



Williamson County School Board Meeting

June 17, 2024 6:30 PM

Williamson County Administrative Complex - Auditorium

1. Call to Order

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

2. Items of Particular Public Interest (Public Comment)

3. Superintendent Contract Review and Extension (Annual Agenda Item)

4. Approval of Agenda

5. Approval of Consent Agenda

- a. Approval of the May 20, 2024 School Board Meeting Minutes
- b. Approval of ePlan Applications for FY 2025 to include ESEA Grants, IDEA, Part B, IDEA Pre-School, and Carl Perkins
- c. Recommendation for Field Trip Fee Requests

6. Communications to the Board

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

7. New Business

- a. Evaluation of Superintendent (Annual Agenda Item)
- b. Approval of 2024-25 Revised Budget
- c. 2023 2024 School Board Budget
 - I. Approval of General Purpose School Fund Amendment 06.24 IDEA - \$25.20
 - II. Approval of General Purpose School Fund Amendment 06.24 Summer Learning Camps Grant - \$10,079
 - III. Approval of General Purpose School Fund 06.24 Paid Parental Leave Reimbursement - \$1,000,000
 - IV. Approval of Central Cafeteria Fund Amendment 06.24 Commodities - \$621,814.10
 - V. Approval of General Purpose School Fund Intra-Category Adjustment and Amendment 06.24
 - VI. Approval of Central Cafeteria Fund Intra-Category Adjustment and Amendment 06.24
 - VII. Approval of Extended School Program Fund Intra-Category Adjustment and Amendment 06.24
 - VIII. Approval of Capital Resolution Intent to Fund 07.24 - \$13,155,596.
- d. Board Policies - Second Reading

I. 4.403 Library Materials

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

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

8. Adjournment

CONTRACT OF EMPLOYMENT

BETWEEN

JASON A. GOLDEN

AND THE

WILLIAMSON COUNTY BOARD OF EDUCATION

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

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

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

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

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

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

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

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

17. EVALUATION:

- A. The Board recognizes that to ensure the advancement and development of the Williamson County School System and for the Director to respond to the Board's priorities and to grow in the performance of his job, the Board needs to make a regular evaluation of the Director's performance. To assure that the Director receives proper and sufficient responses for the Board, the Board shall evaluate and assess in writing the performance of the Director. The Board and the Director will schedule a structured evaluation of his performance at least once each fiscal year.
 - B. The evaluation and assessment shall be reasonably related to the goals and objectives of the Board for the year in question.
 - C. The Director shall submit to the Board a recommended format for the written evaluation and assessment of his performance within thirty (30) days after the goals and objectives for the next succeeding school year are approved. The Board shall meet and discuss the evaluation format with the Director, attempting in good faith to agree on the development and adoption of a mutually agreeable evaluation format. If no agreement is reached within thirty (30) days after the initial format is presented, the Board shall develop a format that shall be applicable to the evaluation cycle.
18. **REFERRALS TO THE DIRECTOR:** The Board, collectively or individually, shall promptly refer to the Director criticisms, complaints, and suggestions called to their attention relative to the Director or Williamson County Schools for the Director's study and recommendation.
19. **LOYALTY:** The Director shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the Board and Williamson County Schools. The Director may, however, undertake speaking engagements, writing, lecturing, or other activities, which do not interfere with the discharge of the Director's duties and responsibilities pursuant to this Contract. The determination of the Board as to whether such activities interfere with the discharge of the Director's duties and responsibilities pursuant to this Contract shall be conclusive.
20. **COMMUNITY AND CHARITABLE ACTIVITIES:** The Board recognizes that certain community and charitable organizations may serve as good will and as promotional interest for Williamson County Schools. The Director may participate in such activities with the recognition by the Director that he is "on call" should these activities be held on school days.

21. CONTRACT TERMINATION:

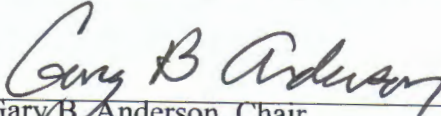
- A. **Mutual Agreement:** This Contract may be terminated by mutual agreement of the parties, retirement, disability, conclusion of the Term or death of the Director.

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

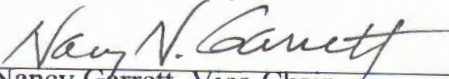
jurisdiction thereof, the remainder of this contract shall continue in full force and effect with such invalid part or clause removed there from.

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

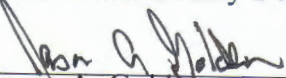
The Board has caused this Contract to be executed in its name by its Chairman, attested by its Vice-Chairman and the Director has approved this Contract effective on the date specified within the introductory paragraph of this Contract.



Gary B. Anderson, Chair
Williamson County Board of Education



Nancy Garrett, Vice-Chair
Williamson County Board of Education



Jason A. Golden
Director of Schools

CONTRACT OF EMPLOYMENT

BETWEEN

JASON GOLDEN

AND THE

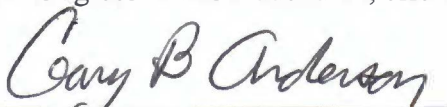
WILLIAMSON COUNTY BOARD OF EDUCATION

Addendum #1

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

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

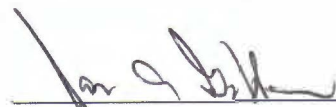
In Witness Hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chairperson attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 18th day of November, 2019.



Gary B. Anderson, Chairman
Williamson County Board of Education



Nancy Garrett, Vice-Chair
Williamson County Board of Education



Jason Golden
Director of Schools

CONTRACT OF EMPLOYMENT

BETWEEN

JASON A. GOLDEN

AND THE

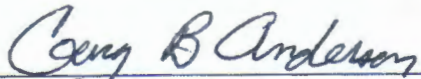
WILLIAMSON COUNTY BOARD OF EDUCATION

Addendum #2

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

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

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



Gary B. Anderson, Chairperson
Williamson County Board of Education

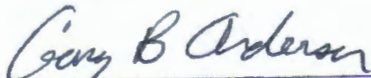


Nancy Garrett, Vice Chairperson
Williamson County Board of Education



Jason A. Golden,
Director of Schools

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



Gary B. Anderson, Chairperson

CONTRACT OF EMPLOYMENT

BETWEEN

JASON A. GOLDEN

AND THE

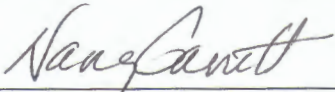
WILLIAMSON COUNTY BOARD OF EDUCATION

Addendum #3

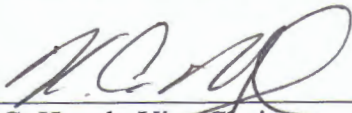
Pursuant to the terms of paragraph 2, TERM OF CONTRACT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on June 17, 2019, allows for extension of the term of the said contract and is hereby amended as follows:

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

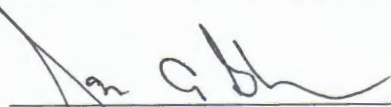
In witness hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chair and attested by its Vice Chair, and the Director of Schools agrees to this Addendum, effective this 21st day of June, 2021.



Nancy Garrett, Chair
Williamson County Board of Education

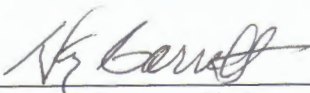


K.C. Haugh, Vice Chair
Williamson County Board of Education



Jason A. Golden,
Director of Schools

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



Nancy Garrett, Chair

CONTRACT OF EMPLOYMENT

BETWEEN

JASON A. GOLDEN

AND THE

WILLIAMSON COUNTY BOARD OF EDUCATION

Addendum #4

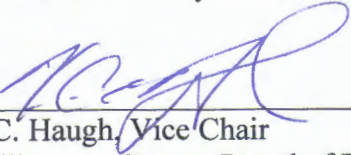
Pursuant to the terms of paragraph 2, TERM OF CONTRACT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on June 17, 2019, allows for extension of the term of the said contract and is hereby amended as follows:

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

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



Nancy Garrett, Chair
Williamson County Board of Education



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



Jason A. Golden,
Director of Schools

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



Nancy Garrett, Chair

CONTRACT OF EMPLOYMENT

BETWEEN

JASON A. GOLDEN

AND THE

WILLIAMSON COUNTY BOARD OF EDUCATION

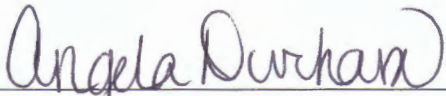
Addendum#5

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

The ending date of this agreement shall be extended from June 16, 2026, to June 16, 2027.

All other provisions of the above contract, including Addendum #1 approved by a vote of the Williamson County Board of Education on November 18, 2019, shall remain in full force and effect.

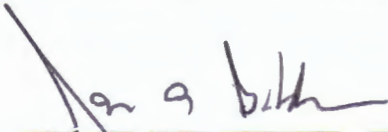
In witness hereof, the Williamson County Board of Education has caused this Agreement to be executed in its name by its Chair and attested by its Vice Chair, and the Superintendent agrees to this Addendum, effective this 19th day of June 2023



Angela Durham, Board Chair
Williamson County Board of Education



Josh Brown, Board Vice Chair
Williamson County Board of Education



Jason A. Golden,
Williamson County Schools Superintendent

This agreement was approved by a vote of the Board of Education at a public meeting duly held on June 19, 2023, and has been spread upon the minutes of the Board for that meeting.



