs. Jennifer Aprea to approve. A second was made by Mrs. Donna Clements.

Ms. Sheila Cleveland: Absent  
Mr. Eliot Mitchell: Absent  
Mr. KC Haugh: Yes  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Yes: 10, Nay: 0, Absent: 2

c. Approval of Board Meeting Dates (Annual Agenda Item)

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Meeting Dates for 24-25 (Annual Agenda Item).

**Motion Passed:** Motion by Mr. Joshua Brown to approve. A second was made by Mr. Eric Welch.

Ms. Sheila Cleveland: Absent  
Mr. Eliot Mitchell: Absent  
Mr. Drason Beasley: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Mrs. Donna Clements: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Yes: 10, Nay: 0, Absent: 2

d. Tenure Recommendation of Superintendent to School Board (Annual Agenda Item)

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the Tenure Recommendation of Superintendent to School Board (Annual Agenda Item).

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

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

Yes: 10, Nay: 0, Absent: 2

e. Approval of Revised Schools Fees Schedule for Secondary

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the Approval of the Revised School Fees Schedule for Secondary.

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

Ms. Sheila Cleveland: Absent  
Mr. Eliot Mitchell: Absent  
Mr. Dan Cash: Yes  
Mr. Joshua Brown: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Nay  
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: 9, Nay: 1, Absent: 2

## 7. Adjournment

There being no further business, Madam Chair Durham adjourned the meeting at 7:52 p.m.

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Chairperson

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Superintendent

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Online Learning Program</b>	Descriptor Code: <b>4.409</b>	Issued Date: <b>06/17/19</b>
		Rescinds: <b>4.6053</b>	Issued: <b>04/16/18</b>

## 1 GENERAL

2 The Board authorizes the creation of an Online Learning Program (OLP). The WCS-OLP shall consist  
3 of courses taught by WCS teachers and courses provided by an approved vendor.

4 The program must comply with state law and regulations.

5 The program may allow WCS students in grades 9-12 to enroll in online courses.

6 The Superintendent will establish administrative procedures to govern the operation of the online  
7 program.

8 Williamson County Schools will use online classes with the intent to provide students with alternative  
9 learning opportunities. Enrollment in the online classes is a privilege, not a right. Students may be  
10 denied the privilege of enrollment if their academic and behavioral record does not indicate the  
11 academic ability and self-discipline needed to succeed in online classes.

## 12 The following guidelines shall be followed:

- 13 1. The school district shall not prohibit an enrolled student from applying to enroll in the WCS  
14 Online Program (WCS-OLP) as long as the course is academically appropriate, and the  
15 student's request has been approved by the school principal or designee.  
16
- 17 2. Enrollment in online courses must first occur in consultation with the student's high school  
18 counselor and must first be approved by the school principal or designee.  
19
- 20 3. A student who enrolls in an online course not offered by WCS shall take this course through  
21 the WCS approved vendor at the parents' expense. Some courses may be paid for by WCS  
22 based on extenuating circumstances with prior approval only.  
23
- 24 4. The school district shall grant academic credit and a letter grade that is calculated in the  
25 student's grade point average for WCS online courses. For online courses not offered by WCS,  
26 the course will be entered on the high school transcript *as it is listed on the transcript provided  
27 by the accredited online institution.* ~~with a pass/fail grade with no grade point value.~~  
28
- 29 5. A student with a disability may enroll in an online learning course or program if the student's  
30 IEP team determines that online learning is appropriate for the student.

- 1           6. All coursework must meet the WCS scope and sequence and be aligned to the Tennessee State  
2           Standards.

3   **CONFLICTS**

- 4   In regards to online learning opportunities, courses, and school, this board policy will supersede all  
5   other WCS board policies that are in conflict with expectations set forth in this policy.

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term:  <b>Attendance</b>	Descriptor Code: <b>6.200</b>	Issued Date: <b>09/14/23</b>
		Rescinds: <b>6.200</b>	Issued: <b>11/18/19</b>

1 Attendance is a key factor in student achievement, and therefore, students are expected to be present  
2 each day school is in session. The Superintendent of Schools/designee shall develop appropriate  
3 administrative procedures to implement this policy.

4 The attendance supervisor shall oversee the entire attendance program which shall include:<sup>1</sup>

- 5 1. All accounting and reporting procedures and their dissemination;
- 6 2. Alternative program options for students who severely fail to meet minimum attendance  
7 requirements;
- 8 3. Ensuring that all school age children attend school;
- 9 4. Providing documentation of enrollment status upon request for students applying for new or  
10 reinstatement of driver's permit or license; and  
11
- 12 5. Notifying the Department of Safety whenever a student with a driver's permit or license  
13 withdraws from school.<sup>2</sup>

14 Student attendance records shall be given the same level of confidentiality as other student records. Only  
15 authorized school officials with legitimate educational purposes may have access to student information  
16 without the consent of the student or parent(s)/guardian(s).<sup>3</sup>

17 Absences shall be classified as either excused or unexcused as determined by the principal/designee.  
18 Excused absences shall include:<sup>4</sup>

- 19 1. Personal illness/injury (The Principal may require a doctor's statement);  
20
- 21 2. Illness of immediate family member which requires absence of the student from school (The  
22 Principal may require a doctor's statement);  
23
- 24 3. Death in the immediate family of the student (should not exceed 5 days);  
25
- 26 4. ~~Extreme weather conditions;~~  
27
- 28 5. Religious holidays regularly observed by persons of the student's faith<sup>5</sup> (The Principal may  
29 require a statement from the minister or other person recognized by the given religious group);  
30

- 1 6. Pregnancy;
- 2
- 3 7. School-endorsed activities;
- 4
- 5 8. Summons, subpoena, or court order; ~~or~~
- 6
- 7 9. Circumstances which in the judgment of the principal warrant absence from school and over
- 8 which the student has no control; *or*
- 9
- 10 ~~10. Up to five (5) absences over the school year with a note from a parent or guardian that will~~
- 11 ~~be deemed excused as long as the student has no unexcused absences. Parents or legal~~
- 12 ~~guardians may submit notes for students to be excused up to five (5) days per semester, for~~
- 13 ~~any reason. To be excused, notes must be provided by the parent or legal guardian, and~~
- 14 ~~received by the school within five (5) school days of the absence. After five (5) days of total~~
- 15 ~~absences per semester, official documentation, as outlined above, should be submitted in~~
- 16 ~~order for the absence to be excused.~~

17 The principal/designee shall be responsible for ensuring that:<sup>6</sup>

- 18 1. Attendance is checked and reported daily for each class;
- 19
- 20 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent
- 21 for the majority of the day;
- 22
- 23 3. All student absences are verified;
- 24
- 25 4. Written excuses are submitted for absences and tardiness; and
- 26
- 27 5. System-wide procedures for accounting and reporting are followed.

#### 28 ***MILITARY SERVICE OF PARENT/GUARDIAN<sup>7</sup>***

29 *School principals shall provide students with a one-day excused absence prior to the deployment of*  
 30 *and a one-day excused absence upon the return of a parent or custodian serving active military*  
 31 *service.*

32 *Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a*  
 33 *parent/guardian during a deployment cycle. The student shall provide documentation to the school as*  
 34 *proof of his/her parent's/guardian's deployment. Students shall be permitted to make up schoolwork*  
 35 *missed during these absences.*

#### 36 ***NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY<sup>8</sup>***

37 *A principal/designee may excuse a student to participate in non-school sponsored extracurricular*  
 38 *activities. The principal shall document the approval in writing and shall excuse no more than ten*  
 39 *(10) absences each school year. No later than seven (7) business days prior to the student's absence,*  
 40 *the student shall provide documentation to the school as proof of the student's participation along*

1 *with a written request for the excused absence from the student's parent/guardian. The request shall*  
2 *include the following:*

3 *1. Student's name and personal identification number;*

4 *2. Student's grade;*

5 *3. The dates of the student's absence;*

6 *4. The reason for the student's absence; and*

7 *5. The signatures of the student and parent/guardian.*

## 8 **TRUANCY**

### 9 *General*

10 Annually, the Superintendent of Schools/designee will provide written notice to parent(s)/guardian(s)  
11 that attendance at school is required. Students shall be present at least fifty percent (50%) of the  
12 scheduled school day in order to be counted present. Students may attend part-time days, alternating  
13 days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan  
14 and shall be considered present for school attendance purposes. If a student is required to participate in  
15 a remedial instruction program outside of the regular school day where there is no cost to the  
16 parent(s)/guardian(s) and the school system provides transportation, unexcused absences from these  
17 programs shall be reported in the same manner.<sup>9</sup>

18 A student who is absent five (5) days without adequate excuse shall be reported to the Superintendent of  
19 Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's  
20 absence. If a parent does not provide documentation within adequate time excusing those absences, or  
21 request an attendance hearing, then the Superintendent of Schools shall implement the progressive  
22 truancy intervention plan described below prior to referral to juvenile court.

### 23 *Progressive Truancy Intervention Plan*<sup>10</sup>

24 Prior to referral to juvenile court, the following progressive truancy intervention plan will be  
25 implemented.

26 Tier I of the progressive truancy plan shall apply to all students within the district and include schoolwide  
27 prevention-oriented supports to assist with satisfactory attendance.

### 28 **Tier II**

29 This tier of the progressive truancy plan shall be implemented after the student accumulates five (5)  
30 unexcused absences, but before referral to juvenile court, and includes the following:

31 1. A conference with the student and the student's parent(s)/guardian(s);  
32

- 1       2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s),  
2       and the Attendance Supervisor/designee. The contract shall include:  
3  
4           a. A specific description of the school's attendance expectations for the student;  
5           b. The period for which the contract is effective; and  
6           c. Penalties for additional absences and alleged school offenses, including additional  
7           disciplinary action and potential referral to juvenile court.  
8  
9       3. Regularly scheduled follow-up meetings to discuss the student's progress; and  
10  
11       4. A school employee shall conduct an individualized assessment detailing the reasons a student  
12       has been absent from school. The employee may refer the student to counseling, community-  
13       based services, or other services to address the student's attendance problems.

### 14   **Tier III**

15   This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

16   These interventions shall be determined by a team formed at each school. The interventions shall  
17   address student needs in an age-appropriate manner. Finalized plans shall be approved by the  
18   Superintendent of Schools/designee.

### 19   **MAKE-UP WORK**

20   Any student whose absence is unexcused will be expected to make up the work missed or due on dates  
21   of absence.

22   All missed class work or tests from absences may be made up provided that the student makes the  
23   request immediately upon returning to school and provided class time is not taken from other students.

### 24   **CREDIT/PROMOTION DENIAL**

25   Credit/promotion denial determinations may include student attendance; however, student attendance  
26   may not be the sole criterion.<sup>10</sup> If attendance is a factor prior to credit/promotion denial, the following  
27   shall occur:

- 28       1. The student and the parent(s)/guardian(s) shall be advised if the student is in danger of  
29       credit/promotion denial due to excessive absenteeism.  
30
- 31       2. Procedures in due process are available to the student when credit or promotion is denied.

### 32   **DRIVER'S LICENSE REVOCATION<sup>2</sup>**

33   More than ten (10) consecutive or fifteen (15) reported unexcused absences by a student during any  
34   semester renders a student ineligible to retain a driver's permit or license or to obtain such if of age.

1 **ATTENDANCE HEARING<sup>12</sup>**

- 2 Students with excessive (more than five (5)) unexcused absences or those in danger of credit/promotion  
 3 denial shall have the opportunity to appeal to an attendance hearing committee appointed by the  
 4 principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided  
 5 written or actual notice of the appeal hearing and shall be given the opportunity to address the committee.  
 6 The committee will conduct a hearing to determine if any extenuating circumstances exist to excuse an  
 7 absence(s) or to determine if the student has met attendance requirements that will allow him/her to pass  
 8 the course or be promoted. Upon notification of the attendance committee's decision, the principal shall  
 9 send written notification to the Superintendent of Schools/designee and the parent(s)/guardian(s) of the  
 10 student of any action taken regarding the excessive unexcused absences. The notification shall advise  
 11 parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Superintendent  
 12 of Schools/designee.
- 13 The appeal shall be heard no later than ten (10) school days after the request for appeal is received.
- 14 Within five (5) school days of the Superintendent of Schools/designee rendering a decision, the student's  
 15 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.  
 16 Following the review, the Board may affirm or overturn the decision of the Superintendent of  
 17 Schools/designee. The action of the Board shall be final.

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Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. ***TCA 49-6-3022***
8. ***TRR/MS 0520-01-02-.17(7)***
9. TCA 49-6-3021
10. TCA 49-6-3007; TCA 49-6-3009
11. TCA 49-6-3019
12. TCA 49-2-203(b)(7); TCA 49-6-3002(b)

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Cross References

- School Calendar 1.800
- Extracurricular Activities 4.300
- Interscholastic Athletics 4.301
- Field Trips 4.302
- Promotion and Retention 4.603
- Homeless Students 6.503
- Students in Foster Care 6.505
- Students from Military Families 6.506
- Student Records 6.600



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

**DATE:** Thursday, May 2, 2024

**TO:** School Board Members

**FROM:** Eric Gardner  
Director of Facilities & Construction

**CC:** Jason Golden, Superintendent

**RE:** Kingdom Chasers Church at Creekside Elementary School

Kingdom Chasers Church has requested use of Creekside Elementary 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:

- Gym
- Use period – Weekly on Sunday for worship services.
- Term of lease – September 1, 2024, to August 31, 2025, with renewal each year thereafter to a maximum of 6 years total (September 1, 2030).
- 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: Creekside Elementary

Purpose of Use: Church Service Expected Attendance \_\_\_\_\_

Organization Name: Kingdom Charter Church Title in \_\_\_\_\_

Request Made By: Boney George Organization President

Mailing Address: 419 Snowden St. W City Franklin Zip 37064

Cell Number: 615-424-2962 E-Mail boney@kingdomcharters.church

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

Date & Days of Use \_\_\_\_\_ S M T W TH F ST

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

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

Starting Date September 15 2024 Ending Date \_\_\_\_\_

Starting Time 7  AM  PM Ending Time 12:30  AM  PM

**FEE SCHEDULE - If applicable** **\*DO NOT LEAVE BLANK\***

**Area(s) Needed**

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

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

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

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

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

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

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

Campus (Outside Building) S \_\_\_\_\_

Cafeteria ( This is for the seating area only) \$19 per hour (Max \$135 per day) S \_\_\_\_\_  
 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.) S \_\_\_\_\_

**Supervision - Required**

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

Name of Supervisor \_\_\_\_\_  Check if supervisor is waiving fees.

Custodial Services **Check here if needed**  S \_\_\_\_\_  
*\*Custodial service based on actual time for (for cleaning as needed and determined by contractor)*

**TOTAL ESTIMATED FEE** S \_\_\_\_\_

*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 9/12/24
Name: (PRINT ONLY) BONEY GEORGE	

**THIS IS NOT A FINAL INVOICE**

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

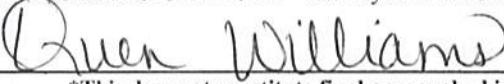
**FORWARD COMPLETED REQUEST TO:**

**SCHOOL PRINCIPAL**

**QUESTIONS?**

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

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

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



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

05/01/2024

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).

<b>PRODUCER</b> King & Associates Insurance 725 Cool Springs Blvd Suite 400 Franklin TN 37067		<b>CONTACT NAME:</b> Karen Taylor <b>PHONE (A/C. No. Ext):</b> 615-329-8121 <b>FAX (A/C. No):</b> (615)329-0557 <b>E-MAIL ADDRESS:</b>	
		<b>INSURER(S) AFFORDING COVERAGE</b>	
		<b>INSURER A :</b> Erie Ins Exch	<b>NAIC #</b> 26271
<b>INSURED</b>		<b>INSURER B :</b>	
Kingdom Chasers Church 419 Snowden St W		<b>INSURER C :</b>	
Franklin TN 37064		<b>INSURER D :</b>	
		<b>INSURER E :</b>	
		<b>INSURER F :</b>	

**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"/> <b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR Williamson County Board of Education GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			Q61-0387312	04/25/2024	04/25/2025	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 \$
	<input type="checkbox"/> <b>AUTOMOBILE LIABILITY</b> <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						
A	<input checked="" type="checkbox"/> <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$		x	Q28-0570630	04/25/2024	04/25/2025	EACH OCCURRENCE \$ 1,000,000 AGGREGATE \$ 2,000,000 \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y / N	N / A				PER STATUTE OTH-ER 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)

**CERTIFICATE HOLDER****CANCELLATION**

Williamson County Board of Education  1320 W Main 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: Email:

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ACORD 25 (2016/03)

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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: **Kingdom Chasers Church**

### General Information

<b>SOS Control #</b>	<b>001289104</b>	Formation Locale:	TENNESSEE
Filing Type:	Nonprofit Corporation - Domestic	Date Formed:	02/28/2022
	02/28/2022 12:06 PM	Fiscal Year Close	12
Status:	Active	Religious Corp:	Yes
Duration Term:	Perpetual		
Public/Mutual Benefit:	Public		

### Registered Agent Address

ROBERT M PAUTIENUS III  
FIDELIS LAW PLLC  
STE 104  
1585 MALLORY LN  
BRENTWOOD, TN 37027-3036

### Principal Address

419 SNOWDEN ST W  
FRANKLIN, TN 37064

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

<u>Date Filed</u>	<u>Filing Description</u>	<u>Image #</u>
02/29/2024	2023 Annual Report	B1514-5071
08/03/2023	Articles of Amendment	B1400-5716
	Filing Name Changed From: Moksha City To: Kingdom Chasers Church	
05/19/2023	Articles of Amendment	B1347-5761
	Principal Address 1 Changed From: 1600 WILSON PIKE To: 419 SNOWDEN ST W	
	Principal City Changed From: BRENTWOOD To: FRANKLIN	
	Principal Postal Code Changed From: 37027-7987 To: 37064	
01/18/2023	2022 Annual Report	B1320-0881
	Principal Address 1 Changed From: 316 SOUTHGATE CT To: 1600 WILSON PIKE	
02/28/2022	Initial Filing	B1163-0191

<u>Active Assumed Names (if any)</u>	<u>Date</u>	<u>Expires</u>
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## LEASE

THIS LEASE made and entered into this 20<sup>th</sup> day of May, 2024, between Williamson County Board of Education, hereinafter called "Landlord" and Kingdom Chasers Church, 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: Creekside Elementary School  
Address: 4239 Gosey Hill Road  
Franklin, TN 37064  
Description of Space: Gym

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 September 1, 2024 and ending August 31, 2025, 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: Creekside Elementary School  
Areas to be Used: Gym  
Use period: Sunday Each Week Beginning September 1, 2024 through August 31, 2025  
Estimated Supervision Cost: \$ 6,469.32.00 per annum.  
Estimated Custodial Cost: \$5,980.00 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: Kingdom Chasers Church  
419 SNOWDEN ST W  
FRANKLIN, TN 37064  
Attn: Boney George, President

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: Boney George, President



## **MEMORANDUM**

May 7, 2024

**TO: Williamson County Board of Education**

**CC: Jason Golden, Superintendent of School  
Brian King, Assistant Superintendent of Operations**

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

**RE: Middle Tennessee Electric Request for an Easement at Maintenance Building**

Middle Tennessee Electric (MTE) is proposing upgrades and improvements to its system along West Main Street/Carter's Creek Pike in Franklin. As part of the future work, MTE is proposing to add a new utility pole on Williamson County Board of Education property in front of the Maintenance Building. MTE is requesting an easement for the proposed utility pole and associated work.

