



Williamson County School Board Meeting

May 19, 2025 6:30 PM

Williamson County Administrative Complex - Auditorium

1. Call to Order

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

2. Items of Particular Public Interest (Public Comment)

3. Approval of Agenda

4. Approval of Consent Agenda

- a. Approval of April 21, 2025 School Board Meeting Minutes
- b. Approval of Building Modification Request for Exterior LED Sign at Franklin High School
- c. Recommendation for Field Trip Fee Requests

5. Communications to the Board

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

6. New Business

- a. 2024-25 School Board Budget
 - I. Approval of General Purpose School Fund Resolution 06.25 Custodial Supervision - \$20,000.00
 - II. Approval of General Purpose School Fund Resolution 06.25 Trustee Commission - \$300,000.00
 - III. Approval of General Purpose School Fund Resolution 06.25 ESCO Payment - \$1,163,173.88
 - IV. Approval of General Purpose School Fund Resolution 06.25 Additional Insurance Expenses - \$700,000.00
 - V. Approval of General Purpose School Fund Resolution 06.25 Additional Textbook Expenses - \$900,000.00
 - VI. Approval of General Purpose School Fund Resolution 06.25 Student Support Services Additional Expenses - \$150,000.00
 - VII. Approval of Education Capital Projects Fund Resolution 05.25 Intracategory Creekside Project Traffic Signal - \$200,000.00
- b. Board Policies - Second Reading
 - I. 4.202 Child Find and Special Education
- c. Board Policy for First and Final Reading

I. 4.7001 Semester and Final Exams

d. Board Policies - First Reading

I. 6.411 Student Wellness

e. Approval of the School Board Meeting Dates for 2025-26
(Annual Agenda Item)

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

g. Approval of 2025-26 Pay Charts

7. Adjournment



Williamson County School Board Meeting
April 21, 2025 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

Mr. Drason Beasley:	Present
Mr. Tony Bostic:	Present
Mr. Joshua Brown:	Present
Mr. Dan Cash:	Present
Mrs. Donna Clements:	Present
Dr. Dennis Driggers:	Present
Mr. Jay Galbreath:	Present
Mrs. Tonja Hibma:	Present
Dr. Margie Johnson:	Absent
Mrs. Claire Reeves:	Present
Mr. Eric Welch:	Present
Mrs. Melissa Wyatt:	Present

Present: 11, Absent: 1.

1. Call to Order

Chairman Brown called the meeting to order. He asked the Board Members to record their attendance. Brown called upon Board Member Drason Beasley to lead the Pledge of Allegiance, followed by a moment of silence.

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

2. Items of Particular Public Interest (Public Comment)

Chairman Brown called upon the following individuals to speak during public comment.

Angela Frederick spoke about reconsideration of textbook selections and seeking feedback from teachers.

Jeni Davis spoke about textbook reconsideration.

Hilary King-Werthan spoke about importance of valuing diversity.

Ragan Grossman spoke about quality of the public school teachers in our county and trusting them.

Kim Harris spoke about textbook selection.

Sarah Robinson spoke about policy 4.403 library materials.

Tony Caudill spoke about science and Psychology textbook selections.

Amie Cooke spoke about fine art supplements.

Vivian Cooke spoke about fine art supplements.

Carrie Barnard spoke about reconsideration of the textbook selection.

Genevieve Pahos spoke about curriculum.

Robert Jackson spoke about proposed changes to state education law which would allow for WCS to be able to ban undocumented students.

Emily Paisley spoke about AP Psychology textbook and 4.403 policy request.

Otis Hallbright spoke about AP Psychology textbook and 4.403 policy request.

Carolyn Browne spoke about curriculum adoption.

Becca Ripley spoke about ongoing obligation to educate all students.

3. Approval of Agenda

Chairman Brown presented the agenda for approval.

Motion Passed: Motion by Mrs. Donna Clements to approve the agenda. A second was made by Mr. Tony Bostic.

Dr. Margie Johnson: Absent

Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes

Mr. Dan Cash: Yes

Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Yes: 11, Nay: 0, Absent: 1

4. Approval of Consent Agenda

Chairman Brown presented the consent agenda for approval.