Angela Durham, Board Chair



Williamson County School Board Meeting
May 20, 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:	Present
Mrs. Angela Durham:	Present
Mr. Jay Galbreath:	Present
Mr. KC Haugh:	Present
Mr. Eric Welch:	Present
Mr. Rick Wimberly:	Present

Present: 11.

1. Call to Order

Madam Chair Durham called the meeting to order and asked the Board Members to record their attendance. Durham asked Board Member KC Haugh to lead the Pledge of Allegiance, followed by a moment of silence.

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

2. Items of Particular Public Interest (Public Comment)

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

Tiffany Wilson-Mobley spoke about equitable stipend pay for fine arts teachers.

Amie Cooke spoke about the Fine Arts supplement discrepancy.

Eden Cooke spoke about the Fine Arts supplement discrepancy.

Noah Cooke spoke about the Fine Arts supplement discrepancy.

Erica Bowton spoke about supporting Title IX protections.

Mary Smith spoke about the proposed school budget.

Brady Clark spoke about the impact of Fine Arts supplements.

Laura Seay spoke about the support of Title IX protections.

Stephen Hickey spoke about the 2024-25 WCS Budget.

Peg Raciti spoke about federal changes to Title IX.

Cory Martin spoke about the 2021 Fostering Healthy Solutions Report.

Christine Uhde spoke about Fine Arts supplement pay.

Maxwell Uhde spoke about Fine Arts supplement pay.

Gary Moore spoke about the Title IX regulations.
Barb Sturgeon spoke about the School Board budget.
Eli Givens spoke about Title IX protections.
Robert McNamara spoke about supporting the Title IX Regulations.
Eve Boger spoke about Title IX concerns.
Carolyn Browne spoke about Title IX Resolution.
Braunwyn Windham spoke about support of trans-inclusive Title IX policy for WCS schools.
Diane Cochran spoke about book banning.
Lucie Pitt spoke about Title IX Regulations.
Darlynn Jordan spoke about the School Board to pass a resolution about the recent dangerous changes to Title IX.

3. Approval of Agenda

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

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

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

Yes: 11, Nay: 0

4. Approval of Consent Agenda

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the consent agenda.

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

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

Yes: 11, Nay: 0

- 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
- g.

5. **Communications to the Board**

a. Superintendent's Report

Superintendent Golden thanked everyone who spoke during public comment. Golden thanked the students who spoke about the Fine Arts teacher's pay. He reminded everyone that the district has a responsibility to speak with the PECCA team about pay changes. Superintendent Golden told everyone that the third grade TCAP quick scores are in and all third-grade parents will receive a letter from Skyward to let them know if their child needs to attend summer school. Golden thanked the speakers who spoke about Title IX. WCS will continue to monitor the new regulations. The athletic regulations have not been given out yet.

Superintendent Golden spoke about the 2024-25 budget process. The County Commission will vote on the final budget on June 20, 2024.

I. Student, Staff and School Spotlights

In Student Spotlights, many WCS media students were recognized for their success at the National Academy of Television Arts and Sciences (NATAS) Regional Student Production Awards. Brentwood High's WBHS 9 program won Best Newscast; David Ward won Best Commercial; and Eli Price Won Best Music Video. Their teacher is Sloan Ashworth.

Fairview High's Jacob Halford and Christian Halford won Best Non-Fiction. Their teacher is Rob Gregory.

Franklin High's Nick Lazarus, Kyle Dyra, Canon Paisley, Liam Phillips and Brayden Fox won Best Writing; Brayden Fox won Best News Story; Anna Raye Jones won Best Sports; and FHS Media won Best Arts, Entertainment and Cultural Affairs. Their teacher is Keri Thompson.

Independence High student Ryan Cantabene won Best Editor. His teacher is Matt Balzer.

Nolensville High's Eric Youngkins, Mason Davis, Cash Street and Cameron Olenick won Best Fiction. Their teacher is Brian Bass.

Page High student Hayley Zehnder won Best Talent and Best Director, and Kaelyn Hemingway won Best Photographer. Their teacher is David Holt.

Ravneow High's Mia Johnston and Katelyn Brothers won Best Public Service Announcement. Their teacher is Lily Keen.

Two forensics students were also celebrated for their success at the National Speech and Debate Association (NSDA) Congressional Debate national qualifying event. Brentwood High's Parsa Khairollahi won first place in the Senate, and Nolensville High's Jonathan Okokhere placed first in the House. The Brentwood High coaches are Harriet Medlin and Matt Grimes, and the Nolensville High coach is Wilson Boyd.

Also in speech and debate, Brentwood High's Meredith Yount and Jasmine Merrikh won the Tennessee High School Speech and Debate League (THSSDL) Public Forum Debate. Their coaches are Harriet Medlin and Matt Grimes. Summit High's Ella McCullough won the Congressional Debate. Her coach is Christina Crutcher.

Students excelled at the Tennessee State Science Olympiad. Ravenwood High placed first in the competition and advanced to nationals. Ravenwood High's Sophie McAtee and Sophia Wang won the Astronomy category; Ajay Balaje and Sophie McAtee won the Geological Mapping category; Christina Chen and Ryland Hoskins won the Optics category; Rohan Kilaru and Aditya Pradeep won the Robot Tour category; and Gwen Moser and Grady Landry won the Tower category. Their teacher is Avriil Buersetta.

Brentwood High's Katherine Perez and Katie Wang won the Codebusters category; Andrew Gan and Luke Haws won the Detector Building category; Trishita Paul and Teebro Paul won the Ecology category; and Ryan Gardocki and Andrew Gan won the Microbe Missions category. Their teachers are Margaret Bernard and Abigail Hocking.

Summit High's James Rayfield and Cole Watson won the Massachusetts Institute of Technology (MIT) Create Challenge Product Feasibility category. Their teacher is Brent Greene.

In Staff Spotlights, Ravenwood High choir director Rose Hellmers was celebrated for being name the Tennessee Music Education Association Young Music Educator of the Year.

b. Board Chair Report

Madam Chair Durham reminded all the Board members about the graduation ceremonies at the end of the week. Durham thanked Sheriff's Deputies Phil Hunt and Matt Smith for attending the meeting.

6. New Business

a. Approval of Revised 2024-25 Budget

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the revised General Purpose School Fund 24-25 budget in the amount of \$555,060,228.00.

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

Mr. Jay Galbreath: Yes

Ms. Sheila Cleveland: Yes

Mrs. Donna Clements: Abstain (With Conflict)

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, Abstain (With Conflict): 1

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the revised Central Cafeteria 24-25 Budget in the amount of \$19,668,669.00.

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

Ms. Sheila Cleveland: Yes

Mrs. Donna Clements: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mr. Drason Beasley: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Joshua Brown: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Yes: 11, Nay: 0

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the revised Extended School Program 24-25 Budget in the amount of \$7,010,239.00.

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

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
Ms. Sheila Cleveland: Yes
Yes: 11, Nay: 0

IV. Approval of Education Capital Projects Fund Intracategory Transfer - Technology- \$2,500,000
Madam Chair Durham called upon Superintendent Golden, who recommended approval of the Education Capital Projects Fund Intracategory Transfer in the amount of \$2,500,000.00.

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

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
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Yes: 11, Nay: 0

b. 2023 - 2024 School Board Budget

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 05.24 Summer Learning Camps Grant in the amount of \$4,400,725.00.

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

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
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Yes: 11, Nay: 0

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 05.24 Summer Learning Transportation Grant in the amount of \$798,171.00.

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

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

III. Approval of General Purpose School fund Amendment 05.24 Fine Arts Donation - \$48,825
Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 05.24 Fine Arts Donation in the amount of \$48,825.00.

Motion Passed: Motion by Ms. Sheila Cleveland to approve. A second was made by Mr. Rick Wimberly.

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

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 Reallocation to Contracted Services in the amount of \$275,000.00.

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

Mrs. Angela Durham:	Yes
Mr. Dan Cash:	Yes
Mr. Joshua Brown:	Yes
Mrs. Jennifer Aprea:	Yes

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

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 Student Support Legal Services in the amount of \$300,000.00.

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

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

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 Trustee Commission in the amount of \$800,000.00.

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mr. Drason Beasley.

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

VII. Approval of General Purpose School Fund Resolution 06.24 ESCO Payment - \$1,141,922.32
Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 ESCO Payment in the amount of \$1,141,922.32.

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

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

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 Additional Insurance Expenses in the amount of \$800,000.00.

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

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

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 Operational Expenses in the amount of \$200,000.00.

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

Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Mr. Eric Welch: Yes

Mr. KC Haugh: Yes
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Yes: 11, Nay: 0

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

Madam Chair Durham called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.24 Additional Extended School Program Expenses in the amount of \$263,286.00.

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

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
Ms. Sheila Cleveland: Yes
Yes: 11, Nay: 0

c. Board Policies - First Reading

I. 4.403 Library Materials - New Statutory Amendments

Madam Chair Durham called upon Superintendent Golden, who recommended approval of Board Policy 4.403 Library Materials - New Statutory Amendments on First Reading.

Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Mr. Joshua Brown.