Included with this memo is a copy of the easement document with an exhibit. Staff recommends approval of this request.

# Right-of-Way

## Easement

This instrument prepared by: MTE  
 555 New Salem Highway, Murfreesboro, TN 37129  
 \_\_\_\_\_ Employee Initials



Service Location # \_\_\_\_\_ Meter Set SO # \_\_\_\_\_ WO# \_\_\_\_\_

Grantor: \_\_\_\_\_ And/by \_\_\_\_\_

Select one of the following: unmarried married business entity

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged, the Grantor, whether one or more, does hereby grant unto Middle Tennessee Electric Membership Corporation, a Tennessee not-for-profit corporation ("Grantee" or "MTE"), its affiliates, successors or assigns, a perpetual easement (the "Easement") that, except as may be otherwise indicated on Exhibit 1, if attached, shall be twenty feet (20') from the centerline (total of 40') for any overhead transmission and/or distribution line or system, including anchoring, and ten feet (10') from the centerline (total of 20') for any underground transmission and/or distribution line or system with the right to:

- install, construct, reconstruct, rephase, operate and maintain an electric transmission and/or distribution line or system;
- inspect and make such repairs, changes, alterations, improvements, removals from, substitutions and additions to its facilities as Grantee may from time to time deem advisable, including, by way of example and not by way of limitation, the right to increase or decrease the number of conduits, wires, cables, poles, guy wire and anchors, hand holes, manholes, connection boxes, transformers and transformer enclosures;
- cut, trim and control the growth by chemical means, machinery or otherwise of trees and shrubbery within the Easement, or any tree that may interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit, prevent and restrict the planting and/or maintenance of any trees, shrubbery or vegetation not approved in writing by Grantee (except those trees that appear on MTE's approved standard planting guide) which approval may be withheld by Grantee in its sole discretion if it determines said trees, shrubbery or vegetation may in the future interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit the planting of any trees, shrubbery or vegetation within 15' of a pole or pad-mounted equipment;
- keep the Easement clear of all buildings, structures or other obstructions;
- license, permit or otherwise agree to the joint use or occupancy of the lines, system or, if any of said system is placed underground, of the trench and related underground facilities, by any other person, association or corporation for electrification, for other utility or commercial purposes;
- install and maintain guy additions to overhead lines if any portion of the lines or system is placed underground;

over, across; and through the land owned by Grantor as further described below (the "Property");

County \_\_\_\_\_ State of Tennessee Tax Map: \_\_\_\_\_ Group: \_\_\_\_\_ Parcel: \_\_\_\_\_

Address \_\_\_\_\_  
House/building# Street/Road Name City Zip

and such Property being of record in Deed Book \_\_\_\_\_, Page \_\_\_\_\_, Register's Office of the above-named county, and as may be further described according to Exhibit 1 attached hereto and incorporated herein by reference, if attached, together with the right of ingress and egress over adjacent lands of the Grantor, and Grantor's successors and assigns for the purposes of this Easement.

The Grantor agrees that all poles, wires, and other facilities, including any main service entrance equipment, installed in, upon or under the Property at Grantee's expense shall remain the property of the Grantee and removable at the option of the Grantee. The Grantor hereby expressly releases any claims, demands, actions, or causes of action for trespass related to the Grantee's use of this Easement as described herein. The grant and other provisions of this Easement shall run with the land for the benefit of the Grantee, its affiliates, successor and assigns.

IN WITNESS WHEREOF, the Grantor has executed this instrument this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_\_\_.

\_\_\_\_\_  
 Print Name/Title of Authorized Signatory

\_\_\_\_\_  
 Print Name/Title of Authorized Signatory

\_\_\_\_\_  
 Legal Signature

\_\_\_\_\_  
 Legal Signature

STATE OF \_\_\_\_\_

STATE OF \_\_\_\_\_

COUNTY OF \_\_\_\_\_

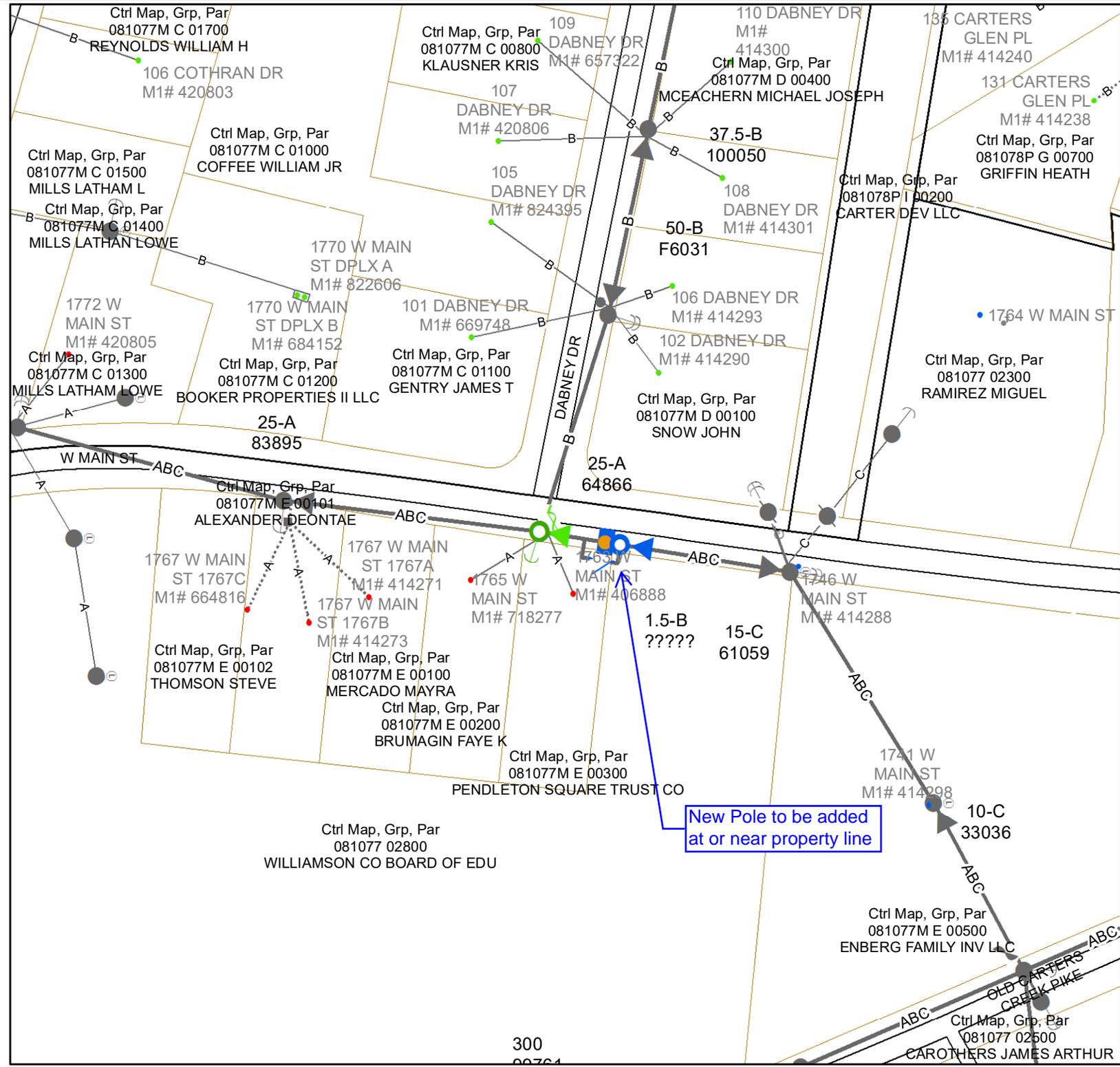
COUNTY OF \_\_\_\_\_

On the \_\_\_\_ day of \_\_\_\_\_, 202\_\_\_\_, personally appeared before me, the within named bargainer(s), with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence) and who acknowledged that such person(s) executed the within instrument for the purposes therein contained.

On the \_\_\_\_ day of \_\_\_\_\_, 202\_\_\_\_, personally appeared before me, the within named bargainer(s), with whom I am personally acquainted (or proved to me on the basis of satisfactory evidence) and who acknowledged that such person(s) executed the within instrument for the purposes therein contained.

\_\_\_\_\_  
 Notary Signature My Commission Expires \_\_\_\_\_

\_\_\_\_\_  
 Notary Signature My Commission Expires \_\_\_\_\_



- ### Legend
- Utility Lines
  - Existing Utility Pole
  - Proposed Utility Pole
  - ⊞ Manhole
  - ⊞ Vault
  - ⊞ Primary Pullbox
  - ⊞ Secondary Pullbox
  - UG Sector
  - ▶ Overhead Transformer
  - ◻ Underground Transformer
  - ← Anchor Guy
  - Span Guy

**Disclaimer:**  
 Middle Tennessee Electric Membership Corporation ("MTE") makes no representation, warranty, or certification as to map accuracy, including, but not limited to, its accuracy as to underground conductor locations, property boundaries, rights-of-ways, or placement and location of any map features or data. This exhibit is not intended to be an ALTA/ACSM, Category I Boundary, or any other type of land survey. The drawing is not to scale. The location of the easement centerline and/or easement dimensions as shown are approximate and may vary with actual construction. After actual construction, the as-built electric lines and/or equipment shall be deemed to be the centerline of the easement. MTE expressly disclaims liability for any errors or omissions.

Initials: \_\_\_\_\_  
 Job Number: 16172243  
 Location: Carters Creek Pk and W Main St  
 Description:

Map: 4152-H  
 Scale: 1 inch = 102 feet  
 Print Date: 4/22/2024



**Exhibit "1"**



**MEMORANDUM**

May 8, 2024

**TO: Williamson County Board of Education**

**CC: Jason Golden, Superintendent of School  
Brian King, Assistant Superintendent of Operations**

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

**RE: Request for Middle Tennessee Electric Easement at Transportation Building**

Middle Tennessee Electric (MTE) is requesting an easement to install a meter to serve the addition at the Transportation Building. The proposed easement will allow MTE to set the meter and have access to maintain their equipment.

Included with this memo is a copy of the easement document with an exhibit. Staff recommends approval of this request.

# Right-of-Way

## Easement

This instrument prepared by: MTE  
 555 New Salem Highway, Murfreesboro, TN 37129  
 \_\_\_\_\_ Employee Initials



Service Location # \_\_\_\_\_ Meter Set SO # \_\_\_\_\_ WO# \_\_\_\_\_

Grantor: \_\_\_\_\_ And/by \_\_\_\_\_

Select one of the following: unmarried married business entity

FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged, the Grantor, whether one or more, does hereby grant unto Middle Tennessee Electric Membership Corporation, a Tennessee not-for-profit corporation ("Grantee" or "MTE"), its affiliates, successors or assigns, a perpetual easement (the "Easement") that, except as may be otherwise indicated on Exhibit 1, if attached, shall be twenty feet (20') from the centerline (total of 40') for any overhead transmission and/or distribution line or system, including anchoring, and ten feet (10') from the centerline (total of 20') for any underground transmission and/or distribution line or system with the right to:

- install, construct, reconstruct, rephase, operate and maintain an electric transmission and/or distribution line or system;
- inspect and make such repairs, changes, alterations, improvements, removals from, substitutions and additions to its facilities as Grantee may from time to time deem advisable, including, by way of example and not by way of limitation, the right to increase or decrease the number of conduits, wires, cables, poles, guy wire and anchors, hand holes, manholes, connection boxes, transformers and transformer enclosures;
- cut, trim and control the growth by chemical means, machinery or otherwise of trees and shrubbery within the Easement, or any tree that may interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit, prevent and restrict the planting and/or maintenance of any trees, shrubbery or vegetation not approved in writing by Grantee (except those trees that appear on MTE's approved standard planting guide) which approval may be withheld by Grantee in its sole discretion if it determines said trees, shrubbery or vegetation may in the future interfere with or threaten to endanger the operation and maintenance of said line or system;
- prohibit the planting of any trees, shrubbery or vegetation within 15' of a pole or pad-mounted equipment;
- keep the Easement clear of all buildings, structures or other obstructions;
- license, permit or otherwise agree to the joint use or occupancy of the lines, system or, if any of said system is placed underground, of the trench and related underground facilities, by any other person, association or corporation for electrification, for other utility or commercial purposes;
- install and maintain guy additions to overhead lines if any portion of the lines or system is placed underground;

over, across; and through the land owned by Grantor as further described below (the "Property");

County \_\_\_\_\_ State of Tennessee Tax Map: \_\_\_\_\_ Group: \_\_\_\_\_ Parcel: \_\_\_\_\_

Address \_\_\_\_\_  
House/building# Street/Road Name City Zip

and such Property being of record in Deed Book \_\_\_\_\_, Page \_\_\_\_\_, Register's Office of the above-named county, and as may be further described according to Exhibit 1 attached hereto and incorporated herein by reference, if attached, together with the right of ingress and egress over adjacent lands of the Grantor, and Grantor's successors and assigns for the purposes of this Easement.

The Grantor agrees that all poles, wires, and other facilities, including any main service entrance equipment, installed in, upon or under the Property at Grantee's expense shall remain the property of the Grantee and removable at the option of the Grantee. The Grantor hereby expressly releases any claims, demands, actions, or causes of action for trespass related to the Grantee's use of this Easement as described herein. The grant and other provisions of this Easement shall run with the land for the benefit of the Grantee, its affiliates, successor and assigns.

IN WITNESS WHEREOF, the Grantor has executed this instrument this \_\_\_\_\_ day of \_\_\_\_\_, 202\_\_\_\_.

\_\_\_\_\_  
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\_\_\_\_\_  
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\_\_\_\_\_  
 Legal Signature

\_\_\_\_\_  
 Legal Signature

STATE OF \_\_\_\_\_

STATE OF \_\_\_\_\_

COUNTY OF \_\_\_\_\_

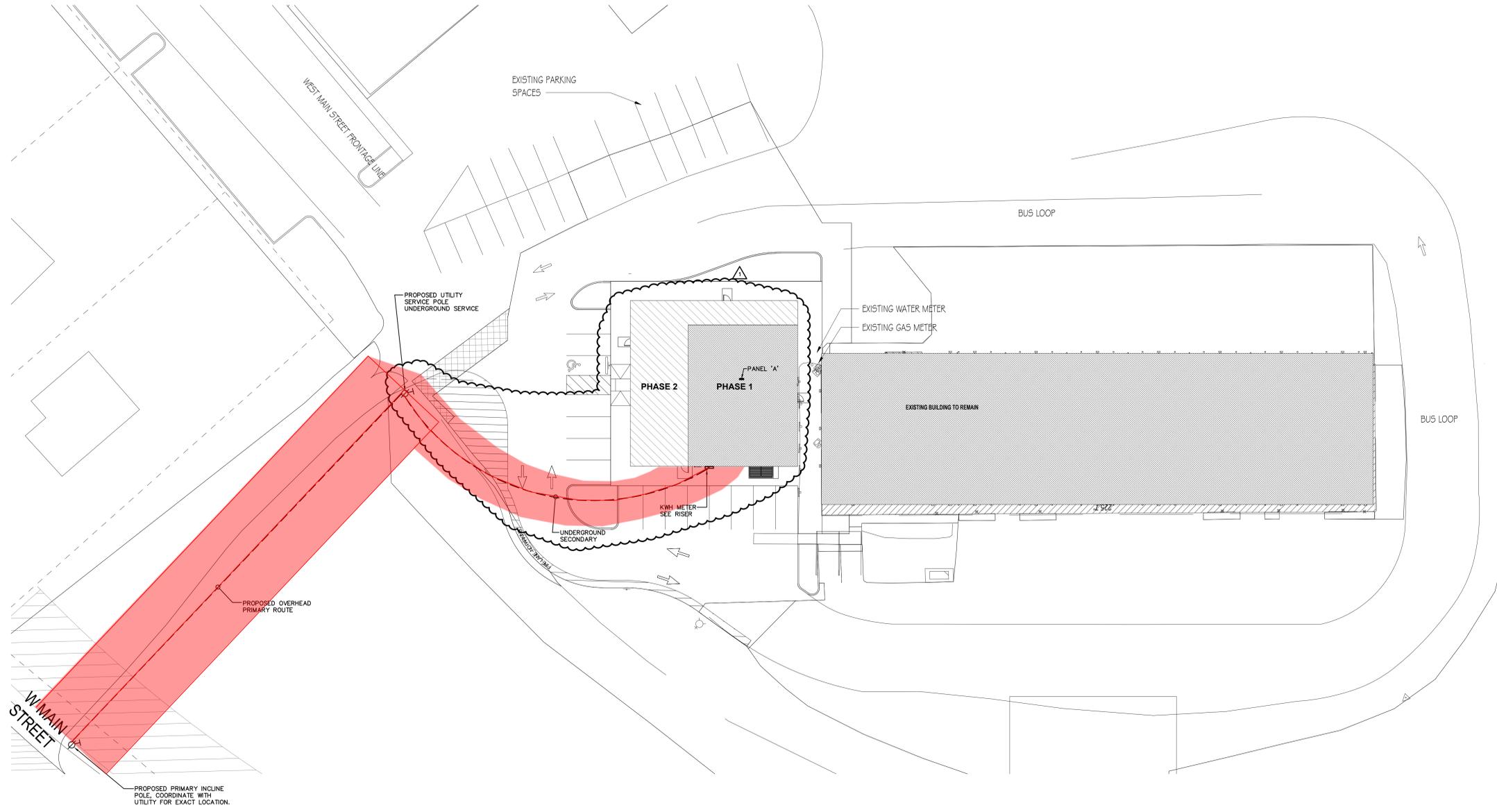
COUNTY OF \_\_\_\_\_

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\_\_\_\_\_  
 Notary Signature My Commission Expires \_\_\_\_\_

\_\_\_\_\_  
 Notary Signature My Commission Expires \_\_\_\_\_



**ELECTRICAL SITE PLAN**  
SCALE: 1" = 20'-0"

Project: 23042 Drawing: 23042-E001(Revision#01).dwg

22 middleton street nashville, tennessee 37210

**KLINE SWINNEY ASSOCIATES**  
architecture + interior design + planning



Reproduction of these drawings or any part thereof is prohibited without written approval of the architect, KLINE SWINNEY ASSOCIATES. These drawings are protected by U.S. copyright laws and violators are subject to legal recourse.