Motion Passed: Motion by Mr. Dan Cash to approve the consent agenda. A second was made by Mrs. Claire Reeves.

Dr. Margie Johnson: Absent

Mrs. Melissa Wyatt: Yes

Mr. Dan Cash: Yes

Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Mrs. Claire Reeves: Yes

Yes: 11, Nay: 0, Absent: 1

a. Approval of the March 17, 2025 School Board Meeting Minutes

b. Board Policies - Second Reading

I. 4.206 Homebound Instructions

- c. Approval of Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item)
- d. Approval to replace the casework in the reception area at Crockett Elementary
- e. Approval to replace basketball lockers at Fairview High
- f. Approval of Mill Creek Middle softball storage shed
- g. Approval to replace the monument sign at Oak View Elementary
- h. Approval to install a lighted sign on the weight room at Page High
- i. Approval to install exterior lights at Page High
- j. Approval to install bleachers at Ravenwood High
- k. Recommendation for Field Trip Fee Requests

5. Communications to the Board

a. Superintendent's Report

Superintendent Golden thanked the public speakers, especially a WCS student, Vivian for sharing her thoughts. He also thanked Vivian and her classmates from Mill Creek for their music performance before the Board meeting began. Golden reminded everyone that this is the time of the year for TCAP and end of the year testing. He agreed with the speakers that WCS does have excellent teachers who focus on a constant effort of student learning, rather than teaching. This makes WCS successful.

Golden reminded everyone of the Shining Apple Awards and thanked all the school volunteers for their support. He also reminded the Board of the Recognition Ceremony for graduates entering the Military. Superintendent Golden thanked the principals attending the meeting.

I. Student, Staff and School Spotlights

In Student Spotlights, students who placed first in the DECA State Development Conference were celebrated. Brentwood High's Callie Costantine, Elaina Fields, Allison Hoesel, Lucy Wyatt, Mikhail Jacobsen and Nicholas LeMasters were all recognized for placing first in their categories. Brentwood High's DECA chapter was also named the DECA Chapter of the Year. Their teacher is Lisa Montgomery.

Franklin High's Taylor Grant, Dorsa Taheri, Izzy Bitterman, Catherine Rivadavia and Madeline Carrico were also celebrated for placing first. Their teacher is Justin Anderson.

Page High's Chloe Liang, Mahi Nandrey and Sam Ross were also honored. Their teacher is Tristan Brown.

Ravenwood High's Srinath Narayanan, Aditya Pradeep, Kaushik Sathiyandrakumar, Hansika Dhonadula, Vivaan Rochlani, Janvi Vashishtha, Akash Ashwin, Vihaan Bussa, Shawn Humar, Rohan Kilaru, Srikar Kusumanchi, Chetan Yenigalla, Aananya Vig, Saisha Kumar, Samuel Michael, Manushri Kalasikam, Ashley Kalvala, Savannah Poynter, Ishaan Khanna, Arnav Mehta, Yug Patel and Aryan Chaitanya were also celebrated. Their teachers are Bryan Stuck and Jennifer Doak.

Several Future Farmers of America (FFA) students were also recognized for achievements at the State Convention. Page High's Kenzie Anderson, Selah Castro, Aiden Flautt, Dylan Lightfoot, Jeremiah McDougall and Greer Quick all earned their FFA State Degrees. Their classmate Abigail Berny is the Poultry Production Proficiency State Champion, and the Page High FFA chapter was named a Tennessee FFA State Superior Chapter. Their teacher is Shana Boteler.

Page Middle students also performed well at the FFA State Convention. Sebastian Agraso, Parker Darnell, Preston Laughter, Luke Mundy, Sebastian Agraso, Harper Green, Killian Carey, Toa Lemaota, Jack Paiva and Harper Green all placed first in their competitive categories. Page Middle's FFA chapter was also named a Tennessee FFA State Superior Chapter. Their teacher is Tommy Green.

HOSA students around the district also competed in their State competition recently. Franklin High's Joshua Fine, Tom Spruill and Liam Wittkopp placed first in their categories, as did Page High's Sophia Smith, Aarushi Moturi, Lily Espelet, Ella Arongino, Aslyn White, Maanit Kaushik, Allie Hamilton and Bailey Witt. Ravenwood High's Shawn Kumar was also recognized. The HOSA advisers for Franklin, Page and Ravenwood high schools are Emily Orbison, Sarah Statsenko and Michael Gerlach, respectively.