Mr. Eric Welch: Nay
Mr. KC Haugh: Nay
Mr. Drason Beasley: Yes
Mrs. Angela Durham: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mrs. Jennifer Aprea: Yes
Mr. Jay Galbreath: Yes
Ms. Sheila Cleveland: Yes
Mrs. Donna Clements: Yes
Mr. Rick Wimberly: Yes
Yes: 9, Nay: 2

7. Adjournment

There being no further business, Madam Chair Durham adjourned the meeting at 8:48 pm

Chairperson

Superintendent

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



MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: June 17, 2024

RE: Approval of ePlan Applications for FY2025 to include ESEA Grants as Amended by Every Student Succeeds Act, IDEA, Part B, IDEA Pre-School, and Carl Perkins Basic Grant

This memo is to request the approval of the FY2025 Federal Fund 142 ePlan Applications and Budgets with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2025 ePlan Applications and Budgets for ESEA Grants (Titles I-A, I-Delinquent, I-Neglected, IIA, III, IV), IDEA, Part B, IDEA Pre-School, IDEA Partnership for Systemic Change (K-12) and Carl Perkins Basic Grant and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

2024-2025 BUDGET FOR 142 SCHOOL FEDERAL PROJECTS

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL JUNE 17, 2024

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

REVENUES

47131	CTE Perkins Basic Grant	\$	383,427.97
47141	Title IA, I-Neglected, I-Delinquent Grants to States	\$	715,495.75
47143	Special Education Grants to States	\$	8,615,248.00
47145	Special Education Pre-School	\$	164,940.00
47146	Title III, English Language Acquisition	\$	100,732.48
47189	Title IIA, Eisenhower Professional Development	\$	652,202.37
47590	Title IV, (Student Support and Academic Enrichment)	\$	17,279.48

TOTAL REVENUES \$ **10,649,326.05**

EXPENDITURES

71100	Regular Instruction Program	\$	705,656.54
71200	Special Education Instruction Program	\$	5,383,492.48
71300	Vocational Education Program	\$	233,977.08
72120	Health Services	\$	1,119,476.00
72130	Other Student Support	\$	116,927.42
72210	Other Instruction Support	\$	719,883.83
72220	Special Education Support	\$	1,979,318.52
72230	Vocational Support	\$	19,273.59
72710	Transportation	\$	94,513.59
99100	Transfers Out (Indirect Cost)	\$	276,807.00

TOTAL EXPENDITURES \$ **10,649,326.05**

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
ESEA as amended by Every Student Succeeds Act
2024-2025 PROPOSED BUDGET

Category	DESCRIPTION		TITLE I-A	TITLE I-A NEGLECTED	TITLE I-A DELINQUENT	TITLE IIA	TITLE III	TITLE IV	TOTALS BY CATEGORY
REVENUE									
47141	Title I, Grants to Local Education Agencies		675,722.52	4,188.17	35,585.06	-	-	-	715,495.75
47146	Title III, English Language Acquisition		-	-	-	-	100,732.48	-	100,732.48
47189	Title IIA, Eisenhower Prof Development		-	-	-	652,202.37	-	-	652,202.37
47590	Title IV, Other Federal Through State		-	-	-	-	-	17,279.48	17,279.48
			<u>\$ 675,722.52</u>	<u>\$ 4,188.17</u>	<u>\$ 35,585.06</u>	<u>\$ 652,202.37</u>	<u>\$ 100,732.48</u>	<u>\$ 17,279.48</u>	<u>\$ 1,485,710.08</u>
EXPENDITURES									
		Object Code							
71100 REGULAR INSTRUCTION									
	Teachers	116	451,238.00	-	-	-	-	-	
	Educational Assistants	163	-	-	-	-	23,982.00	-	
	Other Salaries & Wages	189	-	-	29,225.00	-	10,000.00	-	
	Social Security	201	24,834.00	-	1,812.00	-	2,107.00	-	
	State Retirement	204	25,959.00	-	1,859.00	-	2,824.00	-	
	Life Insurance	206	205.00	-	-	-	41.00	-	
	Medical Insurance	207	62,500.00	-	-	-	12,500.00	-	
	Dental Insurance	208	2,500.00	-	-	-	500.00	-	
	Employer Medicare	212	6,543.00	-	424.00	-	493.00	-	
	Instructional Materials	429	-	-	1,310.06	-	41,325.48	3,475.00	
	TOTAL REGULAR INSTRUCTION		<u>\$ 573,779.00</u>	<u>\$ -</u>	<u>\$ 34,630.06</u>	<u>\$ -</u>	<u>\$ 93,772.48</u>	<u>\$ 3,475.00</u>	<u>\$ 705,656.54</u>
72130 OTHER STUDENT SUPPORT									
	Other Salaries & Wages	189	600.00	-	-	-	-	-	
	Social Security	201	38.00	-	-	-	-	-	
	State Retirement	204	48.00	-	-	-	-	-	
	Employer Medicare	212	9.00	-	-	-	-	-	
	In-Service Staff Development	524	-	-	-	-	-	11,468.48	
	Other Charges	599	6,062.23	-	-	-	-	-	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 6,757.23</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 11,468.48</u>	<u>\$ 18,225.71</u>
72210 INSTRUCTION SUPPORT									
	Education Media Personnel	137	-	-	-	64,591.00	-	-	
	Secretary(s)	161	-	-	-	28,278.00	-	-	
	Other Salaries and Wages	189	-	-	-	307,550.00	-	-	
	Teacher Training	196	-	-	-	14,700.00	-	-	
	Social Security	201	-	-	-	26,648.00	-	-	
	State Retirement	204	-	-	-	29,543.00	-	-	
	Life Insurance	206	-	-	-	205.00	-	-	
	Medical Insurance	207	-	-	-	62,500.00	-	-	
	Dental Insurance	208	-	-	-	2,500.00	-	-	
	Employer Medicare	212	-	-	-	6,019.00	-	-	
	Mileage	355	-	-	-	3,000.00	-	-	
	Other Contracted Services	399	-	-	-	38,628.00	-	-	
	Other Materials/Supplies	499	14,037.29	-	-	-	-	-	
	In-Service Staff Develop.	524	60,000.00	1,002.00	-	50,523.37	5,000.00	2,000.00	
	Other Equipment	790	-	3,159.17	-	-	-	-	
	TOTAL INSTRUCTION SUPPORT		<u>\$ 74,037.29</u>	<u>\$ 4,161.17</u>	<u>\$ -</u>	<u>\$ 634,685.37</u>	<u>\$ 5,000.00</u>	<u>\$ 2,000.00</u>	<u>\$ 719,883.83</u>
72710 TRANSPORTATION									
	Contracts with Parents	313	1,500.00	-	-	-	-	-	
	Contract with Vehicle Owner	315	1,500.00	-	-	-	-	-	
	TOTAL TRANSPORTATION		<u>\$ 3,000.00</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,000.00</u>
99100 TRANSFERS OUT									
	Indirect Cost	504	18,149.00	27.00	955.00	17,517.00	1,960.00	336.00	
	TOTAL TRANSFERS OUT		<u>\$ 18,149.00</u>	<u>\$ 27.00</u>	<u>\$ 955.00</u>	<u>\$ 17,517.00</u>	<u>\$ 1,960.00</u>	<u>\$ 336.00</u>	<u>\$ 38,944.00</u>
	<u>TOTALS</u>		<u>\$ 675,722.52</u>	<u>\$ 4,188.17</u>	<u>\$ 35,585.06</u>	<u>\$ 652,202.37</u>	<u>\$ 100,732.48</u>	<u>\$ 17,279.48</u>	<u>\$ 1,485,710.08</u>

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA)
2024-2025 PROPOSED BUDGET**

Category	DESCRIPTION	Object Code	IDEA Partnership for Systemic Change (K-12)			TOTALS BY CATEGORY
			IDEA, PART B	PRESCHOOL		
REVENUE						
47143	Special Education - Grants to States		8,516,322.00	-	98,926.00	8,615,248.00
47145	Special Education - Preschool Grants		-	164,940.00	-	164,940.00
			\$ 8,516,322.00	\$ 164,940.00	\$ 98,926.00	\$ 8,780,188.00
EXPENDITURES						
71200 SPECIAL EDUCATION INSTRUCTION						
	Teachers	116	-	59,031.00	-	
	Educational Assistants	163	2,715,912.00	26,603.00	-	
	Other Salaries & Wages	189	191,764.00	-	-	
	Social Security	201	213,862.00	5,310.00	-	
	State Retirement	204	291,531.00	6,944.00	-	
	Life Insurance	206	4,478.00	82.00	-	
	Medical Insurance	207	1,365,000.00	25,000.00	-	
	Dental Insurance	208	54,600.00	1,000.00	-	
	Employer Medicare	212	50,016.00	1,242.00	-	
	Contract w/Private Agencies	312	300,000.00	3,445.22	-	
	Instructional Supplies/Mat	429	13,299.48	6,446.78	5,000.00	
	Other Supplies/Materials	499	4,000.00	-	-	
	Special Education Equipment	725	-	-	38,926.00	
	TOTAL SPECIAL EDUCATION INSTRUCTION		\$ 5,204,462.48	\$ 135,104.00	\$ 43,926.00	\$ 5,383,492.48
72120 HEALTH SERVICES						
	Medical Personnel	131	839,690.00	-	-	
	Social Security	201	52,060.00	-	-	
	State Retirement	204	69,899.00	-	-	
	Life Insurance	206	451.00	-	-	
	Medical Insurance	207	137,500.00	-	-	
	Dental Insurance	208	5,500.00	-	-	
	Employer Medicare	212	12,176.00	-	-	
	Travel-Mileage	355	2,200.00	-	-	
	TOTAL HEALTH SERVICES		\$ 1,119,476.00	\$ -	\$ -	\$ 1,119,476.00
72220 SPECIAL EDUCATION SUPPORT						
	Psychological Personnel	124	155,401.00	-	-	
	Secretary(s)	161	57,006.00	-	-	
	Instructional Coaches	172	671,112.00	-	-	
	Other Salaries/Wages	189	464,962.00	-	12,970.00	
	Social Security	201	83,607.00	-	804.00	
	State Retirement	204	96,196.00	-	1,038.00	
	Life Insurance	206	656.00	-	-	
	Medical Insurance	207	200,000.00	-	-	
	Dental Insurance	208	8,000.00	-	-	
	Employer Medicare	212	19,553.00	-	188.00	
	Contract w/Private Agencies	312	100,000.00	-	-	
	Travel-Mileage	355	12,500.00	-	-	
	Other Contracted Services	399	-	-	4,000.00	
	Other Supplies & Materials	499	-	12,000.00	-	
	In-Service/Staff Development	524	29,825.52	10,000.00	36,000.00	
	Other Equipment	790	-	3,500.00	-	
	TOTAL SPECIAL EDUCATION SUPPORT		\$ 1,898,818.52	\$ 25,500.00	\$ 55,000.00	\$ 1,979,318.52
72710 TRANSPORTATION						
	Bus Drivers	146	44,600.00	-	-	
	Social Security	201	2,766.00	-	-	
	State Retirement	204	3,774.00	-	-	
	Life Insurance	206	41.00	-	-	
	Medical Insurance	207	12,500.00	-	-	
	Dental Insurance	208	500.00	-	-	
	Employer Medicare	212	647.00	-	-	
	TOTAL TRANSPORTATION		\$ 64,828.00	\$ -	\$ -	\$ 64,828.00
99100 TRANSFERS OUT						
	Indirect Cost	504	228,737.00	4,336.00	-	
	TOTAL TRANSFERS OUT		\$ 228,737.00	\$ 4,336.00	\$ -	\$ 233,073.00
	TOTAL		\$ 8,516,322.00	\$ 164,940.00	\$ 98,926.00	\$ 8,780,188.00

WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL
CARL D. PERKINS CAREER AND TECHNICAL EDUCATION ACT OF 2006
as amended by the Strengthening Career Technical Education for the 21st Century Act (Perkins V)
2024-2025 PROPOSED BUDGET

Category	DESCRIPTION	Object Code	CTE PERKINS BASIC	TOTALS BY CATEGORY
REVENUE				
47131	Vocational Education - Grants to States		383,427.97	
			<u>\$ 383,427.97</u>	<u>\$ 383,427.97</u>
EXPENDITURES				
71300 CAREER AND TECHNICAL EDUCATION				
	Clerical Personnel	162	20,698.00	
	Social Security	201	1,284.00	
	State Retirement	204	1,752.00	
	Life Insurance	206	16.00	
	Medical Insurance	207	4,688.00	
	Dental Insurance	208	188.00	
	Employer Medicare	212	301.00	
	Instructional Equipment	730	205,050.08	
	TOTAL CAREER AND TECH EDUC		<u>\$ 233,977.08</u>	<u>\$ 233,977.08</u>
72130 OTHER STUDENT SUPPORT				
	Other Salaries & Wages	189	21,446.43	
	Social Security	201	1,328.00	
	State Retirement	204	1,801.00	
	Employer Medicare	212	311.00	
	In Service/Staff Development	524	23,815.28	
	Other Charges	599	50,000.00	
	TOTAL OTHER STUDENT SUPPORT		<u>\$ 98,701.71</u>	<u>\$ 98,701.71</u>
72230 CAREER/TECH EDUC SUPPORT				
	Clerical Personnel	162	6,900.00	
	Social Security	201	428.00	
	State Retirement	204	584.00	
	Life Insurance	206	6.00	
	Medical Insurance	207	1,563.00	
	Dental Insurance	208	63.00	
	Employer Medicare	212	102.00	
	In-Service Staff Develop.	524	9,627.59	
	TOTAL CAREER/TECH EDUC SUPPORT		<u>\$ 19,273.59</u>	<u>\$ 19,273.59</u>
72710 TRANSPORTATION				
	Contracts with Vehicle Owners (CTSO)	315	26,685.59	
	TOTAL TRANSPORTATION		<u>\$ 26,685.59</u>	<u>\$ 26,685.59</u>
99100 TRANSFERS OUT				
	Indirect Cost	504	4,790.00	
	TOTAL TRANSFERS OUT		<u>\$ 4,790.00</u>	<u>\$ 4,790.00</u>
	<u>TOTAL</u>		<u>\$ 383,427.97</u>	<u>\$ 383,427.97</u>

TRIP FINDER - 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
779	04/26/2025	04/26/2025	05/24/2024	Fairview High	Band/Orchestra Dollywood Performance	Fine Arts	Concert	90	Dollywood Theme Park
Notes/Fees over100. \$125/student for travel cost, performance fees & tickets into park. Band & Orchestra one day trip, not staying overnight. Performance stop on the way @ Pigeon Forge High School & then Dollywood.									
576	03/19/2025	03/23/2025	05/10/2024	Nolensville High	Southeastern Theatre Conference	Fine Arts Overnight	Drama	35	Baltimore, MD
Notes/Fees over100. 10-12th graders to audition for colleges and/or compete at regional competition.									
705	01/17/2025	01/18/2025	05/22/2024	Nolensville High	TN Thespian & All State Trip	Fine Arts Overnight	Drama	45	MTSU
Notes/Fees over100. \$150/person. Fundraising will be done to assist with costs.									
778	07/12/2024	07/14/2024	05/24/2024	Page High	DECA Emerging Leaders Summit	CTE Overnight	CTE-DECA	3	Loew's Nashville Hotel
Notes/Fees over100. \$375/student. Parents will arrange travel.									
589	10/22/2024	10/26/2024	05/16/2024	Page High - CTE Paid	National FFA Convention	CTE Overnight	CTE-FFA	8	Indianapolis Convention Ctr
Notes/Fees over100. Not to exceed \$500/student. Bus may be needed or parents may have to arrange travel.									
683	10/21/2024	10/25/2024	05/22/2024	Page Middle	National FFA Convention	CTE Overnight	CTE-FFA	4	Indianapolis Convention Ctr
Notes/Fees over100. Not to exceed \$300/student. Parents to provide transportation.									

Tuesday, May 28, 2024

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
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Tuesday, May 28, 2024

PERFORMANCE GOALS (80%)		AVERAGE
Goal 1: Strategic Plan Execution: Lead WCS Administration through formation and kickoff phase of 2023-2028 WCS Strategic Plan. Initial meetings by staff and stakeholder groups, representing a minimum of 15 areas of the plan, with a workstream plan and timeline which will be presented no later than the May 2024 Board Meeting.		4.00
Goal 2A:Transportation Strategy & 2023 Immediate Action: A. By November 2023, submit to the Board for approval a pilot plan for a bus route area that includes route changes that might immediately positively affect bus route completion times. Reducing bus stops, increasing distances between stops, or other related methods are to be considered. Incorporate time and delivery metrics to compare the effect on students and families before and after execution.		4.09
Goal 2B:Transportation Strategy & 2023 Immediate Action: B. By May 2024, present a system-wide recommendation for improving transportation service, incorporating all identified factors, including but not limited to data obtained in the pilot, bus driver shortage strategies, external resource and stakeholder engagement, and the impact of changing school start times.		3.45
Goal 3: Safety Planning: Present draft safety plan to WCS Board addressing specific funding needs for 2024-2025 school year and incorporating comprehensive plan addressing all elements of safety planning, including but not limited to: access control standards, employee badge system, and cyber security by March 2024 Board Meeting.		3.82
TOTAL		15.36
OVERALL AVERAGE		3.84

Demonstrable Characteristics (20%)		AVERAGE
Student Achievement		3.64
Board Relationships		3.64
Community Relationships		3.73
Staff and Personnel Relationships		3.64
Facilities, Finance and Human Resources		3.73
TOTAL		18.36
OVERALL AVERAGE		3.67

Observational Goals: 80%

Performance Goal 1: Strategic Plan Execution: Lead WCS Administration through formation and kickoff phase of 2023-2028 WCS Strategic Plan. Initial meetings by staff and stakeholder groups, representing a minimum of 15 areas of the plan, with a workstream plan and timeline which will be presented no later than the May 2024 Board Meeting.								
	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable (Shall not have a negative impact)	Total	Average
Number of Board Members who scored	3	6	1	1			11	
Total Score	15	24	3	2			44	4.00

Comments:

District 1- Angela Durham	This strategic planning process was extremely well orchestrated and thorough. The result is a comprehensive, challenging and robust plan with input from all stakeholders, where successful execution will position WCS well ahead of neighboring districts and at a competitive advantage as a district, offering our students greater opportunity and our teachers and staff more rewarding experiences.
District 2- Dan Cash	Time line has been presented.
District 4 Josh Brown	Mr. Golden brought together a diverse group of stakeholders and convened multiple community meetings to effectively form and kickoff the strategic plan process. He and his team have made significant progress in developing a framework for implementing each piece of the plan, which covers the priority areas laid out by the board and highlighted as important by many in our community.