**ELECTRICAL SITE PLAN**  
WCS TRANSPORTATION DEPT. BUILDING  
1777 W MAIN STREET  
FRANKLIN, TN 37054

REVISIONS	
1	9/13/2023

PROJECT NO.  
2220.00  
DATE  
6/02/23  
SHEET NO.

**E0.01**



# Trip Tracker - 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
40867	5/30/2024	5/30/2024	4/29/2024	Brentwood High	BHS Bruinettes Dance Camp	Athletic Trip	Dance Team	36	Apex Dance Center
	<b>Notes/Fees</b>	<i>over100 \$255 per student Day one of camp is from 11:30 am - 4:00 pm</i>							
40868	5/31/2024	5/31/2024	4/29/2024	Brentwood High	BHS Bruinettes Dance Camp	Athletic Trip	Dance Team	36	Apex Dance Center
	<b>Notes/Fees</b>	<i>over100 \$255 per student Day two of camp is from 9 am - 4 pm</i>							
40869	6/1/2024	6/1/2024	4/29/2024	Brentwood High	BHS Bruinettes Dance Camp	Athletic Trip	Dance Team	36	Apex Dance Center
	<b>Notes/Fees</b>	<i>over100 \$255 per student Day three of camp is from 9 am - 4 pm</i>							
40991	6/17/2024	6/20/2024	5/8/2024	Brentwood Middle	Varsity Cheer Camp	Athletic Trip	Varsity Cheer	28	University of Tennessee
	<b>Notes/Fees</b>	<i>over100 - \$455.00 Fundraising to cover the cost. Parents are responsible for bring their students to the camp and picking them up. Students staying at the college for the camp</i>							
40804	4/26/2024	5/1/2024	4/12/2024	Centennial High	DECA International Conference	CTE Trip	CTE - DECA	4	Anaheim Convention Center
	<b>Notes/Fees</b>	<i>over100.00 Flying Southwest Airlines-No Bus RequiredStudent Cost - \$1,500.00 Advisor Cost - \$3,500.00</i>							
40717	5/3/2024	5/4/2024	4/15/2024	Centennial High	CHS Orchestra Competition	Fine Arts	9th - 12th grade	50	Gatlinburg
	<b>Notes/Fees</b>	<i>over100. Cost per student: \$200 Cost will be reduced by fundraising.No Transportation Needed.</i>							
40789	6/11/2024	6/14/2024	4/12/2024	Centennial High	UDA Dance Camp	Athletic Trip	Dance Team	12	TN Tech University
	<b>Notes/Fees</b>	<i>over100. \$395 per person, fundraising will offset cost. No driver needed.</i>							
40960	6/5/2024	6/9/2024	4/29/2024	Franklin High	Lander Wrestling Camp	Athletic Trip	Varsity Wrestling	30	Erskine University
	<b>Notes/Fees</b>	<i>over100 - \$350 per student, no bus needed.</i>							
40911	5/24/2024	5/26/2024	4/23/2024	Ravenwood High	Science Olympiad Nationals	Academic Field Trip	Science Olympiad	18	Michigan State University
	<b>Notes/Fees</b>	<i>over100 - \$400 / per student estimated maximum. Trip is from 5.23.2024 to 5.26.2024. Please note that the system would not let me put in the actual departure date of 5.23.2024 so the departure date listed above is incorrect. Students are responsible for their own transportation to and from Michigan State and some meals. Three nights at either a hotel or dormitory will be paid from RHS SciOly account (fundraising and donations over the past 12 months).</i>							

Thursday, May 09, 2024

**TRIP FINDER - School Board Field Trip Approval Report***(Field Trips With Student Fees Over \$100)*

<b>Trip ID</b>	<b>Trip Date</b>	<b>Return Date</b>	<b>Approved</b>	<b>Origin</b>	<b>Trip Name</b>	<b>Trip Type</b>	<b>Activity Type</b>	<b>#</b>	<b>Destination</b>
566	07/07/2024	07/12/2024	05/02/2024	Brentwood High	Mu Alpha Theta National Convention	Academic	Math Competition	1	Alexis Park Hotel
<i>Notes/Fees over100. \$700/student. No bus needed.</i>									
504	06/26/2024	06/30/2024	04/22/2024	Legacy Middle	TSA National Conference	CTE Overnight	CTE-TSA	4	Cabana Bay Beach Resort
<i>Notes/Fees over100. \$1300/student. Includes registration, hotel, airline &amp; Universal Studios tickets. Fundraising has been done to offset cost.</i>									
478	03/06/2025	03/11/2025	04/04/2025	Nolensville High	Choir Disney Trip	Fine Arts Overnight	Chorus/Choir	90	Holiday Inn, Buena Vista
<i>Notes/Fees over100. \$1600/student. Fundraising will be done to offset cost. Performing at Disney Springs &amp; Give Kids the World. When not performing, will go to Disney World.</i>									
505	07/18/2024	07/21/2024	04/23/2024	Nolensville High	Girls Soccer UTC Camp	Athletic Overnight	Varsity Soccer	25	UT Chattanooga
<i>Notes/Fees over100. \$417/student for registration only. No driver needed. Shelton will drive bus.</i>									
529	03/14/2025	03/19/2025	04/25/2024	Nolensville High	Band - NYC March 2025	Fine Arts Overnight	Marching Band	160	New York, NY
<i>Notes/Fees over100. \$2000/student. St. Patrick's Day Parade. Fundraising will be done to offset cost.</i>									

Thursday, May 9, 2024

# TRANSPORTATION REPORT:

WHERE WE ARE & WHERE WE ARE GOING IN 2024

School Board Work Session

May 16, 2024



# IMPROVEMENTS TO BUS DRIVER TRAINING PROGRAM

- Restructured parts of the training program to align with the State of Tennessee CDL testing.
- Added 5 driver trainers to the training program.
- Added an additional full-time trainer to oversee and review all training.
- The Human Resources Department established an onsite recruiter at Transportation to assist with the candidates.
- Instituted a bus driver referral bonus program resulting in 16 new drivers.

Results of the improvements are graduating 34 drivers to date since August 2023.

# 2023-24 SCHOOL YEAR

- 23 drivers graduated through the program were assigned to routes being driven by dispatchers, permanent substitute drivers, or replaced the 18 drivers who resigned from the district since August 2023.
- 11 drivers were added to new bus routes starting in January 2024.
- 8 general education routes all reduced the number of planned 1<sup>st</sup> and 2<sup>nd</sup> loads.
- 3 special needs routes were needed due to the increased number of students.

The district now has 203 total buses transporting approximately 26,500 students.

# BUS PILOT PROGRAM SUMMARY

- Consolidating bus stops into hub stops saves time on the routes.
- Implementing a small Parent Responsibility Zone saves time on the routes.
- Saving time on the routes allows buses to arrive at the schools later in the morning and earlier in the afternoon.
- The Pilot Program did not save bus routes.

# DRAFT HUB STOP PROGRAM DISTRICT-WIDE IMPLEMENTATION

Schools: Subdivisions with Sidewalks Only	Discuss with Parents Potential Changes	Change in Test Data Source	Bus Driver Review	Implement in Production
NHS, MCMS, Nolensville ES	August 2024	September 2024	September 2024	October 2024
NHS, SMS, Sunset ES	August 2024	September 2024	September 2024	October 2024
PHS, PMS, Creekside ES	August 2024	September 2024	September 2024	October 2024
INHS, Hillsboro, Pearre Creek ES	August 2024	September 2024	September 2024	October 2024

**We do not recommend implementing Parent Responsibility Zones district-wide.**

# DRAFT HUB STOP PROGRAM DISTRICT-WIDE IMPLEMENTATION

Schools: Subdivisions with Sidewalks Only	Discuss with Parents Potential Changes	Change in Test Data Source	Bus Driver Review	Implement in Production
RHS/NHS, SMS, Jordan ES	September 2024	October 2024	October 2024	November 2024
FHS, GMS, Hunters Bend ES	September 2024	October 2024	October 2024	November 2024
PHS, PMS, Trinity ES	September 2024	October 2024	October 2024	November 2024
PHS, PMS, College Grove ES	September 2024	October 2024	October 2024	November 2024
INHS, HMS, Amanda North ES	September 2024	October 2024	October 2024	November 2024

**We do not recommend implementing Parent Responsibility Zones district-wide.**

# DRAFT HUB STOP PROGRAM DISTRICT-WIDE IMPLEMENTATION

Schools: Subdivisions with Sidewalks Only	Discuss with Parents Potential Changes	Change in Test Data Source	Bus Driver Review	Implement in Production
CHS, LMS, Winstead ES	October 2024	November 2024	November 2024	December 2024
INHS, LMS, Oak View ES	October 2024	November 2024	November 2024	December 2024
INHS, HMS, Longview ES	October 2024	November 2024	November 2024	December 2024
INHS, HMS, Heritage ES	October 2024	November 2024	November 2024	December 2024
PHS, PMS, Arrington ES	October 2024	November 2024	November 2024	December 2024

**We do not recommend implementing Parent Responsibility Zones district-wide.**

# DRAFT HUB STOP PROGRAM DISTRICT-WIDE IMPLEMENTATION

Schools: Subdivisions with Sidewalks Only	Discuss with Parents Potential Changes	Change in Test Data Source	Bus Driver Review	Implement in Production
CHS (FSSD area)	December 2024	January 2025	January 2025	February 2025
RHS, WMS, Clovercroft ES	December 2024	January 2025	January 2025	February 2025
CHS, PMS, Clovercroft ES	December 2024	January 2025	January 2025	February 2025
SHS, TSMS, Thompson's Station ES	December 2024	January 2025	January 2025	February 2025
SHS, TSMS, Bethesda ES	December 2024	January 2025	January 2025	February 2025

**We do not recommend implementing Parent Responsibility Zones district-wide.**

# DRAFT HUB STOP PROGRAM DISTRICT-WIDE IMPLEMENTATION

Schools: Subdivisions with Sidewalks Only	Discuss with Parents Potential Changes	Change in Test Data Source	Bus Driver Review	Implement in Production
SHS, SSMS, Allendale ES	January 2025	February 2025	February 2025	March 2025
SHS, SSMS, Chapmans Retreat ES	January 2025	February 2025	February 2025	March 2025

**We do not recommend implementing Parent Responsibility Zones district-wide.**

# HUB STOP PROGRAM

## DISTRICT-WIDE IMPLEMENTATION

- Parents will receive a letter through the Blackboard Communications system.
- The letter will give the process used to determine hub stops which is to consolidate the current bus stops and keep some of those for hub stops. We also use neighborhood pools, walking path entrances, or playgrounds as hub stop locations. Those area have ample space for students and parent to gather for the bus stop.
- Parents are notified again when the hub stop locations are to be implemented.
- New stop locations are found through the Stopfinder bus app and the website.
- [Bus.pilot@wcs.edu](mailto:Bus.pilot@wcs.edu) is the email for questions or concerns.

# SCHOOL START TIME ANALYSIS

- As part of the Strategic Plan, the school district is reviewing school start time scenarios. The options being studied are those having secondary schools starting later in the mornings without having to increase the number of bus routes needed to accomplish this goal.
- Three separate start times are not a viable option due to needing additional bus routes.
- The consultant is currently evaluating feasibility "flipping" elementary and secondary start times
- Community Meetings will be scheduled after feasibility studies

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Increase Percentage of Students Meeting and Exceeding State Expectations on State End of Year Assessments.</b>
Jun-24	C1-1	The WCS Teaching, Learning and Assessment Department will organize a district-wide team of math experts to develop a report on Algebra I EOC data with recommendations to grow the success rate to 70% of all students meeting or exceeding expectations.
Jun-24	C1-1	The WCS Teaching, Learning and Assessment Department will establish committees to assess current inclusive practices, research the latest developments in inclusive best practices, and to share district recommendations for inclusive best practices.
Jun-25	C1-1	The WCS Professional Development Department will provide an onboarding plan for all new hires to learn the philosophy, research, history, and critical components of the professional learning process.
Jul-25	C1-1	The WCS Professional Development Department will create a professional development plan for elementary and secondary administrators, coaches, and teachers to disaggregate CFA data, to provide effective tier I interventions and enrichments, and to utilize high-quality instructional materials for intervention purposes.
Jun-26	C1-1	The WCS Teaching, Learning and Assessment Department will research and collect evidence to meet the criteria to be a model professional learning community district.
Jun-26	C1-1	The WCS Teaching, Learning and Assessment Department will reevaluate our current practices, research new strategies and systems, and implement the findings to support all students in mastering state core academic standards and achieving grade level academic success.
Aug-26	C1-1	The WCS Teaching, Learning and Assessment Department will formulate a team that includes assistant superintendents, directors, principals and other key stakeholders to share new creative options for providing tier I intervention at the secondary level.
Aug-26	C1-1	The WCS Curriculum Specialists will select school level content experts to revise existing assessment items for quality, to vet and increase the quantity of standard aligned new assessment items, and to increase the types of interactions of assessment items in our locally maintained assessment banks for all tested areas.
Jul-27	C1-1	The WCS Professional Development Department will assemble a team of WCS stakeholders to create a professional development plan for elementary administrators, coaches, and teachers that focuses on combining universal screener data with CFA data and developing a standard-aligned intervention plan for all students above the 10th percentile.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Increase Opportunities for Student Participation in Extracurricular Activities at all Grade Levels.</b>
May-25	C1-2	Formulate an advisory council comprised of WCS, WCPR, community volunteers, and additional stakeholders to develop a comprehensive master plan of action to enhance extracurricular offerings and avoid duplication of services.
May-25	C1-2	Create formal agreements with other community partners to increase student opportunities and provide alternative funding sources for sustainability of programming.
May-26	C1-2	Explore and pilot an intramural/athletic program with at least 3 elementary schools. The school level teams are exclusive to the specific school.
May-26	C1-2	Explore and pilot an intramural/athletic program with at least 2 middle schools and at least 1 high school.
May-27	C1-2	Explore and enhance arts programs that currently exist at secondary schools and pilot an enrichment arts program with at least 3 elementary schools.
May-27	C1-2	Explore and pilot an enrichment STEM program with at least 3 elementary schools.

Targeted Completion Date	Commitment	Increase awareness and enrollment in CTE programs and adjust offerings to align with relevant job trends and connect to college and technical pathways.
Aug-24	C1-3	Explore successful CTE programming across the country to generate ideas for recruiting of and retention of students through available programs of study and career pathways available throughout WCS.
Aug-24	C1-3	Expand STEM events with a focus on early exposure to elementary and middle school students.
Aug-26	C1-3	Explore the feasibility of building a comprehensive, professional branding and marketing plan around all CTE, EIC, and Hub programming throughout WCS and the community.

Targeted Completion Date	Commitment	Increase job engagement with local for-profit and non-profit businesses to provide students with increased exposure to career opportunities.
Nov-24	C1-4	Explore the need and feasibility of creating a student CTE advisory group that will advise on awareness, enrollment, engagement and pre-employment transition.
Aug-26	C1-4	Explore the need and feasibility of a district-wide Job/Skill event that is parallel to college visits or other related events.
Aug-26	C1-4	Explore the need and feasibility of creating a Career Coaching/Community Engagement position to interact with local and regional businesses for WBL placements, internship opportunities, and alternative funding sources.

Targeted Completion Date	Commitment	Increase the opportunities for students with disabilities to participate in pre-employment transition services in middle and high schools.
24-Dec	C1-5	Create a clear partnership with regular meetings between the Student Support Services, School Counseling, and CTE Departments.
25-May	C1-5	Create a committee to explore and implement ways to increase the inclusivity of all students in career and college exploration activities.
25-May	C1-5	Create networking events between SSS and community partners to expand pre-employment opportunities for students with disabilities.
25-May	C1-5	Design purposeful, ongoing professional development including both special education and CTE teachers to foster the partnership between both departments leading to increased opportunities for students with disabilities.

Targeted Completion Date	Commitment	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.
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Dec-24	C1-6	TLA Department will establish a committee consisting of community members, parents of current students, and recent graduates who will contribute their perspectives on the most essential knowledge students should have before graduating high school, as it relates to Personal Finance.
Dec-24	C1-6	TLA Department, in collaboration with Secondary School Leadership and Counseling, will explore ways to improve communication around the purpose and value of the Personal Finance course, as well as pieces parents should consider when deciding the best time and place for their student to take the course (i.e., in-person vs. online and grade level).
Jun-25	C1-6	Using the input from committees composed of multiple stakeholders, a group of Personal Finance teachers will review, update, and realign the course materials and resources to the Tennessee state standards and best practices identified by the committees.
May-26	C1-6	The WCS TLA Department will partner with community businesses and professional organizations to plan, create, and deliver innovative and relevant professional development opportunities for WCS Personal Finance teachers.
Jun-26	C1-6	The WCS TLA Department will create a process to annually gather input from community members, parents of current Personal Finance students, and Personal Finance teachers. This input will be shared with a team of Personal Finance teachers to review, evaluate, and use to inform next steps, future course updates and requests for continued professional development going into the next school year.

Targeted Completion Date	Commitment	<b>Provide earlier student awareness of requirements to prepare for college and career.</b>
Oct-24	C1-7	Research and explore the feasibility of positions to help expand post-secondary success. an Academic Dean or Assistant Administrator position at each school to, among other things, help track and monitor student progress on ACT, SAT, and PSAT; track and promote TN Promise; and work with PLCs to understand data.
Oct-24	C1-7	Research and explore counseling ratios needed to allow their work to better include focused student preparation for post secondary success.
Oct-25	C1-7	Explore the feasibility of Gamifying CCR Prep through CCR Bingo, CCR Competition Teams, ACT Fantasy Sports and Science to increase student engagement. Include focused celebrations on progress as well as achievement.
Feb-26	C1-7	Explore frameworks for mentoring models that include upperclassman mentoring, community mentors, and professional connections.
Aug-26	C1-7	Expand the intentional utilization of YouScience to provide our students and teachers to better understand the results for success in the classroom and post-secondary. Explore how ASVAB might support or compliment YouScience.
Aug-26	C1-7	Continue to develop seven year plans with high schools for college and career readiness that includes the most effective prep options within each school, the intentional time frames for practice tests and review, a ccr team to review data at least three times each year.
Aug-27	C1-7	Explore and develop pathways for students and parents to have greater insight into post-secondary opportunities. Including job shadowing, field trips to TCAT and post-secondary programs, ACE curriculum in middle school, January term possibilities, expansion of Parent Academies, JROTC leadership partnerships, and intentional college visits.
Aug-28	C1-7	Research and explore the feasibility of providing more opportunities to obtain a technical certificate or associate's degree while in high school.