High school TV/Film students were honored for winning regional awards at the National Academy of Television Arts and Sciences (NATAS) Nashville/Midsouth Student Production Awards. Brentwood High's Sophia Andrews won both Best Fiction and Best Photographer. Brentwood High's David Ward won Best Animation/GRX/Special FX. Their teacher is Sloan Ashworth. Franklin High's Vache Rubenov won Best Commercial. His teacher is Keri Thompson. Fairview High's Anika Crow and Isaiah Brown won Best Public Service Announcement. Their teacher is Rob Gregory. Independence High's Garrett Pevelor won Best Editor. His teacher is Matt Balzer. Page High's Caiden Powers won Best Non-Fiction. His teacher is David Holt. Several speech and debate students placed first in the National Speech and Debate Association Tennessee District Tournament, including Brentwood High's Wali Sidiqyar and Joseph Johnson, Nolensville High's Jonathan Okokhere and Summit High's Armaan Semwal. The Brentwood, Nolensville and Summit high school advisers are Harriet Medlin and Matt Grimes; Brandy Weaver and Eve Farell; and Christina Cruchter, respectively.

Franklin High's Shayla Carrera won the Tennessee Association of School Librarians (TASL) Bookmark Contest. In Staff Spotlights, Ravenwood High football coach Will Hester was named the Tennessee Football Coaches Association (TFCA) 2024 6A Head Coach of the Year. Page High assistant football coach Sean Temple was named the TFCA 2024 5A Assistant Coach of the Year.

Brentwood High speech and debate coach Matt Grimes was named the Tennessee District NSDA Assistant Coach of the Year.

b. Board Chair Report

Chairman Brown reminded the Board members to submit one name for the WCS Screen - Technology Committee.

6. Unfinished Business

a. Approval of the AP Psychology Textbook Adoption Committee Recommendation

Chairman Brown called upon Superintendent Golden, who recommended approval of the AP Psychology Textbook Adoption Committee Recommendation.

Motion Passed: Motion by Mrs. Melissa Wyatt to approve. A second was made by Mr. Eric Welch.

Dr. Margie Johnson: Absent

Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes

Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

7. New Business

a. 2024-25 School Board Budget

I. Approval of General Fund Amendment 04.25 Atmos Donation - \$4,000.00

Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 05.25 Letter Grade Bonus in the amount of \$4,000,000.00.

Motion Passed: Motion by Mrs. Claire Reeves to approve. A second was made by Mrs. Melissa Wyatt.

Dr. Margie Johnson: Absent
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Yes: 11, Nay: 0, Absent: 1

II. Approval of General Fund Resolution 05.25 Letter Grade Bonus - \$4,000,000.00
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 05.25 Letter Grade Bonus in the amount of \$4,000,000.00.

Motion Passed: Motion by Mrs. Tonja Hibma to approve. A second was made by Mr. Tony Bostic.

Dr. Margie Johnson: Absent
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Yes: 11, Nay: 0, Absent: 1

III. Approval of General Fund Resolution 05.25 Reclassification due to New Account Code - \$10,119,750.00
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 05.25 Reclassification due to New Account Code in the amount of \$10,119,750.00.

Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Mr. Jay Galbreath.

Dr. Margie Johnson: Absent
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Yes: 11, Nay: 0, Absent: 1

IV. Approval of Central Cafeteria Fund Resolution 05.25 Central Cafeteria Excess Fund Balance - \$2,080,927.52

Chairman Brown called upon Superintendent Golden, who recommended approval of Central Cafeteria Fund Resolution 05.25 Central Cafeteria Excess Fund Balance in the amount of \$2,080,927.52.

Motion Passed: Motion by Mr. Drason Beasley to approve. A second was made by Mrs. Claire Reeves.

Dr. Margie Johnson: Absent
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Yes: 11, Nay: 0, Absent: 1

V. Approval of Capital Projects Fund Intent to Fund 05.25 Asphalt, Roof and HVAC - \$12,153,000.00

Chairman Brown called upon Superintendent Golden, who recommended approval of Capital Projects Fund Intent to Fund 05.25 Asphalt, Roof and HVAC in the amount of \$12,153,000.00.

Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Dr. Dennis Driggers.

Dr. Margie Johnson: Absent
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Yes: 11, Nay: 0, Absent: 1

VI. Approval of Capital Projects Fund Intent to Fund 05.25 Security Technology - \$13,815,425.00
Chairman Brown called upon Superintendent Golden, who recommended approval of Capital Projects Fund Intent to Fund 05.25 Security Technology in the amount of \$13,815,425.00.

Motion Passed: Motion by Mrs. Tonja Hibma to approve. A second was made by Dr. Dennis Driggers.

Dr. Margie Johnson: Absent
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Yes: 11, Nay: 0, Absent: 1

VII. Approval of Capital Projects Fund Intent to Fund 05.25 Hillsboro K-8 Renovation - \$3,000,000.00
Chairman Brown called upon Superintendent Golden, who recommended approval of Capital Projects Fund Intent to Fund 05.25 Hillsboro K-8 Renovation in the amount of \$3,000,000.00.

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mr. Tony Bostic.

Dr. Margie Johnson: Absent
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Yes: 11, Nay: 0, Absent: 1

VIII. Approval of Capital Projects Fund Intent to Fund 05.25 Grassland Middle Renovation - \$1,000,000.00

Chairman Brown called upon Superintendent Golden, who recommended approval of Capital Projects Fund Intent to Fund 05.25 Grassland Middle Renovation in the amount of \$1,000,000.00.

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mr. Tony Bostic.

Dr. Margie Johnson: Absent
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Yes: 11, Nay: 0, Absent: 1

b. Board Policy - First Reading

I. 4.202 Child Find and Special Education

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 4.202 Child Find and Special Education on first reading and to move this forward for further discussion.

Motion Passed: Motion by Mr. Drason Beasley to approve on first reading. A second was made by Mr. Tony Bostic.

Dr. Margie Johnson: Absent
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Yes: 11, Nay: 0, Absent: 1

c. Board Policy - Second Reading

I. 4.403 Library Materials

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 4.403 Library Materials on Second Reading with two caveats, (1), the WCS Librarians have the professional judgement that was discussed at policy committee and (2) that it contains the language in lines 21-25.

Motion Passed: Motion by Mrs. Claire Reeves to approve on second reading. A second was made by Mr. Jay Galbreath.

Dr. Margie Johnson: Absent
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Nay
Mr. Dan Cash: Nay
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Nay
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Yes: 8, Nay: 3, Absent: 1

d. Approval of 2024-25 Teacher Bonus from the State

Chairman Brown called upon Superintendent Golden, who recommended approval of 2024-25 Resolution Teacher 2000.00 Bonus from the State.

Motion Passed: Motion by Mr. Jay Galbreath to approve. A second was made by Mr. Drason Beasley.

Dr. Margie Johnson: Absent
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Mrs. Claire Reeves: Yes
Yes: 11, Nay: 0, Absent: 1

e. Tenure Recommendation of Superintendent to School Board (Annual Agenda Item)
Chairman Brown called upon Superintendent Golden, who recommended approval of the Tenure Recommendation of Superintendent to School Board (Annual Agenda Item).

Motion Passed: Motion by Mrs. Tonja Hibma to approve. A second was made by Mrs. Melissa Wyatt.

Dr. Margie Johnson: Absent

Mr. Dan Cash: Yes

Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Abstain

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes

Yes: 10, Nay: 0, Absent: 1, Abstain (With Conflict): 1

8. Adjournment

There being no further business, Chairman Brown adjourned the meeting at 8:10 p.m.

Chairperson

Superintendent



MEMORANDUM

May 7, 2025

TO: Williamson County Board of Education

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

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

RE: Franklin High School Exterior LED Sign Request

Franklin High School is requesting permission to install an LED lighted sign on the side of the building near the gymnasium. The sign is the Franklin Power F logo 7' tall. The project is fully funded by the Franklin High School Parent Association.

Staff recommends approval.

Building Modification Request

Projects over \$10,000 will be a Capital Budget item and will be placed on the 5-year request plan.