District 5 Jen Aprea	It has been exciting to watch this Strategic Plan start to take shape, and based on the timeline that has been shared I'm optimistic about what this will mean for WCS's future.
District 6 Jay Galbreath	Strategic plan is in place, but the Board just received plan by the end of Spring 2024. Below my expectations, specially on the school start times discussion, which wasn't addressed at all this school year and delayed until Fall 20245
District 7 Sheila Cleveland	Mr. Golden executed the Strategic Plan, showing 28 Strategic Plan objectives, exceeding the minimum of 15 outlined in the Annual Goal and Objective.
District 9 Rick Wimberly	One of the most thorough and smooth developments of a strategic plan I've ever seen. Community collaboration was exceptional.
District 10 Eric Welch	Superintendent Golden has done a great job in keeping the “first things first” by keeping the District’s Strategic Plan on track and in the conversation to WCS can lead both today and into the future.
District 11 KC Haugh	A thorough planning process was established with all stakeholders, including a series of community meetings with strong participation and engagement. The team facilitating the plan did a great job, and the Strategic Plan was completed well ahead of schedule with great collaboration from all parties.
District 12 Drason Beasley	This has been the most informative and well-planned presentation of a strategic plan that I have ever been a part of. The collaboration between the community and staff/stakeholders was impressive, which was all spearheaded by Mr. Golden.

Observational Goals: 80%

Performance Goal 2A: Transportation Strategy & 2023 Immediate Action: A. By November 2023, submit to the Board for approval a pilot plan for a bus route area that includes route changes that might immediately positively affect bus route completion times. Reducing bus stops, increasing distances between stops, or other related methods are to be considered. Incorporate time and delivery metrics to compare the effect on students and families before and after execution.	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
	4	4	3				11	
	20	16	9				45	4.09

Comments:

District 1 Angela Durham	Jason responded well to the board's request for swift action and results related to this pilot. The result is an actionable plan for the year, demonstrating that a time limited test and tangible goals can truly bring us forward in improving our service delivery and performance as a district.
District 4 Josh Brown	Mr. Golden and his team were responsive to the concerns being raised by the board and families regarding recurring issues with transportation reliability and the length of time students were having to ride the bus. This pilot was implemented thoughtfully, and valuable information was gained to inform a more comprehensive transportation plan to be rolled out throughout the 2024-25 school year. The unknown is whether these modifications will result in any cost savings, but there is evidence from the pilot that time can be saved for students and families and our bus routes can be run more efficiently.

District 5 Jen Aprea	While it didn't free up additional drivers like we had hoped, implementing this bus pilot in Nolensville brought about a lot of positive changes in our area's transportation. Thank you for your outside the box planning on this!
District 6 Jay Galbreath	I am pleased that we are finally reviewing steps to reduce the time and number of routes. I haven't seen time and delivery metrics, but we did receive a report at a recent work session regarding the results of the pilot and the plan to expand. Would like to see more metrics regarding average time on bus and # of routes reduced.
District 9 Rick Wimberly	Again, community collaboration was exceptional. The Pilot was well-planned and conducted in appropriate places. It resulted in meaningful results/lessons learned that can be applied.
District 10 Eric Welch	The plan to consolidate and eliminate bus routes was bold action that had the potential to be divisive in the community and create hard pushback by those directly impacted. The thoughtful roll-out, community discussions, and plan adjustments avoided that as parents felt like stakeholders in the decision-making process. In addition, the implementation was handled smoothly and the results speak for themselves. This was an excellent operation from start-to-finish by the Superintendent and his staff.
District 11 KC Haugh	The pilot program was very well communicated and thoroughly reviewed and completed with an ambitious schedule. The approach for this project has been very thoughtful and appropriately reliant on significant community input with favorable results.
District 12 Drason Beasley	This was and is a major obstacle to overcome for our county. Once again, Mr. Golden and his staff set the bar high by coordinating transparent meetings in the community to ensure accurate communication with families and gather their input.

Observational Goals: 80%

Performance Goal 2B: <u>Transportation Strategy & 2023</u> <u>Immediate Action:</u> B. By May 2024, present a system-wide recommendation for improving transportation service, incorporating all identified factors, including but not limited to data obtained in the pilot, bus driver shortage strategies, external resource and stakeholder engagement, and the impact of changing school start times.	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable (Shall not have a negative impact)	Total	Average
	2	3	5		1		11	
	10	12	15		1		38	3.45

Comments:

District 1 Angela Durham	WCS in in a much stronger position now and has an adequate plan in place for addressing this ongoing challenge.
District 2 Dan Cash	Doing the best we can.
District 4 Josh Brown	The plan that was presented is well conceived and well informed by the pilot that was done in the Nolensville area. It was presented to the board by Mr. Golden at our May work session and sets and ambitious rollout for the 2024-25 school year. It's unclear at this time how engagement with external stakeholders will take shape and how bus driver shortages will be positively impacted by this plan. Clearly this will require a tremendous amount of proactive communication to families in order to be successful.
District 5 Jen Aprea	Really excited to see the results of the feasibility studies related to school start times.

District 6 Jay Galbreath	I'm sure this is a next step in the plan, outside the pilot and plan to expand the pilot, I don't see any progress on a plan to remedy driver shortage, receive stakeholder feedback, or changing start times. Goal state that these would be for Immediate Action and this has been pushed to Fall 2024
District 7 Sheila Cleveland	Implemented a successful bus stop "hub" pilot program in Nolensville during the 2023-24 school year, saving time by allowing buses to arrive at schools later in the morning and earlier in the afternoon. The selection of pilot location was based on community meetings and parent feedback. Future district-wide hub implementation has been drafted and will involve community engagement. Changing school start times are being considered and the research on the impact of this change is ongoing.
District 9 Rick Wimberly	The Transportation Strategy is particularly comprehensive with solid action steps in a wide range of areas.
District 11 KC Haugh	It was exciting to hear the results of the transportation pilot program being applied to a plan for the 24-25 school year. The stated plans and timeline to review school start times is ambitious and shows the Superintendent is willing to evaluate new ideas for continuous improvement and optimization of the educational environment.

Observational Goals: 80%

Performance Goal 3: <u>Safety Planning: Present draft safety plan to WCS Board addressing specific funding needs for 2024-2025 school year and incorporating comprehensive plan addressing all elements of safety planning, including but not limited to: access control standards, employee badge system, and cyber security by March 2024 Board Meeting.</u>	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
	2	5	4				11	
	10	20	12				42	3.82

Comments:

District 2 Dan Cash	We have continually improving on safety for years. I would suggest we take our training to the next level by replacing ALICE with the DEFEND training. Brink Fiddler has a more in depth course which includes much more first aid training in case of a school shooter.
District 4 Josh Brown	This plan was presented to the board as described in the goal, and clearly there is funding requested in the 2024-25 budget and through capital requests to address these needs. To the extent appropriate, I would have liked to see a little more detail in the plan as this is such a top of mind issue for families and staff. However, directionally the plan is what we need and the team is clearly prioritizing the safety and security of our students and our buildings.

District 7 Sheila Cleveland	Mr. Golden and his security team have done an amazing job developing and executing a Safety and Security plan. This plan is detailed and goes beyond State requirements. The following are a few examples of the security team's involvement and operations. WCS has a Threat Assessment team who works with WCSO, DA's office, Juvenile Services, and TN Department of Homeland Security. WCS has Life and Fire Safety Inspections performed by both State and Local fire inspectors. They do annual staff training on security, safety and cyber security training. The security team is continually adding and improving the physical safety and security at all schools, within the approved funding.
District 9 Rick Wimberly	Another comprehensive, professional plan covering many elements. Reflects the District's emphasis on safety and security.
District 10 Eric Welch	Student and staff safety remains a WCS priority in a constantly changing environment of on-campus and online threats. WCS remains a state leader in adjusting to these threats while retaining an environment of welcoming to our students and community.
District 11 KC Haugh	The safety planning presentation provided a comprehensive overview of current protocols and a solid plan for the future. As one example, the WCS cybersecurity is very effective and relevant. Additionally, the partnership with Perry Weather is impressive and takes the district to a new level of weather preparedness. It was great to see WCS' safety team sharing the successes and best practices at a TSBA session last November.
District 12 Drason Beasley	Mr. Golden does an excellent job ensuring that safety and security are at the forefront of every decision he makes. He is intentional about addressing all elements of safety planning openly with staff and our Board.

Demonstrable Characteristics: 20%

	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
<u>Student Achievement</u>								
	2	5	2	2			11	
	10	20	6	4			40	3.64

Comments:

District 2 Dan Cash	We are in the 2nd year of the State retention plan. The feed back from parents is not good. Problem, parents get reports from schools Aims Webb that their student is on track. Then we have TCAP and the student fails both the test and retest Notification is another issue with parents. Testing is crammed into an already packed schedule in the last week of school. Children are retesting the day before they get out of school. TCAP test results are very poor. This all needs more attention. Our ELA program is based on History books that are way over our children's heads, they can't comprehend much of what they are trying to learn. Many of the words they are expected to know are not even on their spelling list Learning needs to be fun for students especially in K-3. In my opinion we need to let our Teachers teach the basics of the reading, writing and arithmetic. Elementary should be teaching the fundamental of learning with out the incorporation of social emotional learning. Get back to basics there is plenty of time in middle school at an age they can comprehend and reason through some of the instruction. Students in Middle and High Schools are more apt to ask parents about an issue than elementary children.
District 4 Josh Brown	Mr. Golden continues to meet the high expectations of the board and our community when it comes to offering a robust curriculum and analytics of student performance. To say that this has come to expected means that a standard of excellence has been set, but it may call for a review of how to better explain and communicate more about how the curriculum and theories used by WCS are determined so that families and stakeholders are more connected to the “why” behind what we do and not just the “what.” Also, I think there is an opportunity to do and say more about what WCS is offering in the way of CTE and “non-traditional” pathways for students post graduation.
District 5 Jen Aprea	Would love to see a report on student growth over time.