Targeted Completion Date	Commitment	Improve or develop competitive compensation to recruit the highest quality candidates for all roles.
Dec-24	C2-1	Staff will inventory compensation and benefits for all certified and classified positions.
Dec-24	C2-1	Task force will compare WCS current compensation and benefits with competing districts and assess where gaps can be filled.
Apr-25	C2-1	Establish task force comprised of community and district stakeholders to review compensation and benefits currently offered in WCS.
Feb-26	C2-1	Task force will make recommendations regarding compensation and benefits.

Targeted Completion Date	Commitment	Improve or develop competitive benefits to recruit the highest quality candidates for all roles.
Dec-24	C2-2	Staff will inventory compensation and benefits for all certified and classified positions.
Dec-25	C2-2	Task force will compare WCS current compensation and benefits with competing districts and assess where gaps can be filled.
Apr-26	C2-2	Establish task force comprised of community and district stakeholders to review compensation and benefits currently offered in WCS.

Targeted Completion Date	Commitment	Support and advocate for attainable workforce housing options for the WCS team.
Dec-25	C2-3	Establish task force comprised of community and district stakeholders to review options for attainable workforce housing for WCS employees.
Feb-26	C2-3	Task force will make recommendations regarding the goal of attainable workforce housing options for WCS employees.

Targeted Completion Date	Commitment	Provide new WCS team members with differentiated mentoring and coaching.
Apr-24	C2-4	Explore the feasibility of expanding the new teacher mentorship supports from one year to three year using a needs-based cohort model.
Jun-24	C2-4	Explore the feasibility of expanding new teacher/educator induction to include a full day of Classroom Organization and Management (COMP).
Jul-26	C2-4	Explore district-wide Mentoring Specialist to lead mentoring and increase retention of new hires.
Oct-25	C2-4	Explore the need for individual teachers at building level stipends/admin days to work directly with mentees on prescribed schedule.
Aug-24	C2-4	Provide regular trend-based PD's inside work calendar led by curriculum specialists for General Education and Special Education Paraprofessional employees.
Jun-24	C2-4	Explore a differentiated model for coaching and mentoring for operational departments, including analyzing management training programs.

Targeted Completion Date	Commitment	<b>Expand opportunities for professional development and coaching for all with a focus on relevancy, leadership, differentiated offerings, and outcomes.</b>
Jul-25	C2-5	Create a district-wide Leadership Academy for all interested teachers to develop skill sets for building level non-administrative leaders following the model of the Aspiring Administrator's Academy.
May-28	C2-5	Develop "Williamson Certified Educator" professional development plan with mentors, curriculum specialists, and instructional technology for all new hires to district.
May-25	C2-5	Identify professional learning needs for WCS leadership teams and partner with community organizations to provide meaningful learning opportunities.
26-Oct	C2-5	Explore the feasibility of embedding all PD requirements as job-embedded inside the employee's work calendar rather than require outside calendar work.
Jun-27	C2-5	Explore the research on multi-disciplinary adult learning to inform professional learning of PD leadership.

Targeted Completion Date	Commitment	<b>Continuously improve the implementation of educator team collaboration focused on student learning.</b>
Nov-26	C2-6	Guarantee and protect time within the contracted day for educator collaboration involving <u>all</u> necessary stakeholders. Provide training and resources to maximize the use of that time to improve student learning. (Departments: Elementary, Secondary, Professional Development, Student Support Services, Transportation).
May-27	C2-6	Form an Assessment Task Force to analyze assessment practices including types, purposes, platforms, and grading. (Departments: Curriculum, Assessment, Instructional Technology, Professional Development, Elementary, Secondary)
24-Jun	C2-6	Create WCS PLC Guiding Coalition to set vision and guide schools on becoming high quality professional learning communities. (Departments: All in TLA)
Ongoing	C2-6	Strengthen the collective belief that collaboration is critical for continuous improvement of student learning. (Departments: all instructional)
Ongoing	C2-6	Develop professional learning plan to build collaborative skills for high quality teaming and collaboration. (Department: Professional Development)

Targeted Completion Date	Commitment	<b>Increase the diversity of the WCS team. Employ and retain highly effective professionals to foster a supportive and collaborative environment that flourish under a shared sense of belonging.</b>
Dec-24	C2-7	Explore feasibility of improved benefits package (retirement benefits / free student tuition for employees) Retention of Staff. Increase the early contract bonuses.
Jan-25	C2-7	Explore need for and feasibility of a childcare program for all interested employees.
Jan-25	C2-7	Explore need for and feasibility for faculty and staff to earn advancement opportunities (degrees / licenses).
Sep-25	C2-7	Develop a focus group with the Williamson County Chamber, teachers, and other stakeholders to gather feedback for recruitment and retention.

Targeted Completion Date	Commitment	Recognize and honor excellence across all team roles in WCS. Develop a partnership with the Williamson County Community at large to honor and acknowledge excellence among our team members.
May-24	C2-8	Develop and strengthen existing recognition strategies for employees.
Jul-24	C2-8	Establish a committee to improve employee recognition.

Targeted Completion Date	Commitment	Develop and sustain succession planning for senior leadership
Feb-26	C2-9	Identify need for and create an assistant director position in all relevant departments.
Feb-26	C2-9	Identify interest of WCS staff in increased leadership opportunities.
Feb-26	C2-9	Establish cross training programs across departments where a natural succession plan does not exist.

Targeted Completion Date	Commitment	Evaluate and maintain the most effective staffing ratios or staffing standards for all roles based on changing student needs and best practices.
Aug-24	C2-10	Develop a standard process and timeline when granting specific roles during a new school opening.
Jul-24	C2-10	Analyze and identify job specific roles needing a staffing standard including any roles needing a staffing standard review to provide clarity and consistency in all WCS roles.
Jul-24	C2-10	Explore the development of a designated staffing standard committee and set annual review expectations to ensure quality staffing in the future.
Jan-27	C2-10	Explore and determine the need for an alternative method to school enrollment for granting specific "need-based" roles. Identify job specific roles qualifying for the deviated standard.
Annually	C2-10	Identify specific barriers and needed processes to develop role-specific guidance surrounding staffing standards to ensure effective communication of any changes is appropriately documented and dispersed.

Targeted Completion Date	Commitment	Continue to find creative ways to recruit and reward hard to fill positions.
Apr-25	C2-11	Establish task force comprised of community and district stakeholders to review compensation and benefits currently offered in WCS.
Dec-25	C2-11	Task force will compare WCS current compensation and benefits with competing districts and assess where gaps can be filled.
Jan-26	C2-11	Task force will make recommendations regarding compensation and benefits, including attainable workforce housing options.

Targeted Completion Date	Commitment	<b>Continue to find ways to increase efficiencies and streamline administrative tasks for all WCS team roles.</b>
Dec-24	C2-12	Establish a committee of stakeholders to identify opportunities to streamline administrative tasks.
Jan-26	C2-12	Develop methods, materials, and timeline expectations to train new and existing WCS staff members on available resources.
Jan-25	C2-12	Explore opportunities to improve and expand communication among staff.
Jan-26	C2-12	Consider opportunities to improve and consolidate information for stakeholders and staff by utilizing the WCS website and Employee Information Portal.
Jan-26	C2-12	Consider Integrating a help desk system through the Employee Information Portal with enhanced search capabilities for employees to quickly locate or request information.

Targeted Completion Date	Commitment	<b>Create a district-wide culture where all students and all WCS team members have a place of belonging and are included, supported, and respected.</b>
May-25	C3-1	Research the cultures and cultural development techniques of culturally successful businesses and organizations including best practices with other school districts while documenting techniques that can be replicated within WCS.
May-25	C3-1	Define expectations for hospitality and customer service: visitors to the building, staff wellness, student wellness and comfortability at school.
May-26	C3-1	Research benefits of creating a cultural liaison position or supplemented position within WCS schools to implement and oversee cultural development techniques.
May-26	C3-1	Create regular, intentional relationship-building events for feeder schools that include the whole community/ clusters.
May-27	C3-1	Create and provide strategic training for staff on client experience and culture.
May-27	C3-1	Add cultural training and expectations to district onboarding by ensuring every employee has access to everything they need on day one (example – access to all programs, laptop, etc.).
May-27	C3-1	Add a professional development focus on building healthy community and relationships.
May-27	C3-1	Create an annual process to collect feedback internally and externally to give input on improving WCS culture.

Targeted Completion Date	Commitment	<b>Continually assess and improve the state of school facilities to ensure they are properly maintained and appropriate for student enrollment, services, and activities.</b>
Nov-24	C3-2	Develop a comprehensive plan for the regular upkeep and renovation of athletic/art facilities. This includes scheduling routine inspections and addressing immediate maintenance needs.
Nov-24	C3-2	Conduct a thorough assessment of each elementary school's physical space, considering classroom size, common areas, and relevant safety regulations. Utilize this information to accurately calculate and document the actual capacity of each school, ensuring alignment with local educational standards and guidelines.
Apr-25	C3-2	Establish a long-term prioritization strategy for athletic / art facility upgrades.

Nov-25	C3-2	Conduct a thorough assessment of each middle school's physical space, considering classroom size, common areas, and relevant safety regulations. Utilize this information to accurately calculate and document the actual compacity of each school, ensuring alignment with local educational standards and guidelines.
Nov-26	C3-2	Conduct a thorough assessment of each high school's physical space, considering classroom size, common areas, and relevant safety regulations. Utilize this information to accurately calculate and document the actual compacity of each school, ensuring alignment with local educational standards and guidelines.
Nov-24	C3-2	Initiate a joint task force with county government and school staff to discuss and plan shared athletic / art facilities outlining specific needs, responsibilities, and potential funding sources for upgrades.
Ongoing	C3-2	Schedule and conduct comprehensive annual inspections of school facilities, focusing on electrical systems, plumbing, HVAC, structural integrity, and safety features. Generate detailed reports highlighting any issues discovered and prioritize necessary repairs.
Ongoing	C3-2	With all new project, have representatives from the arts, athletics, and instruction to work with our facilities manager on possible improvements to our design for new buildings.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Invest in appropriate resources and technologies to improve the security of facilities and strengthen the physical safety of all students and staff.</b>
Aug-24	C3-3	Evaluate current physical security at all schools.
Dec-24	C3-3	Identify priorities for physical security upgrades.
Jan-25	C3-3	Create funding plan for each year to complete projects by 2028.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Implement appropriate strategies to support the mental health and emotional well-being of staff and students.</b>
Dec-24	C3-4	Centralize family resources for specific mental health needs.
May-25	C3-4	Review staffing ratios/ terms of employment (10, 11, 12 months) for school psychologists, social workers, 504 staff, school counselors, STARS therapists to determine how to best maximize continuity of services for at-risk students, families, and communities (see C2-10).
May-26	C3-4	Establish a plan to strengthen RTI2B structures K-12.
May-26	C3-4	Explore and review age-appropriate evidence-based resources that are focused on life skills, safety, technology access.
Mar-25	C3-4	Evaluate the feasibility of a bell/master schedule time for mental wellness/community-building activities.
May-25	C3-4	Collect activities and a list of community partners related to the activities for Tier 1 mental health support (centralization and increase of resources).
Dec-24	C3-4	Develop advisory group with community members and WCS staff that meet on ongoing basis to keep mental wellness and resources current.
Annually in August	C3-4	Ensure staff awareness of EAP and other available resources.
Sep-25	C3-4	Evaluate crisis support protocols for adults following tragic school related events.
May-26	C3-4	Evaluate and consider PD opportunities for mental health support.

Sep-26	C3-4	Pilot job-alike support communities, enhanced mentoring, and relationship building for adults in buildings.
Jan-27	C3-4	Develop a campaign/communication/awareness related to specific roles on our campuses and mental health topics. Examples may include specifically teaching what is a school social worker? What is a school counselor? What is STARS?
Jan-27	C3-4	Produce PSA videos for WCS website for awareness campaign.
Sep-25	C3-4	Explore the expansion of restorative and trauma informed practices K-12 to support school discipline policy and procedures.
Jan-27	C3-4	Create family education opportunities district-wide for specific mental wellness topics.
Jan-26	C3-4	Collection of data that demonstrates the impact of current services and potential need for additional services as it relates to mental wellness at the school level.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Provide ongoing training to staff and students in safety and security best practices to ensure proper implementation of emergency protocols throughout the district.</b>
May-24	C3-5	Identify current training requirements for Emergency, Medical, Security protocols.
Aug-24	C3-5	Evaluate "best practice" training for each safety protocol.
Dec-24	C3-5	Create plan to roll out new trainings across the district.
Aug-25	C3-5	Evaluate effectiveness of trainings.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Consistently educate students, WCS team members, and families about bullying, harassment, and non-discrimination expectations to ensure appropriate reporting.</b>
Sep-24	C3-6	Establish district task force on student behavior and bullying.
Annually in June	C3-6	District task force will review our current data in order to identify key issues regarding student behavior.
Annually in June	C3-6	District task force will examine the current prevention, response, reporting, monitoring, and communication practices in student behavior and bullying.
Annually in June	C3-6	District task force will develop normed language related to student behavior and the prevention of bullying, harassment, and discrimination.
Ongoing	C3-6	Produce training and education materials for students, WCS team members, and families based on the WCS bullying, harassment, and non-discrimination expectations.
Annually in June	C3-6	Explore and develop ways to educate students and families on reporting procedures to ensure accuracy of reports and increase student confidence in the process.
Annually in June	C3-6	Explore and develop ways to educate students and families on consequence parameters for students engaging in bullying, harassment, and discriminatory behaviors.
Annually in June	C3-6	Explore additional opportunities for community involvement and partnership focused on prevention efforts.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Train WCS team members to identify and report bullying, harassment, and discrimination in order to provide appropriate and uniform discipline.</b>
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Annually in July	C3-7	Enhance existing training program for administrators on the bullying, harassment, and non-discrimination expectations for discipline, reporting procedures, and normed language that will be shared with students, families, and WCS team members.
Annually in August and ongoing	C3-7	Reinforce administrator expectations regarding consistent and timely use of the bullying and harassment form.
Annually in August and ongoing	C3-7	Reinforce administrator expectations regarding uniform discipline.
Annually in August and ongoing	C3-7	Train all WCS school staff on normed language and expectations related to bullying, harassment, and non-discrimination.
Annually in August and ongoing	C3-7	Train all WCS school staff on bullying and harassment reporting procedures to help ensure that incidents are addressed uniformly.
Annually in August and ongoing	C3-7	Produce and provide access to training materials for WCS team members.

<b>Targeted Completion Date</b>	<b>Commitment</b>	<b>Ensure students are able to learn by improving systems of support and interventions in order to address individual student needs and behaviors.</b>
May-25	C3-8	Research successful Multi-Tiered Systems of Supports (MTSS) programs to identify best practices, within and outside the district, to ensure staff are able to meet students needs and address student behaviors to empower their learning.
May-25	C3-8	Create a systemwide MTSS structure of tiers, identifiers, prevention, interventions, and normed language in helping staff address behaviors, wellness and chronic absenteeism for all students.
May-25	C3-8	Establish a reliable and efficient data collection system to ensure fidelity of implementation and measure the impact of the systemwide MTSS - collaborative software.
May-25	C3-8	Establish systemwide commitments to guarantee time within master schedules for proactive interventions and wellness for all schools.
May-25	C3-8	Create staffing to support Tier 3 Behavior Program to include Administrator, SSS Teacher, RBTs, BCBA's and counseling support.
May-26	C3-8	Establish MTSS data/anchor team at each school site, meeting regularly, to facilitate collaboration in supporting non-academic student and staff needs.
May-26	C3-8	Creating a district-wide, centralized, electronic database for prevention and intervention best practices aligned with the systemwide tiers and MTSS to be utilized by all school staff.
May-26	C3-8	Provide PD opportunities to clarify Tier 1, Tier 2, Tier 3, and special education for behavior, discipline, chronic absenteeism and wellness.
May-26	C3-8	Create an intentional job description for Student Deans and ISS teachers including district wide requirements that also allows for school based priorities that focuses on school avoidance, truancy, restorative approaches, staff training of restorative approaches and community building/culture. Provide Pre-K through 12.

May-26	C3-8	Train all Administrators, Student Deans, and ISS teachers in restorative approaches and best practices to ensure the consistency and fidelity of tiered implementation.
May-26	C3-8	Development of a district-wide behavior support program along the least-restrictive environment continuum for secondary schools.
May-26	C3-8	Implement district wide preventions and supports for chronic absenteeism.
May-26	C3-8	Increase communication to parents on the importance of attendance, negative affects of excessive absences throughout the school year, at least 1x a quarter and once over the summer, and resources provided to assist them.

Targeted Completion Date	Commitment	<b>Analyze and evaluate school start times to assess their impact on students and on the objectives of this strategic plan.</b>
Jan-25	C3-9	Research the needs, benefits, and obstacles of changing WCS school start times.
Feb-25	C3-9	Determine feasibility and impact of various school start time options or changes on academics, arts, athletics, district and school operations, community, and families using Transfinder.
Apr-25	C3-9	Present school start time possibilities based on operational feasibility studies, and collect community input on feasible school start-time options.
Aug-25	C3-9	Review all feedback and collected data points to produce a recommendation to the Board on start times.
Feb-26	C3-9	Routing Team enters new routing information if Board vote changes start times.
Aug-26	C3-9	Begin Implementation if Board vote changes start times.



## **MEMORANDUM**

To: Brian King, Assistant Superintendent for Operations  
From: Eric J. Gardner, P.E., Director of Facilities & Construction  
Date: May 8, 2024  
Re: Facilities & Construction Project Updates

### **CONSTRUCTION PROJECTS**

#### **Brentwood Middle School Replacement – Projected Completion Date: June 2025**

- Two-phase construction project to replace and expand the capacity of BMS designed by Johnson & Bailey Architects (J&B).
- The Certificate of Occupancy for Phase 1 was issued by the State Fire Marshal's Office on March 7, 2024.
- Interior demolition of the remaining old buildings has started with exterior demolition beginning at the end of May.
- County Surplus Auction was completed on April 26<sup>th</sup>.

#### **Page High School Phase 4 - Project Completion Date: February 2025**

- This is the final building phase and includes a new Main Gym and new PE & athletic locker rooms.
- CMU wall installation continues.
- Brick veneer installation has begun on the west side of the building.
- Retaining wall erection continues on the north side of the building.
- Underground electrical and plumbing rough-ins are complete.
- In-wall plumbing and electrical rough-ins continues on the first floor.
- The contractor completed pouring the first-floor concrete slab.
- Steel beams for planks have been installed on the first floor.
- Concrete plank installation has begun over the locker rooms.