District 8 Donna Clements	Would like to see more data and studies on learning styles to ensure that we are providing the best learning environment for our younger students. Should we encourage them to use screens for learning? Are we embracing all learning styles? Are we allowing them options to choose to write free hand or always use Chromebooks?
District 9 Rick Wimberly	WCS continues to excel, and that doesn't happen without superior leadership.
District 10 Eric Welch	WCS remains the standard by which other districts strive for and our students have a wide range of educational opportunities available to them as best suits their wants and needs.
District 11 KC Haugh	WCS continues to excel in this area, thanks to the Superintendent, staff, teachers, parents and especially our students, who understand and rise to meet the high expectations placed on them.

Demonstrable Characteristics: 20%

	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
Board Relationships								
	4	2	3	1	1		11	
	20	8	9	2	1		40	3.64

Comments:

District 1 Angela Durham	Jason has the most difficult subordinate/supervisor relationship of all, with 12 “bosses”. Despite 12 distinct opinions and personalities, he keeps each board member informed and engaged and proactively reaches out to explain matters that may be of interest, keeping board members up to date and in the know. He adapts as necessary to board member wishes and recommendations and takes board member feedback to heart, making changes and being open to hearing varying perspectives. He is a complete professional with all members of the board and respectful even in difficult discussions.
District 2 Dan Cash	I feel and this is my opinion, that Jason has a few board members that he confides in that fits what works for him. Example I have spoken to Jason about a situation at some of our elementary schools for a least two years, I have shared emails from many parents of examples of what is happening in different areas of the school. These emails are from parents that are volunteers that I have never had complaints about over the years. At one point I believe last August I was making a point about the diverse work force we have and I was accused of going after teachers by Jason and another Board member and told that if I had any questions legally that I should call the county attorney. That is what I have done up until just recently when all the issues at the school came to a head. There was a time when I felt free to call a Superintendent of primary and secondary schools about issues and have dialog, but I don't feel free to do so now. I truly want Jason to be a leader and not use every legal outlet to keep from leading. I believe a Superintendent should also defend his board when the opportunity arises for example during public comment many times the board has been attacked for different reasons personally and as a board, I feel it is his place to comment and defend his board. We have different groups at public speaking time with different complaints but we never hear about what's being done about it.

District 4 Josh Brown	Jason does an excellent job of communicating with the board on both important developments and regular items that are coming before the board. Jason is fair and professional in how he conducts himself when engaging with the board and with me as an individual board member. His staff is responsive and accessible to the board and seems to work together cohesively and respectfully.
District 5 Jen Aprea	Always appreciate your professional, level headed guidance.
District 9 Rick Wimberly	Mr. Golden has done well in all respects above, which is expected.
District 10 Eric Welch	As a Board member, I never feel blindsided by an occurrence within the district or that any questions I have in order to do my job effectively go unanswered. Superintendent Golden is both proactive and reactive in this regard and his information is thoroughly prepared and timely.
District 11 KC Haugh	Superintendent Golden does an exceptional job of soliciting and accepting Board feedback and is very receptive to new ideas and suggestions. His demeanor is incredibly well-suited for this role.
District 12 Drason Beasley	Mr. Golden has the respect of all board members on WCS Board. Each member knows he will support our board policy and is never critical.

Demonstrable Characteristics: 20%

	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
Community Relationships								
	1	8	1		1		11	
	5	32	3		1		41	3.73

Comments:

District 1 Angela Durham	Jason is highly engaged outside of his day to day work and involved with other districts, the mayor, the commissioners, union agents, government officials, etc. to keep informed, keep others informed, and share his own perspectives. He is 100% professional in his interactions, even when others are not. He could expand community engagement and offer more consistent town halls throughout the county, but to do so, he would need to cut back on other commitments to preserve work/life balance, as he is already stretched thin and works much too many hours. As a board, we should help find ways to delegate to staff to preserve Jason's time and keep him from spending the majority of his nights committed to school functions.
District 2 Dan Cash	Parents email and come to public speaking on many issues. I feel much of this goes by the wayside. I feel the attitude from Central office is Parents will get tired of this and quit complaining. This opinion is from many phone calls and emails.
District 4 Josh Brown	Mr. Golden is highly respected by key stakeholders in the community including local elected officials and civic/business leaders. I have witnessed first hand his engagement with these key stakeholders and know that he is seen as a good partner and resource. Opportunities for parental involvement have improved during my time on the board, and I have seen him make time to listen to parents' concerns and input on both isolated and more system-wide issues.
District 5 Jen Aprea	Always appreciate hearing Superintendent Golden speak at the Nolensville Annual Address and the State of the Schools events.

District 6 Jay Galbreath	Overall, Jason epitomizes the effective spokesman of the district and modeling the highest professional and ethical standards, as well as his work with public and private agencies. I would have chosen a 5 except I think there is plenty of room for improvement with regards to engaging parents.
District 7 Sheila Cleveland	Mr. Golden has a very good professional relationship with the Williamson County Chamber CEO, County Mayor, local fire departments, law enforcement agencies, local businesses and other superintendents around the state. He has arranged numerous public meetings to solicit parent engagement and input. He has spoken at several public events and attended numerous school events throughout the year.
District 8 Donna Clements	Appreciative of Mr. Golden's professional and effective communication with the community. As far as the funds go, I am also appreciative that he found extra 2.7m funds to help bridge the funding gap. I would prefer Mr. Golden to refrain from suggesting that teacher raises will need to be cut as a negotiating tactic as it reduces teacher morale.
District 9 Rick Wimberly	These are all exceptional areas of performance for Mr. Golden. He consistently learns and improves in all 6 areas.
District 10 Eric Welch	Superintendent Golden is responsive to community questions and concerns while maintaining positive relationships with our business community and others. One item I would encourage him to consider is pushing back harder on attacks on the system by outside groups.
District 11 KC Haugh	I continue to be impressed with working relationships Superintendent Golden fosters and maintains with many stakeholders in our community. I think it would be additionally instructive for the Board to see some of this detailed in a periodic report.
District 12 Drason Beasley	Mr. Golden is an excellent communicator. He does a wonderful job modelling the highest of professional standards. He ensures that there is always transparent communication with parents and families in our school system.

Demonstrable Characteristics: 20%

	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
Staff and Personnel Relationships								
	2	3	6				11	
	10	12	18				40	3.64

Comments:

District 1 Angela Durham	Jason is highly engaging with his staff. I would like to see even more delegation and see Jason pulled out of some of the commitments that take him away from home life. He works long hours and could benefit from more balance.
District 2 Dan Cash	Principals should have more control over their schools.
District 4 Josh Brown	Based on my observation in meetings and through other communications, Mr. Golden delegates authority appropriately and leverages the strengths and talents of his team. Based on the number of professional development days built into the calendar, it would seem there is an adequate emphasis here. My caution would be that we continue focusing on striking the right balance between professional development and classroom time, and that an appropriate assessment be done regarding the use of technology so that it is focused where most needed (both in terms of subject matter and grade level) and not overused.
District 5 Jen Aprea	It is clear to me that Jason Golden treats his staff well and respects their professionalism.
District 6 Jay Galbreath	Jason seems to be a great leader to work for, as his team respects him as a leader and he delegates work decisions to appropriate level. He is not a micro-manager and gives his senior staff autonomy to do their jobs. I'm not sure about #3 as a positive, and would consider removing that item from this section as I'm not sure how it's relevant to Staff and Personnel Relationships.

District 9 Rick Wimberly	Based on my observations, he has excelled in all areas, which is expected.
District 10 Eric Welch	The WCS central office is a team of capable professionals that work well together both collaboratively and separately within their assigned roles.
District 11 KC Haugh	I've observed consistently strong collaboration between the Superintendent and staff, highlighted regularly with excellent presentations at our Work Sessions.

Demonstrable Characteristics: 20%

<u>Facilities, Finance and Human Resources</u>	5- Significantly Above Expectations	4-Above Expectations	3-At Expectations	2-Below Expectations	1-Significantly Below Expectations	NA- Not Applicable - (Shall not have a negative impact)	Total	Average
	3	4	2	2			11	
	15	16	6	4			41	3.73

Comments:

District 1 Angela Durham	Jason's top skill is operations management. He fully understands the operation of the district and is an expert in this area.
District 2 Dan Cash	I feel he can do more about more ways to raise funds for schools. We have discussed alternative funding other than PTOs for fees and for that matter funding for the Arts and other issues for the schools. We have had suggestions to go to business world d giving tax deductions for donations. Seems like there has been no movement.
District 4 Josh Brown	Mr. Golden and team continue to do a good job of managing a system that encompasses a budget of over a half billion dollars and more than 50 schools. The board is regularly updated on the status of projects, the deliberation around the WCS budget (both internally and externally), and details regarding the development and ongoing management of the budget. My observation is that overall our buildings are well managed and maintained, and I feel well informed regarding matters relating to our budget. I have been more involved in the budget process this year than in previous years, including attending multiple county commission budget meetings. It's clear that our team has a handle on what is required to effectively manage the WCS finances and accounting and uses the resources as directed by the board. One opportunity for improvement regarding the budget would be to incorporate occasional "deeper dives" into different aspects of the budget throughout the course of the year so that all budget related matters and discussion aren't confined to a two month period in March and April. This would provide the opportunity for more analysis by the board and possibly more thoughtful discussion with other stakeholders (county commission, citizens, etc.) on allocation of resources and opportunities for potential modifications in areas not mandated or required by state or federal law.