**Structural Steel in weight room**



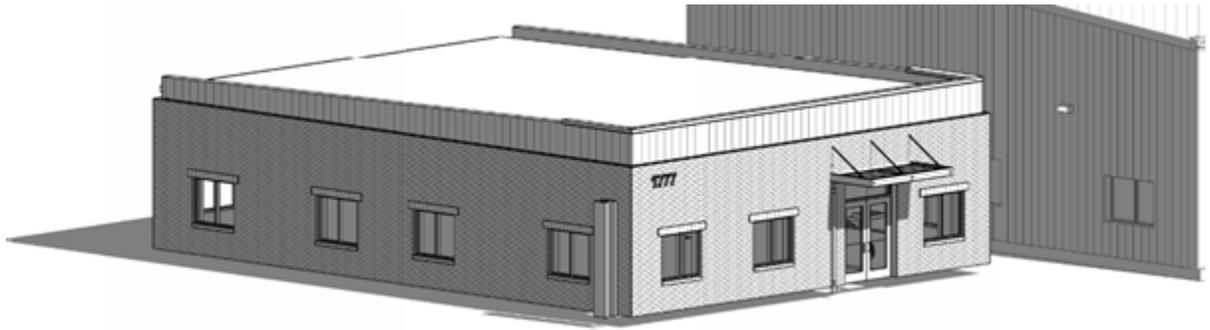
**Concrete slab in Gymnasium**



**Concrete Plank Installation**

**Transportation Building Addition - Project Completion Date: February 2025**

- This project will repurpose the existing Transportation Department administrative space into additional operating space for parts storage and will make bay space, that is currently being used for storage, available for vehicle service. Additionally, a one-story, 4,600 +/- SF building will be constructed at the northwestern end of the existing WCS Transportation Building for administrative and office space.
- Kline Swinney Associates is the design architect for the project.
- All underground utilities have been relocated, except for the sewer tie-in that will occur later this Spring. This overnight work will require temporary road closure of West Main Street.
- Footer work will begin mid-May and will be finished by the beginning of June (weather pending).



**Architect Rendering of New Office Building**



**Site Prepped to Begin Footer Work when Weather Permits**

To: Board of Education  
From: Rachel Farmer, Assistant Superintendent/CFO *RF*  
RE: Proposed Budget Amendments for the 2024-2025 Budget for GP, Cafeteria and Extended School Program and Intracategory Transfer  
Date: May 16, 2024



**The following budget amendments and Intracategory transfer require your approval only.**

**GENERAL PURPOSE SCHOOL FUND:**

**Amendment:**

Budget Amendment to reduce Board approved 24-25 General Purpose Fund Budget to **\$555,060,228** from the originally approved balance of \$566,960,603. **A total reduction of \$11,900,375** due to **\$9,400,375** reduction of medical insurance cost and **\$2,500,000** reduction in overall budget. See Intracategory Transfer below for further explanation.

**CENTRAL CAFETERIA FUND:**

**Amendment:**

Budget Amendment to reduce Board approved 24-25 Cafeteria Fund Budget to **\$19,668,669** from the originally approved balance of \$19,941,669. **A total reduction of \$273,000** due to medical insurance cost decrease.

**EXTENDED SCHOOL PROGRAM FUND:**

**Amendment:**

Budget Amendment to reduce Board approved 24-25 Extended School Program Budget to **\$7,010,239** from the originally approved balance of \$7,099,489. **A total reduction of \$89,250** due to medical insurance cost decrease.

**EDUCATION CAPITAL PROJECTS FUND**

**Intracategory Transfer:**

**5.24. Intracategory Technology**

The County Commission Budget Committee reduced our overall proposed General Purpose Fund Budget Request for 24-25 by \$2,500,000. We are reducing the allocation in our General Purpose Budget in the technology line because we have contingency funds available in capital to help cover the purchase of the needed devices. Funds in contingency are a result of balances leftover from closed projects. **\$2,500,000**

**Staff recommends approval of the above noted budget amendments and Intracategory transfer.**

WILLIAMSON COUNTY BOARD OF EDUCATION  
SUMMARY OF OPERATIONS - GENERAL PURPOSE SCHOOL FUND  
JULY 1 2024 THROUGH JUNE 30, 2025

Row Labels	22.23 LY Actual	23.24 CY Original Budget	23.24 CY Revised Budget	24.25 Board
<b>141 - GENERAL PURPOSE SCHOOL</b>				
<b>Revenue</b>	<b>-467,332,856</b>	<b>-474,824,550</b>	<b>-493,663,741</b>	<b>-493,112,433</b>
40000 - REVENUES	-467,332,856	-474,824,550	-493,663,741	-493,112,433
<b>Expense</b>	<b>466,633,379</b>	<b>517,589,466</b>	<b>542,071,222</b>	<b>555,060,228</b>
71100 - REGULAR INSTRUCTION	219,876,102	234,386,949	240,092,026	250,999,752
71150 - ALTERNATIVE INSTRUCTION	687,841	785,382	849,882	738,297
71200 - SPECIAL EDUCATION INSTRUCTION	66,470,879	75,606,094	79,488,777	81,034,473
71300 - CAREER AND TECHNICAL EDUCATION	9,709,336	9,908,222	10,535,998	10,245,244
71400 - STUDENT BODY EDUC PRGM	1,780,901	1,970,000	1,970,000	2,035,000
72110 - ATTENDANCE	561,419	763,572	779,019	786,664
72120 - HEALTH SERVICES	8,187,426	8,758,813	9,285,969	9,511,246
72130 - OTHER STUDENT SUPPORT	16,623,586	19,529,229	21,534,522	20,560,571
72210 - INSTRUCTION SUPPORT	15,186,176	16,082,761	16,740,698	16,581,271
72215 - ALTERNATIVE SUPPORT	217,051	296,362	375,202	378,906
72220 - SPECIAL EDUCATION SUPPORT	9,630,410	11,003,368	11,146,734	11,560,646
72230 - CAREER/TECH EDUC SUPPORT	494,902	547,021	591,352	557,678
72250 - TECHNOLOGY	12,452,249	14,002,177	14,182,478	18,920,227
72310 - BOARD OF EDUCATION	8,338,678	23,888,571	8,364,450	25,723,356
72320 - OFFICE OF SUPERINTENDENT	1,943,966	2,267,744	2,412,552	2,463,113
72410 - OFFICE OF PRINCIPAL	29,374,702	31,073,904	32,387,502	33,112,279
72510 - FISCAL SERVICES	2,332,872	2,647,771	2,777,771	2,862,583
72520 - HUMAN SERVICES/PERSONNEL	2,340,987	2,576,600	2,715,215	3,003,407
72610 - OPERATION OF PLANT	20,111,944	22,539,183	22,573,609	23,118,849
72620 - MAINTENANCE OF PLANT	11,256,657	12,415,006	14,573,822	13,145,104
72710 - TRANSPORTATION	24,611,491	24,063,623	27,592,792	25,106,465
73300 - COMMUNITY SERVICES	1,304,838	1,529,394	1,592,144	1,563,929
73400 - EARLY CHILDHOOD/PRE K	896,279	947,720	1,006,703	1,051,169
99100 - TRANSFERS OUT	2,132,000.00	0.00	3,252,690.00	0.00
<b>141 - GENERAL PURPOSE SCHOOL Total</b>				
<b>Grand Total</b>	<b>-699,477</b>	<b>42,764,916</b>	<b>48,407,481</b>	<b>61,947,795</b>

\$ (493,112,433) PROJECTED\*\*  
\$ (68,388,396) EST FUND BALANCE 4/29/24  
\$ (561,500,829) TOTAL RESOURCES  
\$ 555,060,228 EXPENSES  
\$ 16,651,807 3%  
\$ 571,712,035 TOTAL EXP AND 3%  
\$ 10,211,206 GAP

**WILLIAMSON COUNTY BOARD OF EDUCATION  
SUMMARY OF OPERATIONS - CAFETERIA FUND  
JULY 1 2024 THROUGH JUNE 30, 2025**

<b>Row Labels</b>	<b>LY Actual</b>	<b>CY Original Budget</b>	<b>CY Revised Budget</b>	<b>Board</b>
<b>143 - CENTRAL CAFETERIA</b>				
<b>Revenue</b>	<b>-20,709,115</b>	<b>-18,789,718</b>	<b>-19,782,926</b>	<b>-18,979,718</b>
40000 - REVENUES	-20,709,115	-18,789,718	-19,782,926	-18,979,718
<b>Expense</b>	<b>20,841,424</b>	<b>19,015,289</b>	<b>23,389,625</b>	<b>19,668,669</b>
73100 - FOOD SERVICE	20,841,423.65	19,015,289.00	23,389,625.44	19,668,669.00
99100 - TRANSFERS OUT	0.00	0.00	0.00	0.00
<b>143 - CENTRAL CAFETERIA Total</b>				
<b>Grand Total</b>	<b>132,308</b>	<b>225,571</b>	<b>3,606,699</b>	<b>688,951</b>

\$	(18,979,718)	PROJECTED
\$	(8,833,580)	EST FUND BAL 3/31/24
\$	<b>(27,813,298)</b>	TOTAL RESOURCES
\$	19,668,669	EXPENSES
\$	<b>(8,144,629)</b>	NO GAP

WILLIAMSON COUNTY BOARD OF EDUCATION  
 SUMMARY OF OPERATIONS - EXTENDED SCHOOL PROGRAM FUND  
 JULY 1, 2024 THROUGH JUNE 30, 2025

Row Labels	LY Actual	CY Original Budget	CY Revised Budget	Board
<b>146 - EXTENDED SCHOOL PROGRAM</b>				
<b>Revenue</b>	<b>-5,398,053</b>	<b>-6,206,050</b>	<b>-6,206,050</b>	<b>-6,140,000</b>
40000 - REVENUES	-5,398,053	-6,206,050	-6,206,050	-6,140,000
<b>Expense</b>	<b>5,476,593</b>	<b>6,337,642</b>	<b>6,337,642</b>	<b>7,010,239</b>
73300 - COMMUNITY SERVICES	5,476,593	6,337,642	6,337,642	7,010,239
99100 - TRANSFERS OUT	0.00	0.00	0.00	
<b>146 - EXTENDED SCHOOL PROGRAM Total</b>				
<b>Grand Total</b>	<b>78,540</b>	<b>131,592</b>	<b>131,592</b>	<b>870,239</b>

\$ (6,140,000) PROJECTED  
 \$ (2,069,821) EST FUND BAL 3/29/23  
\$ (8,209,821) TOTAL RESOURCES  
 \$ 7,010,239 EXPENSES  
\$ (1,199,582) NO GAP



To: Board of Education

From: Rachel Farmer, Chief Financial Officer *rf*

RE: Intra-category transfer – Technology

Date: May 20, 2024

The County Commission Budget Committee reduced our overall proposed General Purpose Fund Budget Request for 2024-2025 by \$2,500,000. We are reducing the allocation in our General Purpose Budget in the technology line because we have contingency funds available in capital to help cover the purchase of the needed devices. Funds in contingency are a result of balances leftover from closed projects. **\$2,500,000**

<b>From:</b>			
<b>177.4000.441100</b>	Contingency Interest Earnings		<b>\$2,500,000</b>
<b>To:</b>			
<b>177.91300.539900.610.00.C4241</b>	Technology	<u>          </u>	<u><b>2,500,000</b></u>
		<b>\$2,500,000</b>	<b>\$2,500,000</b>

**ACTION TAKEN  
SCHOOL BOARD**

Yes\_\_\_\_ No\_\_\_\_

To: Board of Education

From: Rachel Farmer, Assistant Superintendent/CFO *rf*

RE: Amendments, Resolutions and Intracategory Transfer for the 2023-20244 Budget for GP, and Extended School Program

Date: May 16, 2024



## **GENERAL PURPOSE SCHOOL FUND**

**The following amendments require your approval only.**

### **Amendments:**

#### **05.24 Summer Learning Camps Grant**

We have been allocated funds from the State Summer Learning Camps Grant to fund Summer Learning Camps in the summer of 2024 to address learning loss. We will receive the funds on a reimbursement basis. **\$4,400,725**

#### **05.24 Summer Learning Transportation Grant**

We have been allocated funds from the State Summer Learning Transportation Grant to fund Summer Learning Camps transportation costs for students attending the Summer Learning Camps. We will receive the funds on a reimbursement basis. **\$798,171**

#### **05.24 Fine Arts Donation**

Fine arts received a donation from Gibson Guitar to be used to pay for the middle and high school orchestra programs. **\$48,825**

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

### **Resolutions:**

#### **06.24 Reallocation to Contracted Services**

There was a need for psychological services for some of our students and we had unfilled positions in this payroll line. As a result, we used contract services to provide those services and need to reallocate funding to the proper line. **\$275,000**

#### **06.24 Additional SSS Expenses**

Certain student support service department needs are not able to be properly forecasted during the budget process in that they are tied to student needs. Legal expenses are one of those areas where we need to budget additional funds. Fund balance will be used to cover the increases. **\$300,000**

#### **06.24 Trustee Commission**

There is a need to increase the trustee's commission by **\$800,000** based on the amount of local revenue we received. We only budget 92% of anticipated property tax collections and received more than 98% and, therefore will use this account to fund this need.

#### **06.24 ESCO Payment**

The school system completed an infrastructure upgrade that allowed us to participate in an energy savings program. In an agreement with the county, we will reimburse the debt service principal and interest payments related to these infrastructure up-grades from fund balance in the amount of **\$1,141,922.32**.

**06.24 Additional Insurance Expenses**

Due to increases in insurance costs and claims that are hard to forecast, certain insurance lines need to be increased. Fund balance will cover the cost. **\$800,000**

**06.24 Additional Operational Expenses**

Certain operational needs increased during the year both due to necessity and cost. There was an increase in the cost of janitorial services. Fund balance will cover the increased costs. **\$200,000**

**EXTENDED SCHOOL PROGRAM FUND**

**06.24 Additional Extended School Program Expenses**

SACC and the payroll lines need to be increased due to the actual cost of hired employees. There is sufficient fund balance to cover all the costs. **\$263,286**

**Staff recommend approval of the above noted amendments and resolutions.**

**May worksession.docx**

**Amendment:**

**APPROPRIATING \$4,400,725 FOR SUMMER LEARNING CAMPS GRANT FUNDS IN THE  
GENERAL PURPOSE SCHOOL FUND 2023-2024 BUDGET FOR  
SUMMER LEARNING CAMP EXPENDITURES**

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

**WHEREAS,** students are being prioritized for summer learning; and

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

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

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

**NOW, THEREFORE BE IT RESOLVED that** the Williamson County Board of Education meeting in regular session on May 20, 2024, approve and amend the 2023-2024 General Purpose School Fund budget as follows:

**Revenue**

141.465900.G21LC	Other State Education Funds	<b>\$4,400,725</b>
	Summer Learning Camps Grant	

**Expenditures**

See attached for detail of various expenditure accounts	<b>\$4,400,725</b>
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<b>TOTAL</b>	<b>\$4,400,725</b>	<b>\$4,400,725</b>
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**School Board Vote**

**Yes**\_\_\_\_ **No**\_\_

**Amendment:**

**71100-Regular Instruction Program**

511600.000.G21LC	Teachers	1,100,736
516300.000.G21LC	Educational Assistants	184,320
518900.000.G21LC	Other Salaries & Wages	170,856
519500.000.G21LC	Certified Subs	1,750
519800.000.G21LC	Non-certified Subs	1,050
520100.000.G21LC	Social Security	90,440
520400.000.G21LC	Retirement	115,663
521200.000.G21LC	Employer Medicare	21,151
521700.000.G21LC	Retirement-Hybrid Stabilization	13,170
542900.000.G21LC	Instructional Supplies & Materials	<u>2,002,089</u>
		<b>3,701,225</b>

**72120-Health Services**

513100.000.G21LC	Medical Personnel	86,272
520100.000.G21LC	Social Security	5,349
520400.000.G21LC	Retirement	6,858
521200.000.G21LC	Employer Medicare	1,251
521700.000.G21LC	Retirement-Hybrid Stabilization	<u>906</u>
		<b>100,636</b>

**72130-Other Student Support**

518900.000.G21LC	Other Salaries & Wages	46,060
520100.000.G21LC	Social Security	2,856
520400.000.G21LC	Retirement	3,662
521200.000.G21LC	Employer Medicare	668
521700.000.G21LC	Retirement-Hybrid Stabilization	<u>484</u>
		<b>53,730</b>

**72210-Support Services/Regular Instruction**

510500.000.G21LC	Camp Directors	110,592
518900.000.G21LC	Other Salaries & Wages	67,392
520100.000.G21LC	Social Security	11,035
520400.000.G21LC	Retirement	14,150
521200.000.G21LC	Employer Medicare	2,581
521700.000.G21LC	Retirement-Hybrid Stabilization	<u>1,869</u>
		<b>207,619</b>

**72610-Operation of Plant**

532800.000.G21LC	Janitorial Services	<b>18,000</b>
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**73100-Food Service**

510500.000.G21LC	Cafeteria Managers	32,256
516500.000.G21LC	Cafeteria Personnel	46,080
520100.000.G21LC	Social Security	4,857
520400.000.G21LC	Retirement	6,142
521200.000.G21LC	Employer Medicare	1,136
542200.000.G21LC	Food Supplies	<u>229,044</u>
		<b><u>319,515</u></b>

**TOTAL** **\$4,400,725**

**Amendment:**

**APPROPRIATING \$798,171 FOR SUMMER LEARNING TRANSPORTATION GRANT FUNDS  
IN THE GENERAL PURPOSE SCHOOL FUND  
2023-2024 BUDGET FOR CAMP TRANSPORTATION**

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

**WHEREAS,** students are being prioritized for summer learning; and

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

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

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

**NOW, THEREFORE BE IT RESOLVED** that the Williamson County Board of Education meeting in regular session on May 20, 2024, approve and amend the **2023-2024** General Purpose School Fund budget as follows:

**Revenue**

<b>141.465900.G22SL</b>	<b>Other State Education Funds</b>	<b>\$798,171</b>
	<b>Summer Learning Transportation Grant</b>	

**Expenditures**

**72710-Transportation**

<b>514600.000.G22SL</b>	<b>Bus Drivers</b>	<b>\$227,200</b>
<b>518900.000.G22SL</b>	<b>Bus Attendants</b>	<b>131,328</b>
<b>520100.000.G22SL</b>	<b>Social Security</b>	<b>22,229</b>
<b>520400.000.G22SL</b>	<b>Retirement</b>	<b>28,109</b>
<b>521200.000.G22SL</b>	<b>Employer Medicare</b>	<b>5,199</b>
<b>541200-000-G22SL</b>	<b>Diesel Fuel</b>	<b>383,125</b>
<b>542500-000-G22SL</b>	<b>Gasoline</b>	<b>981</b>