District 6 Jay Galbreath	Jason has a great handle on the finances and operations of the district. Our facility and financial forecasting is excellent and is updated accordingly annually based on new information on growth and cost. I would like to see a deeper look into the long-term technology plans, including of 1:1 computers, as well as the software we need and use, as well as evaluating the amount of time that is appropriate for student use of the computer.
District 8 Donna Clements	As mentioned at recent budget meetings, I do think there are ways we could be more cost effective and be better stewards of our tax dollars. I am thankful that we have recently found almost 3M that will go towards the funding gap. In the future, I would like us to see more of the budget process. We need to see the budget sooner than a couple of weeks before we pass it. I recently learned that MNPS provides multiple community wide meetings to inform taxpayers how the budget is coming along. It would better demonstrate fiduciary responsibility if the Superintendent could more specifically provide detailed reasons for the very significant budget increases over the last 3 years. Simply saying it's due to "the people" doesn't allow any meaningful analysis of specific administrative payroll and teacher payroll. Also, I would like to see less screens for educational moments, especially for the younger students.
District 9 Rick Wimberly	This has been a challenging year on these five areas. Mr. Golden and his team have done exceptionally well given the resources they've been provided.
District 10 Eric Welch	Superintendent Golden has been a exemplary steward of the taxpayer's money while also advocating for WCS students and staff to have appropriate facilities to educate in and fighting teacher pay in our woefully underfunded education system in Tennessee.
District 11 KC Haugh	In an exceptionally challenging budget year, Superintendent Golden and staff have kept the Board, County Commissioners, and Mayor apprised regularly of WCS needs and challenges. The finance department led by Rachel Farmer has done an outstanding job of providing information and transparency throughout the year and particularly during the planning process, even giving the Board a high-level summary a full month prior to the budget review. When revenue uncertainty was realized, responsible adjustments were made, delivering a lean budget that covers essentials while still allowing for a much-needed pay increase for staff. Given the competitive climate and staffing shortages, we cannot cut support services and hope to attract and retain the top quality candidates our WCS families rightfully expect. Kudos to Superintendent Golden and staff for making tough decisions and presenting a fiscally sound budget.

To: Board of Education

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

RE: Proposed Budget Amendment for the 2024-2025 Budget for General Purpose School Fund

Date: June 13, 2024



The following budget amendment requires both Board and Commission approval.

GENERAL PURPOSE SCHOOL FUND:

Amendment:

Budget Amendment to reduce Board approved 24-25 General Purpose Fund Budget to **\$548,617,028** from the originally approved balance of \$566,960,603 (**\$18,313,575** total reduction). As a reminder the budget was reduced by a total of \$11,900,374 last month with an approved budget of \$555,060,228. After increasing our Fund Balance because of cutting off the current year's spending and better projections for final year-end total expenses and working with the Commission we have found a way to balance the budget by cutting another \$6,443,201. This is being done by the following steps:

1. Dependent on the Commission forgiving our current year ESCO debt payment for improving our fund balance by an additional **\$1,141,922**.
2. Removing the remainder of the high school Chromebook purchase from GP with a plan to pay from existing contingency capital funds totaling **\$3,999,800**.
3. Removing the 5 high school computer science teachers that were added due to lower demand. This is a new State graduation requirement, but now that student schedules have been mapped there is not as big of a need as we thought there could be the first year of this new requirement. **\$423,645**
4. Removing 5.5 new secretary positions that were added this year. **\$454,445**
5. Removing some of the costs of the science textbook adoption and coming back later as needed to get the funding from our fund balance. **\$1,565,311**

With the reduction of the 10.5 total staff positions, that would mean we would be net zero for added new funded positions in this year's PCR.

Staff recommends approval of the above noted budget amendment.

Budget Up-Dated Memo.docx

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

	22.23	23.24	23.24	24.25		
Row Labels	LY Actual	CY Original Budget	CY Revised Budget	Board	Reduction	Board Approved
141 - GENERAL PURPOSE SCHOOL						
Revenue	-467,332,856	-474,824,550	-505,207,694	-493,509,547		
40000 - REVENUES	-467,332,856	-474,824,550	-505,207,694	-493,509,547		
Expense	466,633,379	517,589,466	549,451,667	548,617,028	\$ (6,443,201)	\$ 555,060,228
71100 - REGULAR INSTRUCTION	219,876,102	234,386,949	243,793,251	249,010,797	\$ (1,988,956)	\$ 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	9,386,605	9,511,246		
72130 - OTHER STUDENT SUPPORT	16,623,586	19,529,229	21,588,252	20,560,571		
72210 - INSTRUCTION SUPPORT	15,186,176	16,082,761	17,026,976	16,581,271		
72215 - ALTERNATIVE SUPPORT	217,051	296,362	375,202	378,906		
72220 - SPECIAL EDUCATION SUPPORT	9,630,410	11,003,368	11,449,624	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	14,920,427	\$ (3,999,800)	\$ 18,920,227
72310 - BOARD OF EDUCATION	8,338,678	23,888,571	9,739,450	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	32,657,834	\$ (454,445)	\$ 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	23,016,609	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	28,390,963	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		
141 - GENERAL PURPOSE SCHOOL Total						
Grand Total	-699,477	42,764,916	44,243,973	55,107,481		

\$ (493,509,547) PROJECTED REVENUE
\$ (71,759,287) EST FUND BALANCE 6/12/24
\$ (565,268,834) TOTAL RESOURCES
\$ 548,617,028 EXPENSES
\$ 16,458,511 3%
\$ 565,075,538 TOTAL EXP AND 3%

\$ (193,296) NO GAP

Amendment:

**APPROPRIATING \$25.20 TRANSFERRED FROM THE SCHOOL FEDERAL PROJECTS
FUND TO THE GENERAL PURPOSE SCHOOL FUND FOR DISPROPORTIONALITY
REALLOCATION FROM IDEA**

WHEREAS, the State reallocated funding which caused an adjustment in IDEA carryover funds for disproportionality; and

WHEREAS, these funds will be used for professional development; and

WHEREAS, these funds will be provided by a transfer from the School Federal Projects fund from their IDEA appropriation from the federal government;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on June 17, 2024, approve and amend the 2023-2024 General Purpose School Fund budget as follows:

Revenue			
141.49800.P1436	Transfer in from School Federal Projects fund	\$25.20	
Expenditure			
141.72210.552400.389.90.P1436	In Service/Staff Develop.		\$25.20
	Total	\$25.20	\$25.20

School Board Vote

Yes_____ No____

Amendment:

**REALLOCATING \$10,079 FOR SUMMER LEARNING CAMPS GRANT FUNDS IN THE
GENERAL PURPOSE SCHOOL FUND 2023-2024 BUDGET FOR
SUMMER LEARNING CAMP EXPENDITURES**

WHEREAS, following the May 2024 board meeting, the State requested a change to our Summer Learning Camps application; and

WHEREAS, the expenditure category for librarians within the summer learning camps budget was moved from regular instruction to support services from the original application; and

WHEREAS, there is no financial impact;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on June 17, 2024, approve and amend the 2023-2024 General Purpose School Fund budget as follows:

Expenditures

141-71100 Regular Instruction Program

511600.000.G21LC	Teachers	\$8,640
520100.000.G21LC	Social Security	536
520400.000.G21LC	Retirement	687
521200.000.G21LC	Employer Medicare	125
521700.000.G21LC	Hybrid Stabilization	91

141-72210 Support Services Regular Instruction

518900.000.G21LC	Other Salaries & Wages	\$8,640
520100.000.G21LC	Social Security	536
520400.000.G21LC	Retirement	687
521200.000.G21LC	Employer Medicare	125
521700.000.G21LC	Hybrid Stabilization	91

TOTAL	\$10,079	\$10,079
-------	----------	----------

School Board Vote

Yes_____

No_____

Amendment:

**AMENDMENT FOR \$1,000,000 IN THE GENERAL PURPOSE SCHOOL FUND
BUDGET FOR PAID PARENTAL LEAVE REIMBURSEMENTS**

WHEREAS, the State has required paid parental leave for licensed employees; and

WHEREAS, the State is reimbursing these expenditures as long as they have funding available;
and

WHEREAS, we are projecting the costs for this leave for this year to be approximately
\$1,000,000; and

WHEREAS, this requirement occurred after the current year's budget was approved and was
not included in budgeted revenue;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting
in regular session on June 17, 2024, approve and amend the 2023-2024 General
Purpose School Fund budget as follows:

Fund Balance

141.39000	Fund Balance	\$1,000,000
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Revenue

141.40000.4669901	Parental Leave	\$1,000,000
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ACTION TAKEN:

School Board:	For ____	Against ____
Education Committee:	For ____	Against ____

06.24.Paid Parental Leave Reimbursement.docx

Amendment

AMENDMENT FOR \$621,814.10 IN THE CENTRAL CAFETERIA FUND FOR COMMODITIES

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

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

WHEREAS, we need to increase \$621,814.10 to both the revenue and expense budget lines for reporting purposes only for a total of \$1,543,532.10 for commodities revenue and expense budgets;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on June 17, 2024, approve the above noted amendment to the 2023-2024 Central Cafeteria Fund budget as follows:

Revenue

143.40000.471120.0000.00.32	USDA Commodities	\$621,814.10
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Expenditure

143.73100.546900	USDA Commodities	\$621,814.10
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Action Taken
School Board Yes ___No___



To: Board of Education

From: Rachel Farmer, Assistant Superintendent Budget and Finance

rf

RE: Copy of Resolution for 2024-2025 Capital Request

Date: June 17, 2024

In March you approved the capital request for the 2024-2025 Fiscal Year totaling **\$13,155,596**. This was subsequently approved by the Education Committee by the Education (5-1) and Budget Committees (4-1) of the County Commission. The County Commission does not formally approve the capital budget until July, and it is done so by vote on the attached resolution by the full Commission. If any amendments are made, we will bring those back to you in August for necessary adjustments.

This copy puts the capital request in resolution form only.

RESOLUTION NO. _____

Requested by: Board of Education

**RESOLUTION REQUESTING AN INTENT TO FUND FOR \$13,155,596 FOR THE WILLIAMSON
COUNTY BOARD OF EDUCATION 2024-25 CAPITAL NEEDS**

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

	Rural Debt	General Debt
Total Maintenance Department	\$2,728,300	\$1,292,400
Total Technology Department	\$4,291,250	\$3,753,646
Total General Purpose Capital	\$1,090,000	
Total 2023-24 Capital Request	\$13,155,596	

Now, THEREFORE BE IT SO RESOLVED, that the Williamson County Board of County Commissioners' meeting in regular session on July 8, 2023, approve **\$13,155,596** as noted in the projects above and attached and take the appropriate actions necessary to fund this amount.

BE IT ALSO FURTHER RESOLVED, that the County *may* fund the **\$13,155,596** in anticipation of the issuance of tax exempt bonds, with the expectation that the County will reimburse itself for any funding with the proceeds of the tax-exempt bond issues; and that this resolution shall be placed in the minutes of the Williamson County Board of County Commissioners and made available for inspection by the general public at the office thereof; and that this resolution constitutes a declaration of official intent under Treas. Reg. §1.150-2.

Commissioner 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

Williamson County Board of Education

Monitoring:

Review: Annually, in
November

Descriptor Term:

Library Materials

Descriptor Code:

4.403

Issued Date:

05/15/23

Rescinds:

4.403

Issued:

04/16/19

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

~~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.¹ 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.²

~~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.¹ 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 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;*
- (b) *Nudity, meaning the showing of the human male or female genitals, pubic area, or buttocks with less than a fully opaque covering or the showing of the female breast with less than a fully opaque covering of any portion below the top of the nipple, or the depiction of covered male genitals in a discernibly turgid state;*
- (c) *Sadomasochistic abuse, meaning flagellation or torture or physical restraint by or upon a person for the purpose of sexual gratification of either person;*
- (d) *Sexual conduct, meaning:*
- (i) *Patently offensive representations or descriptions of ultimate sexual acts (meaning sexual intercourse, anal or otherwise, fellatio, cunnilingus or sodomy), normal or perverted, actual or simulated. A sexual act is simulated when it depicts explicit sexual activity that gives the appearance of ultimate sexual acts, anal, oral or genital.*
- (ii) *Patently offensive representations or descriptions of masturbation, excretory functions, and lewd exhibition of the genitals;*
- (e) *Sexual excitement, meaning the condition of human male or female genitals when in a state of sexual stimulation or arousal;*
- (f) *Patently offensive material, meaning that which goes substantially beyond customary limits of candor in describing or representing such matters; and*
- (g) *Material appealing to the prurient interest, meaning a shameful or morbid interest in sex.*

The definitions (a-g) provided above are included solely to track specific state law requirements that become effective July 1, 2024. Should these provisions be eliminated from state law requirements, whether by legislative amendment or action of a court of competent jurisdiction, they shall be considered eliminated from this policy effective as of the date of such change in the law.

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

School librarians shall be responsible for periodically reviewing the district's library materials physically located in the school's library in line with *the above criteria*. ~~these established standards. Classroom teachers shall be responsible for periodically reviewing the library materials physically located in the teacher's classroom in line with the above criteria. these established standards.~~ *Each year, each school librarian and classroom teacher shall review a reasonable number of unique titles from at least fifteen ten percent (1510%) of the existing books materials in the library in line with the above criteria, using*

the Library Materials Decision Tree as a guide, and giving attention to selection of material that may include content described in definitions (a) – (g) above or other mature content. In addition, each librarian shall as well as undertake review when a concern about any particular existing library material book is presented by a current WCS employee, student, or parent/guardian. In addition to informally advising a librarian about any such concern, any A current WCS employee, student, and parent/guardian may also raise concerns using the Complaint/Feedback process outlined below. Classroom teachers shall be responsible for periodically reviewing the library materials physically located in the teacher's classroom in line with the above expectations schedule and criteria.

COMPLAINTS/FEEDBACK

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

1. *The individual who receives the complaint shall inform the principal, who shall advise the complainant of the selection procedures and make no commitments. request that the complainant submit a Request for Reconsideration of Library Materials form outlining the 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 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 school employee who submitted the form may request the State Textbook and Instructional Materials Quality Commission to evaluate the material, pursuant to Tenn. Code Ann. 49-6-2201. ~~The complainant may appeal the decision to the Board within (10) calendar days. The Board shall evaluate the material using the Library Materials Decision Tree as a guide and shall determine whether the material is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with, the educational mission of the school.~~

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

5. ~~Board members shall review the challenged library material(s), review the recommendation presented by the review committee, and make the determination whether the material is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with, the educational mission of the school.~~
6. ~~If it is determined that the material is not appropriate for the age and maturity levels of the students who have access to them or is not suitable for, and consistent with, the educational mission of the school, the Board shall require the school to remove the material from the library collection.~~

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

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

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

The amendments to this policy shall become effective July 1, 2024.

1

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***

Cross References

Textbooks and Instructional Materials 4.401

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



MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: June 17, 2024

RE: 2024-2025 Differentiated Pay Plan

Staff recommend the approval of the attached 2024-2025 differentiated pay plan.

Williamson County Schools

2024-25 Differentiated Pay Plan

Hard-to-Staff ☒

Performance ☐

Alternative Salary Schedule ☐

Hard to Staff (School, Subject, or Placement)	
Description	WCS offers a \$6,000 early signing bonus and a \$2,000 hiring bonus for the following hard-to-fill areas: middle/high school math, science, world language, K-12 special education, psychologists, and speech language pathologists. All teachers in hard-to-fill roles are paid a \$600 yearly retention bonus after their first year with WCS. Priority Areas: K-4 (School Psychology, Special Education, Other), 5-8 (Math, Science, School Psychology, Special Education, Other), 9-12 (Math, Science, School Psychology, Special Education, Other)
Eligibility Criteria	Certified in content/grade area To receive the above retention bonus, teachers cannot receive suspension-level discipline in the year of the payment. Current teachers who have not received a signing or hiring bonus in the current school year and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: Hard-to-fill early signing bonus $\\$6,000 \times 50 = \\$300,000$ Hard-to-fill hiring bonus $\\$2,000 \times 40 = \\$80,000$ Hard-to-fill yearly retention bonus $\\$600 \times 900 = \\$540,000$
Reach	1,212
Estimated Cost	\$920,000
Instructional Roles or Responsibilities	
Description	WCS offers instructional roles to staff to build capacity and leadership skills across the District. Responsibilities in these roles include mentoring other teachers, ensuring teacher alignment and commitment to WCS' scope & sequence, scheduling, and leading team meetings, etc. Role titles include Grade Level Chair, Building Level Teacher, Team Leader, Department Head, Testing Coordinator, Mentor, Science Facilitator, Social Studies Facilitator, PLC Leadership Team-member, Data Team-member, and RTI Team-member. Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees Using the criteria listed as a baseline, administrators have responsibility in assigning these roles and additional responsibilities.
Compensation Type and Size	Compensation is dependent on role and ranges from \$675 to \$3,500 annually.
Reach	850
Estimated Cost	\$980,770

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education

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

Other

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

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

<u>Table of Contents</u>		<u>Page</u>
Article I	Recognition	3
Article II	Management Rights	4
Article III	Association Rights	5
Article IV	Grievance Procedure	7
Article V	Salary and Supplements	10
Article VI	Benefits	13
Article VII	Leaves of Absence	16
Article VIII	Student Discipline Procedures	20
Article IX	Hours and Load	22
Article X	Educator Conduct and Disciplinary Procedures	25
Article XI	Complaints	27
Article XII	Notice of Vacancies	29
Article XIII	School Calendar	30
Article XIV	Class Size	31
Article XV	Duration	32
Appendix A-1	Teacher Salary Schedule	33
Appendix A-2	Psychologist Salary Schedule	34
Appendix B	Grievance Form	35

ARTICLE I: RECOGNITION

Section 1.1 Date & Definition

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

Section 1.2 Association Recognition

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

ARTICLE II: MANAGEMENT RIGHTS

Section 2.1 Board Rights

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

Section 2.2 Savings

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

Section 2.3 Modification of MOU

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

ARTICLE III: ASSOCIATION RIGHTS

Section 3.1 Use of Facilities

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

Section 3.2 Communications

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

Section 3.3 Visitation

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

Section 3.4 Board Agenda

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

Section 3.5 Released Time

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

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

ARTICLE IV: GRIEVANCE PROCEDURE

Section 4.1 Definitions

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

Section 4.2 General Provisions

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

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.