<b>TOTAL</b>	<b>\$798,171</b>	<b>\$798,171</b>
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**School Board Vote**

**Yes**\_\_\_\_ **No**\_\_



RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION AMENDING THE 2023-2024 GENERAL PURPOSE SCHOOL BUDGET  
\$275,000 FOR ADDITIONAL SPECIAL EDUCATION EXPENSES**

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

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

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

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

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on June 10, 2024, approve and amend the **2023-2024** General Purpose School Fund budget in the following manner:

<b>Expenditure</b> 141.72220.539999.389	<b>Other Contracted Services</b>	<b>\$275,000</b>
<b>Expenditure</b> 141.72220.512400	<b>Psychological Personnel</b>	<b>\$275,000</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION AMENDING THE 2023-2024 GENERAL PURPOSE SCHOOL BUDGET  
\$300,000 FOR ADDITIONAL SPECIAL EDUCATION EXPENSES**

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

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

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

**NOW, THEREFORE BE IT RESOLVED**, that the Williamson County Board of County Commissioners meeting in regular session on June 10, 2024, approve and amend the **2023-2024** General Purpose School Fund budget in the following manner:

<b>Revenue</b> 141.39000	<b>Fund Balance</b>	<b>\$300,000</b>
<b>Expenditure</b> 141.72220.539999.389	<b>OCS – Legal</b>	<b>\$300,000</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION APPROPRIATING \$800,000 IN THE GENERAL PURPOSE SCHOOL FUND  
BUDGET FROM CURRENT REVENUES FOR RELATED TRUSTEE COMMISSION**

**WHEREAS**, there is a need for an additional **\$800,000** in the trustee commission line item due to the actual revenue for property taxes exceeding budgeted amounts; and

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

**NOW, THEREFORE BE IT RESOLVED**, that the Williamson County Board of County Commissioners meeting in regular session on June 10, 2024, amend the **2023-2024** General Purpose School Fund budget in the following manner:

<b>Revenue</b> 141.40000.401100	<b>Property Tax Collections</b>	<b>\$800,000</b>	
<b>Expenditures</b> 141.72310.551000	<b>Trustee Commission</b>		<b>\$800,000</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

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

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

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

**NOW, THEREFORE BE IT RESOLVED**, that the Williamson County Commission meeting in regular session on June 10, 2024, approve the following funds and amend the **2023-2024** General Purpose School Fund as follows:

<b>Revenue</b> <b>141.39000</b>	<b>Fund Balance</b>	<b>\$1,141,922.32</b>
<b>Expenditures Increase</b> <b>141.82330.562000.510</b>	<b>Debt Service Contributions to Primary Government</b>	<b>\$1,141,922.32</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION APPROPRIATING \$800,000 IN THE 2023-2024 GENERAL  
PURPOSE SCHOOL OPERATING BUDGET FOR  
LIABILITY, WORKERS COMP AND PROPERTY INSURANCE CLAIMS**

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

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

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

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on June 10, 2024, approve and amend the **2023-2024** General Purpose School Fund operating budget in the following manner:

<b>Revenue</b>			
<b>141.39000</b>	<b>Fund Balance</b>		<b>\$800,000</b>
<b>Expenditure</b>			
<b>141.72310.550600</b>	<b>Liability/Excess Risk</b>		<b>\$ 100,000</b>
<b>141.72310.551300</b>	<b>Workers Comp Ins</b>		<b>475,000</b>
<b>141.72610.550200</b>	<b>Building and Content</b>		<b>225,000</b>
			<b>\$800,000</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION AMENDING THE 2023-2024 GENERAL PURPOSE SCHOOL BUDGET  
\$200,000 FOR ADDITIONAL OPERATIONAL EXPENSES**

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

**WHEREAS**, we will fund these needs through fund balance;

**NOW, THEREFORE BE IT RESOLVED**, that the Williamson County Board of County  
Commissioners meeting in regular session on June 10, 2024, approve and  
amend the **2023-2024** General Purpose School Fund budget in the following  
manner:

<b>Revenue</b>		
141.39000	<b>Fund Balance</b>	<b>\$200,000</b>
<b>Expenditures</b>		
141.72610.532800.510	Janitorial	<b>\$200,000</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION AMENDING THE 2023-2024 EXTENDED SCHOOL PROGRAM FUND BUDGET  
\$263,286 FOR ADDITIONAL EXPENDITURES FROM EXISTING FUNDS**

**WHEARAS,** budgets are based on estimated average cost of salaries per category; and

**WHEARAS,** additional funds are needed to cover salary and benefit costs associated with actual hired employees; and

**WHEREAS,** the Extended School Program has adequate fund balance to cover the cost;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on June 10, 2024, approve and amend the **2023-2024** Extended School Program Fund budget in the following manner:

<b>Revenue</b>		
146.30000.347550	<b>Fund Balance</b>	<b>\$263,286</b>
<b>Expenditure</b>		
146.73300.516400	<b>Attendants</b>	<b>\$200,000</b>
146.73300.518700	<b>Overtime Pay</b>	<b>38,000</b>
146.73300.518900	<b>Other Salaries &amp; Wages</b>	<b>7,500</b>
146.73300.520100	<b>Social Security</b>	<b>14,415</b>
146.73300.521200	<b>Employer Medicare</b>	<b>3,371</b>
		<hr/>
		<b>\$263,286      \$263,286</b>

\_\_\_\_\_  
Commissioner Tom Tunncliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

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

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

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

\_\_\_\_\_  
Date

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Library Materials</b>	Descriptor Code: <b>4.403</b>	Issued Date: <b>05/15/23</b>
		Rescinds: <b>4.403</b>	Issued: <b>04/16/19</b>

~~The Board of Education supports principles of intellectual freedom inherent in the First Amendment of the Constitution of the United States.~~ ***The discretion of local school boards to remove books from the shelves of school libraries must be exercised in a manner consistent with First Amendment principles of free expression and intellectual freedom.***<sup>1</sup>

***Material shall not be excluded from library collections because of doctrinal approval/disapproval or based upon disagreement with viewpoints, political ideas or social perspectives discussed in the books.***

The school librarians shall be responsible for the library materials physically located in the school's library. Teachers shall be responsible for library collection development for the materials maintained in a teacher's classroom. Library materials are defined as print and non-print materials curated, processed, and inventoried by school librarians and/or classroom teachers in collaboration with building Principals, but does not include materials made available to students as part of a course curriculum. Library materials shall be reviewed to ensure the content aligns with state **and federal** law.<sup>2</sup> ~~The library collection shall~~ ***Prior to placing new material in the school library (or in the library collection of a classroom), the responsible librarian or teacher shall determine that the material*** adheres to the following criteria, ***using the Library Materials Decision Tree:***

1. Materials shall be suitable for and consistent with the educational mission of the school. Every effort will be made to provide materials that present many points of view concerning the problems and issues of our times--international, national, and local. ~~Instructional materials of sound factual authority shall not be proscribed or removed from library shelves or classrooms because of partisan or doctrinal approval/disapproval.~~
2. *Materials shall be appropriate for the age and maturity levels of the students who may access them. The determining factor will be based on an assessment of any mature themes or content. (i.e., violence, sexual content, vulgar language, substance abuse).* ***Material should not be excluded from library collections based upon disagreement with viewpoints, political ideas or social perspectives discussed in the books.***

***State law provides that materials containing any of the following are not appropriate for the age or maturity level of a student in any of the grades K-12 and "must not be maintained in a school's library collection":***

- (a) ***Excess violence, meaning the depiction of acts of violence in such a graphic or bloody manner as to exceed common limits of custom and candor, or in such a manner that it is apparent that the predominant appeal of the material is portrayal of violence for violence's sake;***

1 (b) *Nudity, meaning the showing of the human male or female genitals, pubic area,*  
 2 *or buttocks with less than a fully opaque covering or the showing of the female*  
 3 *breast with less than a fully opaque covering of any portion below the top of the*  
 4 *nipple, or the depiction of covered male genitals in a discernibly turgid state;*

5  
 6 (c) *Sadomasochistic abuse, meaning flagellation or torture or physical restraint by or*  
 7 *upon a person for the purpose of sexual gratification of either person;*

8  
 9 (d) *Sexual conduct, meaning:*

10 (i) *Patently offensive representations or descriptions of ultimate sexual acts*  
 11 *(meaning sexual intercourse, anal or otherwise, fellatio, cunnilingus or sodomy),*  
 12 *normal or perverted, actual or simulated. A sexual act is simulated when it depicts*  
 13 *explicit sexual activity that gives the appearance of ultimate sexual acts, anal, oral or*  
 14 *genital.*

15 (ii) *Patently offensive representations or descriptions of masturbation,*  
 16 *excretory functions, and lewd exhibition of the genitals;*

17  
 18 (e) *Sexual excitement, meaning the condition of human male or female genitals*  
 19 *when in a state of sexual stimulation or arousal;*

20  
 21 (f) *Patently offensive material, meaning that which goes substantially beyond*  
 22 *customary limits of candor in describing or representing such matters; and*

23  
 24 (g) *Material appealing to the prurient interest, meaning a shameful or morbid*  
 25 *interest in sex.*

26  
 27 3. Materials shall contain literary, historical, *scientific* and/or artistic value and merit.

28 School librarians shall be responsible for periodically reviewing the district's library materials physically  
 29 located in the school's library in line with *the above criteria*. ~~these established standards.~~ Classroom  
 30 teachers shall be responsible for periodically reviewing the library materials physically located in the  
 31 teacher's classroom in line with *the above criteria*. ~~these established standards.~~ *Each year, each school*  
 32 *librarian and classroom teacher shall review at least fifteen percent (15%) of the existing books in the*  
 33 *library in line with the above criteria, using the Library Materials Decision Tree as a guide, as well*  
 34 *as undertaking review when a concern about any particular existing book is presented by a current*  
 35 *WCS employee, student, or parent/guardian. A current WCS employee, student, and parent/guardian*  
 36 *may also raise concerns using the Complaint process outlined below.*

### 37 COMPLAINTS/FEEDBACK

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

- 40 1. *The individual who receives the complaint shall inform the principal, who shall advise the*  
 41 *complainant of the selection procedures and ~~make no commitments.~~ request that the*  
 42 *complainant submit a Request for Reconsideration of Library Materials form outlining the*  
 43 *individual's specific feedback related to the material in question, including specific*

*objections to the content of the materials.*

- ~~2.~~ Request the complainant to submit a Request for Reconsideration of Library Materials form.
3. ~~2. Upon receipt submission of the Request for Reconsideration form, the~~ Inform the principal ~~shall inform the Superintendent of Schools, who shall inform the Board Chair.~~ and other appropriate personnel. ~~The Principal shall also inform the school librarian, who will review the material in question in order to make a recommendation to the Board.~~
4. ~~3. The~~ Keep challenged materials **shall remain** available for use during the reconsideration process.
- ~~5.~~ Upon receipt of the completed form, the principal shall notify the Superintendent or his/her designee.
- ~~6.~~ The principal shall request review of the challenged materials by an ad hoc materials review committee within fifteen (15) days. The ad hoc review committee is appointed by the principal and includes certified library media personnel, representatives from classroom teachers, one or more parents, and may include one or more students. The principal will inform the Superintendent or his/her designee of the review committee's progress.
4. The **Board of Education** ad hoc review committee shall **receive the feedback via the Request for Reconsideration form at its next regularly scheduled meeting following submission of the Request for Reconsideration form.** **The Board shall** take the following steps **within sixty (60) days** after receiving the **Request for Reconsideration form at the regularly scheduled meeting** challenged materials:
  - a. Read, view, or listen to the contested material in its entirety;
  - b. Check general acceptance of the material by reading recognized and evaluative reviews, **including but not limited to any recommendation from the school librarian;**
  - c. Determine the extent to which the material **is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with,** supports the educational mission of the school **using the Library Materials Decision Tree. State law (as outlined in numbered paragraph 2 on page 1 of this policy) enumerates specific types of material that are deemed not appropriate for students of any age in K-12 public schools.**
  - ~~d.~~ Complete the appropriate Checklist for Reconsideration of Library Materials, judging the material for its strength and value; **Determine Make a recommendation to principal regarding whether the book meets the requirements of c., above. should be retained in; and**
  - e. **Notify the complainant and Superintendent and in writing of the recommendation decision.**
  - ~~f.~~ Present recommendation to principal and the Superintendent for further action. The Superintendent will make a recommendation to the Board.

**If the Board does not make a determination within sixty (60) days from the date on which the Request for Reconsideration form was received, then the student, student's parent/guardian or**

1 *school employee who submitted the form may request the State Textbook and Instructional*  
2 *Materials Quality Commission to evaluate the material, pursuant to Tenn. Code Ann. 49-6-2201.*  
3 ~~*The complainant may appeal the decision to the Board within (10) calendar days. The Board shall*~~  
4 ~~*evaluate the material using the Library Materials Decision Tree as a guide and shall determine*~~  
5 ~~*whether the material is appropriate for the age and maturity levels of the students who have access*~~  
6 ~~*to the materials and whether the material is suitable for, and consistent with, the educational*~~  
7 ~~*mission of the school.*~~

8 *If it is determined by the Board or by the State Textbook and Instructional Materials Quality*  
9 *Commission that the material is not appropriate for the age and maturity levels of the students who*  
10 *have access to them or is not suitable for, and consistent with, the educational mission of the school,*  
11 *the material shall be removed from the library collection.*

12 5. ~~Board members shall review the challenged library material(s), review the recommendation~~  
13 ~~presented by the review committee, and make the determination whether the material is~~  
14 ~~appropriate for the age and maturity levels of the students who have access to the materials and~~  
15 ~~whether the material is suitable for, and consistent with, the educational mission of the school.~~

16  
17 6. ~~If it is determined that the material is not appropriate for the age and maturity levels of the~~  
18 ~~students who have access to them or is not suitable for, and consistent with, the educational~~  
19 ~~mission of the school, the Board shall require the school to remove the material from the library~~  
20 ~~collection.~~

21 After the Board votes, a written notification shall be provided by the principal or assistant principal to  
22 all parent(s)/guardian(s) of students in all same grade-band-level schools. The notification shall  
23 include the title and author of the challenged material, the action taken by the Board, and the process  
24 the parent/guardian should follow to opt his/her child out of checking out library materials.

25 *An employee, student, or parent/guardian may appeal a determination made by the Board to remove*  
26 *a book from any school library pursuant to this policy. The appeal is to the State Textbook*  
27 *Commission, and the process may be found at*  
28 *[https://www.tn.gov/content/dam/tn/education/textbook/commission/TBC Library Guidance Docum](https://www.tn.gov/content/dam/tn/education/textbook/commission/TBC_Library_Guidance_Document.pdf)*  
29 *[ent.pdf](https://www.tn.gov/content/dam/tn/education/textbook/commission/TBC_Library_Guidance_Document.pdf)*  
30

31 *The decision of the Board or of the State Textbook Commission regarding any particular book shall*  
32 *be binding for a minimum of two (2) years from the date of final determination. Any book removed*  
33 *from a school library by the Board or the State Textbook Commission pursuant to this policy shall*  
34 *be removed from all District schools in the corresponding grade band(s).*

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Legal References

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

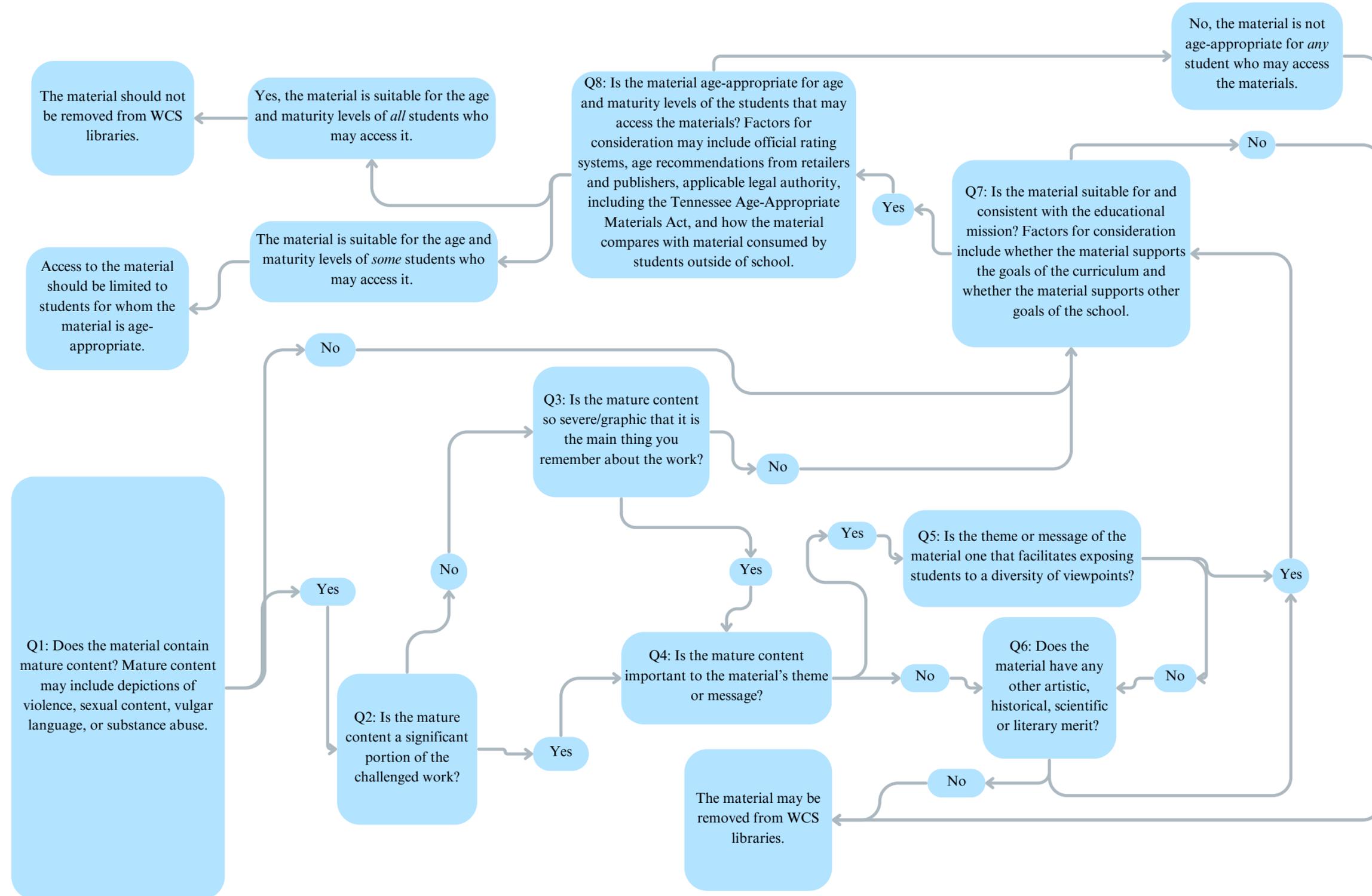
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Cross References

Textbooks and Instructional Materials 4.401

**Standard Operating Procedure 4.103.2p as referenced in WCBOE Policy 4.403**

# Library Materials Decision Tree



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



## MEMORANDUM

TO: Williamson County School Board  
FROM: Leigh Webb, Assistant Superintendent of Secondary Schools  
CC: Jason Golden, Superintendent  
DATE: May 5, 2024  
RE: PECCA Recommendation – MOU changes

The PECCA Representatives have concluded their annual review of the 2022-25 Memorandum of Understanding and are recommending the changes outlined below. Edits are recommended for sections 5.3 as well as Appendix A-1 and A2 for salary schedules. Highlighted text below indicates the additions.

### Section 5.3 Supplements

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

<u>\$675</u> Teacher Mentor Science Facilitator Social Studies Facilitator Robotics Team (Middle & High) ACT Programming Lead (High) SORA Library Lead (Middle & High) DECA, HOSA (High) FFA (Middle)	<u>\$1,350</u> Elementary Grade Level Chair/BLT Team Leader Middle Library Lead
<u>\$1,925</u> Band Director Middle Orchestra Middle Orchestra	<u>\$2,525</u> Orchestra High Chorus High CTE Childcare Director
<u>\$2,000</u> Testing Coordinator, Elem & Middle	<u>\$3,000</u> Testing Coordinator, High
<u>\$3,500</u> Drama High Department Head High SSS Team Lead Online Class Teacher (per sem course)	<u>\$5000</u> Drama High <u>\$8000</u> Assistant Band Director High

Staff recommends approval.

MEMORANDUM OF UNDERSTANDING  
2022-25

*Revised May 2024*

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

# Memorandum of Understanding

2022-2025

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# **ARTICLE I: RECOGNITION**

## **Section 1.1 Date & Definition**

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

## **Section 1.2 Association Recognition**

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

## **ARTICLE II: MANAGEMENT RIGHTS**

### **Section 2.1 Board Rights**

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

### **Section 2.2 Savings**

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

### **Section 2.3 Modification of MOU**

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

## **ARTICLE III: ASSOCIATION RIGHTS**

### **Section 3.1 Use of Facilities**

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

### **Section 3.2 Communications**

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

### **Section 3.3 Visitation**

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

### **Section 3.4 Board Agenda**

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

### **Section 3.5 Released Time**

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

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

## ARTICLE IV: GRIEVANCE PROCEDURE

### **Section 4.1 Definitions**

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

### **Section 4.2 General Provisions**

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

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

### **Section 4.3 Procedures**

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

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

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

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

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

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

## **ARTICLE V: SALARY AND SUPPLEMENTS**

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

### **Section 5.1 Salary Schedule**

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

### **Section 5.2 Method of Payment**

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

### **Section 5.3 Supplements**

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

\$675

Teacher Mentor

Science Facilitator

Social Studies Facilitator

Robotics Team (Middle & High)

ACT Programming Lead (High)

SORA Library Lead (Middle & High)

DECA, HOSA (High)

FFA (Middle)

\$1,350

Elementary Grade Level Chair/BLT

Team Leader Middle

Library Lead

\$1,925  
Band Director Middle  
Orchestra Middle Orchestra

\$2,525  
Orchestra High  
Chorus High  
CTE Childcare Director

\$2,000  
Testing Coordinator, Elem & Middle

\$3,000  
Testing Coordinator, High

\$3,500  
Department Head High  
SSS Team Lead  
Online Class Teacher (per sem course)

\$5000  
Drama High  
\$8000  
Assistant Band Director High

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

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

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

- b. Department Head, Team Leader Middle, Grade Level Chairperson, MS and HS Band and Orchestra Director, HS Chorus and Drama Director, Testing Coordinator, Assistant Band Director High, SSS Team Lead, Library Lead and MS and HS Athletic Director supplements shall be distributed over 22 pay periods.
- c. Supplements are generally only available to employees who work less than a 12-month contract. An exception to this general rule is for 12-month Career and Technical teachers who take on supplemented activities outside of their normal instructional assignment.

### **Section 5.4 Stipends and Hourly Work Rates**

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

- a. Educators shall be paid \$30 per hour for such work as tutoring or curriculum writing or participation in IEP/504/RTI meetings that occur outside of the workday when approved

by the school principal or central office supervisor. Such work shall be scheduled to be no less than one (1) hour in duration. Educators shall be paid no less than \$30 for each such meeting even if the meeting concludes in less than one (1) hour.

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

### **Section 5.5 Online Program**

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

## **ARTICLE VI: BENEFITS**

### **Section 6.1 Health Coverage**

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

### **Section 6.2 Life Insurance**

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

### **Section 6.3 Dental Coverage**

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

## **Section 6.4 Disability Coverage**

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

## **Section 6.5 Description**

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

## **Section 6.6 Funding**

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

## **Section 6.7 Continuation**

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

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

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

## **Section 6.8 Employee Tuition Rates**

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

## **ARTICLE VII: LEAVES OF ABSENCE**

### **Section 7.1 Sick Leave**

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

### **Section 7.2 Bereavement Leave**

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

### **Section 7.3 Personal & Additional Leave**

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

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

#### **Section 7.4 Uncompensated Leave**

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

## **Section 7.5 Leave Application Procedures**

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

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

### **Section 7.6 Return Rights**

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

### **Section 7.7 Substitute Notification**

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

## **ARTICLE VIII: STUDENT DISCIPLINE PROCEDURES**

### **Section 8.1 Board Support and Assistance**

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

### **Section 8.2 Corporal Punishment Policy**

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

### **Section 8.3 Classroom Control**

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

### **Section 8.4 Assault on Educators and/or Students**

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

rights and obligations and shall promptly render assistance to the educator in connection with the handling of the incident by law enforcement and judicial authorities.

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

### **Section 8.5 Loss of Pay**

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

## **ARTICLE IX: HOURS AND LOAD**

### **Section 9.1 Hours**

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

### **Section 9.2 Load**

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

### **Section 9.3 Planning Time**

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

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

#### **Section 9.4 Duty-Free Lunch**

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

#### **Section 9.5 Meetings**

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

## **Section 9.6 Faculty Advisory Committee**

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

## **Section. 9.7 Other Professional Responsibilities**

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

# **ARTICLE X: EDUCATOR CONDUCT AND DISCIPLINARY PROCEDURES**

## **Section 10.1 Definitions**

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

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

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

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

## **Section 10.2 Notification**

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

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

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

### **Section 10.3 Review and Appeal**

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

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

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

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

### **Section 10.4 Notice of Deficiencies**

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

### **Section 10.5 Employee Rights**

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

## ARTICLE XI: COMPLAINTS

### Section 11.1 Complaints

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

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

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

## **ARTICLE XII: NOTICE OF VACANCIES**

### **Section 12.1 Notice of Vacancies**

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

### **Section 12.2 Reassignment Within the School**

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

## **ARTICLE XIII: SCHOOL CALENDAR**

### **Section 13.1 Responsibility**

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

### **Section 13.2 School Calendar Committee**

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

### **Section 13.3 School Calendar Changes**

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

## ARTICLE XIV: CLASS SIZE

### Section 14.1 Class Size

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

## **ARTICLE XV: DURATION**

### **Section 15.1 Three Year MOU**

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

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

### **WILLIAMSON COUNTY BOARD OF EDUCATION**

By: \_\_\_\_\_  
**Angela Durham, School Board Chairperson**

By: \_\_\_\_\_  
**Jason Golden, Superintendent**

**Submitted per PECCA:**

\_\_\_\_\_  
**Laura Kleman, Chief Employee Representative**

\_\_\_\_\_  
**Leigh Webb, Chief BOE Representative**

**APPENDIX A-1**

**PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL**

**2024-2025 PROPOSED Teacher Salary  
Schedule  
200 Day Contract**

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

	BSNH	BS	BS10	BS20	MA	MA10	MA20	MA30	EDS	PHD/EDD
0	50,100				55,717			56,284	60,212	60,777
1	51,106				56,217			56,784	60,712	61,327
2	51,583				56,747			57,314	61,290	61,910
3	52,095				57,309			57,882	61,951	62,523
4	52,611				57,877			58,456	62,563	63,143
5	53,134				58,451			59,036	63,182	63,769
6	53,659				59,030			59,620	63,810	64,400
7	54,190				59,614			60,212	64,442	65,038
8	54,728				60,204			60,808	65,080	65,683
9	55,271				60,802			61,411	65,718	66,353
10	55,824	55,824	55,824	55,824	61,461	61,461	61,461	62,530	66,393	67,572
11	56,940	56,940	56,940	56,940	62,364	62,364	62,364	63,784	67,506	68,923
12	58,078	58,078	58,078	58,078	63,611	63,611	63,611	65,059	68,855	70,302
13	59,241	59,241	59,241	59,241	64,884	64,884	64,884	66,358	70,231	71,708
14	60,424	60,424	60,424	60,424	66,181	66,181	66,181	67,687	71,637	73,142
15	61,634	61,634	61,634	61,634	67,506	67,506	67,506	69,040	73,069	74,606
16	62,865	62,865	62,865	62,865	68,855	68,855	68,855	70,422	74,532	76,097
17	64,125	64,125	64,125	64,125	70,231	70,231	70,231	71,830	76,021	77,619
18	65,406	65,406	65,406	65,406	71,637	71,637	71,637	73,266	77,543	79,171
19	66,677	68,325	68,325	68,325	73,069	73,069	73,069	74,732	79,094	80,755
20	67,186	69,692	69,692	69,692	74,531	74,531	74,531	76,227	80,676	82,370
21	69,849	72,458	72,458	72,458	77,472	77,472	77,472	80,266	83,862	85,636

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

**Annual Supplement Eligibility**

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

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

Administrators and supervisory personnel are not eligible for this supplement.

**APPENDIX A-2**  
**PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL**  
**2024-2025 PROPOSED School Psychologist**  
**Salary Schedule 10 or 11 Month Employment**

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PhD	MA/MA+30/EDS	EDD/PhD
0	66,233	66,855	72,857	73,540
1	66,783	67,460	73,461	74,206
2	67,419	68,101	74,161	74,912
3	68,146	68,775	74,960	75,653
4	68,820	69,457	75,702	76,403
5	69,501	70,145	76,451	77,160
6	70,191	70,840	77,210	77,924
7	70,886	71,542	77,974	78,696
8	71,588	72,251	78,747	79,476
9	72,290	72,988	79,519	80,287
10	73,032	74,329	80,336	81,762
11	74,257	75,816	81,682	83,397
12	75,741	77,333	83,315	85,066
13	77,254	78,879	84,980	86,767
14	78,801	80,456	86,681	88,502
15	80,376	82,067	88,413	90,273
16	81,985	83,707	90,183	92,078
17	83,623	85,380	91,986	93,918
18	85,298	87,089	93,827	95,797
19	87,003	88,831	95,704	97,714
20	88,743	90,608	97,617	99,668
21	92,248	94,200	101,473	103,620

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

**Annual Supplement Eligibility**

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

**APPENDIX B  
GRIEVANCE FORM**

**Williamson County Schools**

No. \_\_\_\_\_

Name: \_\_\_\_\_

Association Designee if included: \_\_\_\_\_

Phone (Home/Cell): \_\_\_\_\_

Principal: \_\_\_\_\_ Cell: \_\_\_\_\_

Grievant(s) Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Grievant(s) Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Step 2:**

Date Rec'd by Supervisor: \_\_\_\_\_ Supervisor's Initials: \_\_\_\_\_

Date of Step 2 Meeting: \_\_\_\_\_

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

\_\_\_\_\_  
\_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Disposition:**

Redress Denied: \_\_\_\_\_ or Granted: \_\_\_\_\_

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

**APPENDIX B - GRIEVANCE FORM, PAGE 2**

**Step 3:**

Date Rec'd by Superintendent: \_\_\_\_\_ Superintendent's Initials: \_\_\_\_\_

Date of Step 3 Meeting: \_\_\_\_\_

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

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Superintendent's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Disposition:**

Redress Denied: \_\_\_\_\_ or Granted: \_\_\_\_\_

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

**Step 4 Non-Binding Arbitration:**

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

**Step 4 Alternate Board Hearing:**

Date Rec'd: \_\_\_\_\_ Initials: \_\_\_\_\_

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

Chairman of Board's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Superintendent's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Disposition:**

Redress Denied: \_\_\_\_\_ or Granted: \_\_\_\_\_

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

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



**TO:** Williamson County Board of Education

**FROM:** Rachel Farmer, Assistant Superintendent – Finance *rf*

**SUBJECT:** End of Month Financials

**DATE:** May 16, 2024

Please find attached the activity statements for all of our funds for April 30, 2024. These statements are prior to reconciliation with the trustee.

If you have any further questions, please call me at 472-4022.

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13		JOURNAL DETAIL 2023 1 TO 2023 13				
ACCOUNTS FOR: 141 GENERAL PURPOSE SCHOOL						
	ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL
40000 REVENUES						
-420,449,549.00	-3,675,958.87		-424,125,507.87	-414,533,554.79	-9,591,953.08	97.7%
71100 REGULAR INSTRUCTION						
217,188,828.00	8,357,591.00		225,546,419.00	156,559,127.09	62,867,715.90	69.4%
71150 ALTERNATIVE INSTRUCTION						
668,047.00	58,325.00		726,372.00	490,325.38	231,686.83	67.5%
71200 SPECIAL EDUCATION INSTRUCTION						
69,726,471.00	1,528,650.00		71,255,121.00	51,162,278.33	19,786,851.73	71.8%
71300 CAREER AND TECHNICAL EDUCATIO						
9,249,942.00	916,591.20		10,166,533.20	7,324,416.90	2,708,837.00	72.0%
71400 STUDENT BODY EDUC PRGM						
1,950,000.00	0.00		1,950,000.00	1,371,236.99	241,143.05	70.3%
72110 ATTENDANCE						
554,919.00	22,219.00		577,138.00	469,640.63	107,497.37	81.4%
72120 HEALTH SERVICES						
7,681,098.00	559,457.00		8,240,555.00	6,397,033.76	1,827,673.82	77.6%
72130 OTHER STUDENT SUPPORT						
15,747,865.00	1,831,137.85		17,579,002.85	12,062,458.62	4,510,431.59	68.6%
72210 INSTRUCTION SUPPORT						
15,376,192.00	319,551.96		15,695,743.96	11,763,825.54	3,758,735.07	74.9%
72215 ALTERNATIVE SUPPORT						
223,020.00	5,449.00		228,469.00	187,384.64	41,084.36	82.0%
72220 SPECIAL EDUCATION SUPPORT						
8,550,700.00	958,471.00		9,509,171.00	7,319,547.46	2,049,039.88	77.0%
72230 CAREER/TECH EDUC SUPPORT						
474,156.00	80,094.35		554,250.35	396,426.60	154,964.86	71.5%
72250 TECHNOLOGY						
12,359,048.00	426,922.00		12,785,970.00	10,949,797.33	1,368,080.65	85.6%
72310 BOARD OF EDUCATION						
16,507,808.00	-9,207,745.00		7,300,063.00	7,141,865.49	105,071.00	97.8%
72320 OFFICE OF SUPERINTENDENT						
1,963,133.00	114,928.64		2,078,061.64	1,607,331.67	463,300.37	77.3%
72410 OFFICE OF PRINCIPAL						
29,195,691.00	1,054,933.00		30,250,624.00	23,342,680.05	6,907,943.95	77.2%
72510 FISCAL SERVICES						
2,248,824.00	135,281.00		2,384,105.00	1,935,312.83	414,793.67	81.2%
72520 HUMAN SERVICES/PERSONNEL						
2,250,546.00	184,302.00		2,434,848.00	1,790,032.58	587,341.63	73.5%
72610 OPERATION OF PLANT						
20,781,925.00	41,274.00		20,823,199.00	15,846,258.34	2,515,934.71	76.1%
72620 MAINTENANCE OF PLANT						
10,765,470.00	685,673.02		11,451,143.02	8,057,673.11	1,536,814.26	70.4%
72710 TRANSPORTATION						
21,334,272.00	3,201,408.00		24,535,680.00	18,091,511.78	3,781,985.66	73.7%

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13				JOURNAL DETAIL 2023 1 TO 2023 13		
ACCOUNTS FOR: 141 GENERAL PURPOSE SCHOOL						
	ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL
73300 COMMUNITY SERVICES						
1,423,742.00	45,680.00		1,469,422.00	1,114,063.81	337,793.52	75.8%
73400 EARLY CHILDHOOD/PRE K						
960,349.00	1,201.00		961,550.00	679,005.33	270,588.62	70.6%
99100 TRANSFERS OUT						
0.00	2,132,000.00		2,132,000.00	2,132,000.00	0.00	100.0%
TOTAL GENERAL PURPOSE SCHOOL	46,732,497.00	9,777,436.15	56,509,933.15	-66,342,320.53	106,983,356.42	-117.4%
TOTAL REVENUES	-420,449,549.00	-3,675,958.87	-424,125,507.87	-414,533,554.79	-9,591,953.08	
TOTAL EXPENSES	467,182,046.00	13,453,395.02	480,635,441.02	348,191,234.26	116,575,309.50	

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13		JOURNAL DETAIL 2023 1 TO 2023 13				
ACCOUNTS FOR: 142 SCHOOL FEDERAL PROJECTS						
	ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL
40000 REVENUES						
-8,646,083.42	-8,605,721.31	-17,251,804.73	-9,379,132.05	-7,872,672.68	54.4%	
71100 REGULAR INSTRUCTION						
764,936.42	3,466,544.83	4,231,481.25	2,310,346.65	1,921,134.60	54.6%	
71200 SPECIAL EDUCATION INSTRUCTION						
3,983,694.63	2,478,229.97	6,461,924.60	3,861,598.00	2,211,739.71	59.8%	
71300 CAREER AND TECHNICAL EDUCATIO						
239,434.52	575.55	240,010.07	206,665.28	32,034.83	86.1%	
72120 HEALTH SERVICES						
893,693.51	111,358.88	1,005,052.39	825,962.47	179,089.92	82.2%	
72130 OTHER STUDENT SUPPORT						
131,294.02	799,146.55	930,440.57	219,730.81	543,882.54	23.6%	
72210 INSTRUCTION SUPPORT						
562,550.75	396,198.33	958,749.08	438,548.34	479,839.12	45.7%	
72220 SPECIAL EDUCATION SUPPORT						
840,136.60	184,334.84	1,024,471.44	739,437.59	243,406.08	72.2%	
72230 CAREER/TECH EDUC SUPPORT						
12,633.98	5,738.48	18,372.46	11,024.85	7,347.61	60.0%	
72710 TRANSPORTATION						
1,400.00	4,867.03	6,267.03	1,384.60	2,171.18	22.1%	
99100 TRANSFERS OUT						
1,216,308.99	1,158,726.85	2,375,035.84	840,926.18	1,534,109.66	35.4%	
TOTAL SCHOOL FEDERAL PROJECTS	0.00	0.00	76,492.72	-717,917.43	100.0%	
TOTAL REVENUES	-8,646,083.42	-8,605,721.31	-17,251,804.73	-9,379,132.05	-7,872,672.68	
TOTAL EXPENSES	8,646,083.42	8,605,721.31	17,251,804.73	9,455,624.77	7,154,755.25	

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13				JOURNAL DETAIL 2023 1 TO 2023 13		
ACCOUNTS FOR: 143 CENTRAL CAFETERIA						
	ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL
40000 REVENUES						
-17,345,718.00	-2,070,263.23	-19,415,981.23	-15,829,559.16	-3,586,422.07	81.5%	
73100 FOOD SERVICE						
19,522,056.00	5,433,393.51	24,955,449.51	14,150,107.01	8,014,277.10	56.7%	
TOTAL CENTRAL CAFETERIA						
2,176,338.00	3,363,130.28	5,539,468.28	-1,679,452.15	4,427,855.03	-30.3%	
TOTAL REVENUES						
-17,345,718.00	-2,070,263.23	-19,415,981.23	-15,829,559.16	-3,586,422.07		
TOTAL EXPENSES						
19,522,056.00	5,433,393.51	24,955,449.51	14,150,107.01	8,014,277.10		

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13				JOURNAL DETAIL 2023 1 TO 2023 13		
ACCOUNTS FOR: 146 EXTENDED SCHOOL PROGRAM						
	ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL
40000 REVENUES						
-5,692,000.00		0.00	-5,692,000.00	-3,921,402.83	-1,770,597.17	68.9%
73300 COMMUNITY SERVICES						
5,841,165.00		0.00	5,841,165.00	4,373,121.44	1,386,228.61	74.9%
TOTAL EXTENDED SCHOOL PROGRAM	149,165.00	0.00	149,165.00	451,718.61	-384,368.56	302.8%
TOTAL REVENUES	-5,692,000.00	0.00	-5,692,000.00	-3,921,402.83	-1,770,597.17	
TOTAL EXPENSES	5,841,165.00	0.00	5,841,165.00	4,373,121.44	1,386,228.61	

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13				JOURNAL DETAIL 2023 1 TO 2023 13		
ACCOUNTS FOR: 177 EDUCATION CAPITAL PROJECTS						
	ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL
40000 REVENUES						
-458,076,785.12	-570,008,189.77	-1,028,084,974.89	-1,017,454,378.03	-10,630,596.86	99.0%	
82330 OTHER DEBT SERVICE						
0.00	2,400,000.00	2,400,000.00	2,400,000.00	0.00	100.0%	
91300 EDUCATION CAPITAL OUTLAY						
677,310,872.78	377,457,286.79	1,054,768,159.57	902,175,845.81	61,025,070.54	85.5%	
<b>TOTAL EDUCATION CAPITAL PROJECTS</b>	<b>219,234,087.66</b>	<b>-190,150,902.98</b>	<b>29,083,184.68</b>	<b>-112,878,532.22</b>	<b>50,394,473.68</b>	<b>-388.1%</b>
<b>TOTAL REVENUES</b>	<b>-458,076,785.12</b>	<b>-570,008,189.77</b>	<b>-1,028,084,974.89</b>	<b>-1,017,454,378.03</b>	<b>-10,630,596.86</b>	
<b>TOTAL EXPENSES</b>	<b>677,310,872.78</b>	<b>379,857,286.79</b>	<b>1,057,168,159.57</b>	<b>904,575,845.81</b>	<b>61,025,070.54</b>	

YEAR-TO-DATE BUDGET REPORT

FOR 2023 13				JOURNAL DETAIL 2023 1 TO 2023 13			
ORIGINAL ESTIM REV	ESTIM REV ADJ	REVISED ESTIM REV	ACTUAL YTD REVENUE	REMAINING REVENUE	% COLL		
268,292,087.66	-177,010,336.55	91,281,751.11	-180,372,093.57	160,703,399.14	-197.6%	GRAND TOTAL	

\*\* END OF REPORT - Generated by Rachel Farmer \*\*



1320 West Main Street, Suite 202  
Franklin, TN 37064-3700  
(615) 472-4000  
fax (615) 472-4190

To: Rachel Farmer  
From: Kirk Elliott  
Date: May 2, 2024  
RE: Purchasing Report

**Contains bid projects conducted during the month of April 2024**

The following is a summary of pertinent bid data for inclusion with the Board Materials to be reviewed at the next WCBOE meeting. The summary is in order of ascending bid sequence numbers and not necessarily by date. Pursuant to Board Policy this summary reports recent RFB's (Request for Bids) and RFP's (Request for Proposals) that were administered by the WCS Purchasing Department. As always, any purchasing - bid project that may require Board action should appear on the Board Agenda. The projects listed below do not require Board action at the present time and are listed here for your information. If further details are needed please contact the Purchasing Department to review any of the related bid - project files. In addition to the projects listed in this monthly report the WCS Purchasing Department continues to review, approve and process numerous daily purchase orders that encompass day to day operations as well as negotiate renewals of previously bid contracts.

<b>RFB #1334</b>	<b>Brentwood Middle School on-line Surplus Auction</b>
<b>Project Description</b>	Surplus Auction for various used and absolute items remaining in the old building scheduled to be demolished.
<b>Department</b>	Purchasing
<b>Advertised</b>	Monday, March 25, 2024 in the Tennessean
<b>Bid Opening</b>	Starting on Thursday, April 2, 2024 @ 9:00 am through Thursday April 25, 2024 @ 5:00 pm
In accordance with TCA 49-6-2007 any school board property that is no longer being used or needed by the district must be declared as surplus property. Therefore, the WCBOE has declared various items from the old Brentwood Middle School building that have little or no monetary value to be sold through an on-line auction. Items being sold are not in use and will not be moved into the new facility. The on-line auction was held in advance of the demolition in order to salvage any items that still have some value. James Gary Realty and Auction conducted this auction.	
<b>Proceeds</b>	<b>Total net proceeds after fees totaled \$31,662.00</b>

## TRIP FINDER - School Board Field Trip Approval Report

(Field Trips With Student Fees Overnight)

Trip ID	Trip Date	Return Date	Approved	Origin	Trip Name	Trip Type	Activity Type	#	Destination
566	07/07/2024	07/12/2024	05/02/2024	Brentwood High	Mu Alpha Theta National Convention	Academic	Math Competition	1	Alexis Park Hotel
	<b>Notes/Fees</b> <i>over100. \$700/student. No bus needed.</i>								
567	07/12/2024	07/14/2024	05/02/2024	Brentwood High	Yearbook Conference	Academic	Journalism	4	Univ of Georgia
	<b>Notes/Fees</b> <i>No Cost. No bus needed. Yearbook fund will cover the entire cost of the trip except for student meals.</i>								
509	07/08/2024	07/11/2024	04/24/2024	Fairview High	Cheer Camp	Athletic Overnight	Varsity Cheer	29	Park Vista Resort
	<b>Notes/Fees</b> <i>No Cost. No bus. Parents driving.</i>								
527	09/13/2024	09/15/2024	04/24/2024	Fairview High	Girls Soccer Gatlinburg Trip	Athletic Overnight	Varsity Soccer	30	Park Vista Resort
	<b>Notes/Fees</b> <i>No Cost. No bus. Parents driving.</i>								
563	07/18/2024	07/20/2024	04/30/2024	Fairview High	Volleyball Summer Camp	Athletic Overnight	Varsity Volleyball	11	MTSU
	<b>Notes/Fees</b> <i>No Cost. No bus. Parents driving.</i>								
528	07/14/2024	07/18/2024	04/25/2024	Franklin High	Band Camp	Fine Arts	Marching Band	140	Cumberland Univ
	<b>Notes/Fees</b> <i>No Cost. Parents provide transportation.</i>								
535	11/14/2024	11/17/2024	04/25/2024	Franklin High	Band BOA Grand Nationals	Fine Arts	Marching Band	140	Lucas Oil Stadium
	<b>Notes/Fees</b> <i>No Cost. No driver.</i>								
504	06/26/2024	06/30/2024	04/22/2024	Legacy Middle	TSA National Conference	CTE Overnight	CTE-TSA	4	Cabana Bay Beach Resort
	<b>Notes/Fees</b> <i>over100. \$1300/student. Includes registration, hotel, airline &amp; Universal Studios tickets. Fundraising has been done to offset cost.</i>								
478	03/06/2025	03/11/2025	04/04/2025	Nolensville High	Choir Disney Trip	Fine Arts	Chorus/Choir	90	Holiday Inn, Buena Vista
	<b>Notes/Fees</b> <i>over100. \$1600/student. Fundraising will be done to offset cost. Performing at Disney Springs &amp; Give Kids the World. When not performing, will go to Disney World.</i>								
505	07/18/2024	07/21/2024	04/23/2024	Nolensville High	Girls Soccer UTC Camp	Athletic Overnight	Varsity Soccer	25	UT Chattanooga
	<b>Notes/Fees</b> <i>over100. \$417/student for registration only. No driver needed. Shelton will drive bus.</i>								
529	03/14/2025	03/19/2025	04/25/2024	Nolensville High	Band - NYC March 2025	Fine Arts Overnight	Marching Band	160	New York, NY
	<b>Notes/Fees</b> <i>over100. \$2000/student. St. Patrick's Day Parade. Fundraising will be done to offset cost.</i>								
476	04/19/2024	04/20/2024	04/03/2024	Page High	State Vet Science Competition	CTE-Overnight	CTE-FFA	8	Camp Clements
	<b>Notes/Fees</b> <i>No Cost. No driver needed. Parents must arrange travel.</i>								
568	07/08/2024	07/11/2024	05/06/2024	Page High	UDA Summer Dance Camp	Athletic Overnight	Dance Team	13	Univ of Alabama, Huntsville
	<b>Notes/Fees</b> <i>No Cost. No driver. UDA summer camp.</i>								
540	07/11/2024	07/14/2024	04/26/2024	Ravenwood High	GA Yearbook Expo	Academic	Journalism	2	Univ of Georgia
	<b>Notes/Fees</b> <i>No Cost. No driver.</i>								
562	07/27/2024	07/29/2024	04/29/2024	Ravenwood High	9-12 Sideline Cheer UCA Camp	Athletic Overnight	Varsity Cheer	29	Park Vista Resort
	<b>Notes/Fees</b> <i>No Cost. No driver.</i>								
564	08/02/2024	08/04/2024	05/01/2024	Ravenwood High	Football Team Camp	Athletic Overnight	Varsity Football	130	Camp Y 1
	<b>Notes/Fees</b> <i>No Cost. No driver.</i>								
544	07/08/2024	07/11/2024	04/26/2024	Summit High	Dance Camp	Athletic Overnight	Dance Team	23	Univ of Alabama, Huntsville
	<b>Notes/Fees</b> <i>Cost for transportation one way. No return transportation.</i>								
569	07/18/2024	07/19/2024	05/07/2024	Summit High	Volleyball Camp	Athletic Overnight	Varsity Volleyball	30	Knoxville Convention Ctr
	<b>Notes/Fees</b> <i>No cost. No driver.</i>								

Thursday, May 9, 2024

# Trip Tracker - School Board Field Trip Approval Report

*(Field Trips With Student Fees Overnight)*

Trip ID	Trip Date	Return Date	Approved	Origin	Trip Name	Trip Type	Activity Type	#	Destination
40248	4/12/2024	4/13/2024	4/3/2024	Brentwood High	Softball Game	Athletic Trip	Varsity Softball	19	Ravenwood High
	<i>Notes/Fees No cost, no bus needed.</i>								
40864	5/10/2024	5/12/2024	4/12/2024	Brentwood Middle	National MS Championship	Academic Field Trip	Quiz Bowl	4	Hyatt Regency O'Hare Chicago
	<i>Notes/Fees No Cost - Parents will provide transportation and lodging. Each student will have a parent chaperone for the entire trip.</i>								
40991	6/17/2024	6/20/2024	5/8/2024	Brentwood Middle	Varsity Cheer Camp	Athletic Trip	Varsity Cheer	28	University of Tennessee
	<i>Notes/Fees over100 - \$455.00 Fundraising to cover the cost. Parents are responsible for bring their students to the camp and picking them up. Students staying at the college for the camp</i>								
40804	4/26/2024	5/1/2024	4/12/2024	Centennial High	DECA International Conference	CTE Trip	CTE - DECA	4	Anaheim Convention Center
	<i>Notes/Fees over100.00Flying Southwest Airlines-No Bus RequiredStudent Cost - \$1,500.00Advisor Cost - \$3,500.00</i>								
40717	5/3/2024	5/4/2024	4/15/2024	Centennial High	CHS Orchestra Competition	Fine Arts	9th - 12th grade	50	Gatlinburg
	<i>Notes/Fees over100. Cost per student: \$200 Cost will be reduced by fundraising.No Transportation Needed.</i>								
40893	6/4/2024	6/8/2024	4/23/2024	Centennial High	JROTC JCLC	Athletic Trip	JROTC	64	Wendell H. Ford Reg. Training Ctr
	<i>Notes/Fees Cell #: 931-217-5854OriginReturn is actually 06/08/2024 @ 06:00AMDestinationReturn is actually 06/08/2024 @ 06:00AM</i>								
40964	6/4/2024	6/8/2024	5/2/2024	Centennial High	JROTC Camp	CTE Trip	JROTC	13	Wendell H. Ford Reg. Training Ctr
	<i>Notes/Fees</i>								
40789	6/11/2024	6/14/2024	4/12/2024	Centennial High	UDA Dance Camp	Athletic Trip	Dance Team	12	TN Tech University
	<i>Notes/Fees over100. \$395 per person, fundraising will offset cost. No driver needed.</i>								
40947	6/4/2024	6/8/2024	4/26/2024	Fairview High	JROTC Cadet Leadership Camp	Academic	JROTC	12	Wendell H. Ford Reg. Training Ctr
	<i>Notes/Fees NO COST to \$0.00/student. All funding, lodging food and supplies provided by the US Army JROTC. Point of Contact is Christopher Turk @ Cell 216-246-1845</i>								
41023	6/3/2024	6/5/2024	5/10/2024	Fairview High	BOYS BASKETBALL CAMP	Athletic Trip	Varsity Boys	25	Bethel University
	<i>Notes/Fees NO COST. NO BUS NEEDED. PARENTS ARE RESPONSIBLE FOR TRANSPORTATION.</i>								
40961	6/4/2024	6/8/2024	4/29/2024	Franklin High	JCLC	Academic Field Trip	9th - 12th grade	11	Wendell H. Ford Reg. Training Ctr
	<i>Notes/Fees No Cost to Students, No bus needed.</i>								
40960	6/5/2024	6/9/2024	4/29/2024	Franklin High	Lander Wrestling Camp	Athletic Trip	Varsity Wrestling	30	Erskine University
	<i>Notes/Fees over100 - \$350 per student, no bus needed.</i>								
40971	6/20/2024	6/22/2024	4/29/2024	Franklin High	MEMPHIS BCAT	Athletic Trip	9th - 12th grade	15	Briarcrest Christian School
	<i>Notes/Fees No Cost to Students. No bus needed, parents are providing transportations.</i>								
40873	4/27/2024	5/1/2024	4/12/2024	Independence High	DECA International	CTE Trip	Career/Technical - DEC 10		Anaheim Convention Center
	<i>Notes/Fees NO BUS NEEDED. Deca International Conference. - Southwest Flight - BNA Nashville.</i>								
40993	6/17/2024	6/20/2024	5/7/2024	Independence High	Cheer Camp	Athletic Trip	Varsity Cheer	44	University of Tennessee
	<i>Notes/Fees No bus needed. Parents transport athletes</i>								
40994	6/17/2024	6/20/2024	5/7/2024	Independence High	Cheer Camp	Athletic Trip	JV Cheer	20	University of Tennessee
	<i>Notes/Fees no bus needed, parents are transporting athletes</i>								
40870	6/18/2024	6/21/2024	4/8/2024	Page High	CHEER CAMP	Athletic Trip	Varsity Cheer	27	University of Mississippi
	<i>Notes/Fees No bus. No Cost.Cheer fundraiser money will cover cost of camp and charter bus to Ole Miss. Parents will pick up at the end of camp.</i>								
40981	6/20/2024	6/22/2024	5/8/2024	Page High	PHS BOYS BASKETBALL	Athletic Trip	Varsity Boys Basketbal	20	BCAT Tournament
	<i>Notes/Fees NO BUS NEEDED. PARENTS PROVIDING TRANSPORTATION. STAYING AT COURTYARD BY MARRIOTT @ 6015 PARKAVE. MEMPHIS, TN 38119.</i>								
40863	4/5/2024	4/6/2024	4/4/2024	Page Middle	SCIEND OLYMPIAL	Academic Field Trip	Science Olympiad	19	UT Knoxville
	<i>Notes/Fees No Cost to studentsHampton by Hilton cedar bluff</i>								
40911	5/24/2024	5/26/2024	4/23/2024	Ravenwood High	Science Olympiad Nationals	Academic Field Trip	Science Olympiad	18	Michigan State University
	<i>Notes/Fees over100 - \$400 / per student estimated maximum. Trip is from 5.23.2024 to 5.26.2024. Please note that the system would not let me put in the actual departure date of 5.23.2024 so the departure date listed above is incorrect. Students are responsible for their own transportation to and from Michigan State and some meals. Three nights at either a hotel or dormitory will be paid from RHS SciOly account (fundraising and donations over the past 12 months).</i>								
40748	6/19/2024	6/22/2024	4/23/2024	Ravenwood High	6/19 RHS Wrestling UTC	Athletic Trip	Varsity Wrestling	25	UTC Finley Stadium
	<i>Notes/Fees No CostDriver will drop off wrestlers at UTC on 6/19 then return to pickup wrestlers at UTC on 6/22.</i>								
40578	4/5/2024	4/6/2024	4/3/2024	Summit High	Softball Game	Athletic Trip	Varsity Softball	20	Crockett Park
	<i>Notes/Fees No Cost to Student</i>								
40578	4/5/2024	4/6/2024	4/3/2024	Summit High	Softball Game	Athletic Trip	Varsity Softball	20	Crockett Park
	<i>Notes/Fees No Cost to Student</i>								
40937	4/25/2024	4/28/2024	4/19/2024	Summit High	SHS EDD MIT	CTE Trip	Career/Technical-Progr 8		Massachusetts Institute of Tech
	<i>Notes/Fees Students raised funds. No Bus.</i>								