*** Required Fields**

* School: Franklin High Requested By: Edwin T. Ruff

* Justification for Request: (Ex: Increased Enrollment, Program Change, New Program Requirement)

* Campus beautification and aesthetics
* To designate gym location on campus.

* Scope of Work: Includes installation
Need maintenance to run electrical line

* Attach plans and a sketched map showing the exact location.

* Funding Source: PA Grant

* Attach proof of available funding for total project amount.

* Estimated Cost (Attach quotes): \$3500.00

* Principal Signature: [Signature] Date: 4/15/20

Principal, send this completed form and attachments to your Assistant Superintendent.

This section to be completed by Central Office staff.

Ass't Superintendent Signature: _____ Date: _____

(After reviewing, please send this form and attachments to the Director of Facilities & Construction)

Requires WCS Board Approval: Yes No

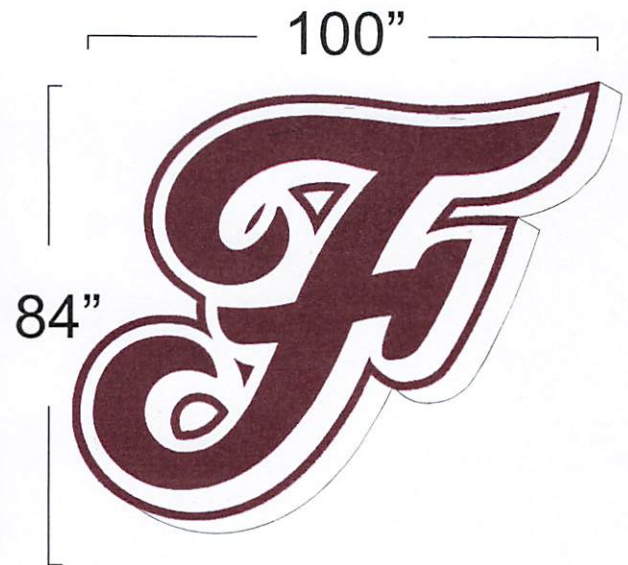
Director of Facilities & Construction Comments: _____

Director of Facilities & Construction Signature: _____ Date: _____

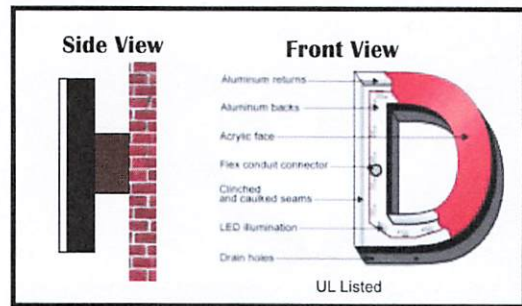
Forwarded to Maintenance by Director of Facilities & Construction on _____ Date: _____

Maintenance Recommendations: _____

Director of Maintenance Signature: _____ Date: _____



Channel Letter Logo
Aluminum Construction
Impact resistant Poly Face
Digital printed face
LED internal lighting
12 volt LED power supply
120 Volt / 1.5 amp



Project Cost
Includes Fabrication & Install
\$3500.00



930 N. BROADWAY, PORTLAND, TN 37148

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

Trip ID	Origin	Trip Date	Requested Date	Approved	Cost	Trip Name	Trip Type	Activity Type	#	Destination
4775	Brentwood Middle	06/17/2025	06/20/2025	05/05/2025	Over \$100 No Driver	Varsity Cheer Summer Camp - COPY	ATHLETIC OVERNIGHT	Varsity Cheer		University of TN
Notes/Fees	<i>Each student will drive with parent to and from the camp. Cheerleaders will stay on UTK campus. Camp cost \$469.00 per cheerleader. Fundraiser will be processed and parent donations will cover cost of camp.</i>									
4577	Centennial High	06/09/2025	06/12/2025	04/11/2025	Over \$100 No Driver	UDA Dance Camp	ATHLETIC OVERNIGHT	Dance Team	14	Mississippi State University
Notes/Fees	<i>Cost is \$479 per student. Team fundraising will be used to cover this cost.</i>									
4670	Franklin High	06/18/2025	06/22/2025	04/22/2025	Over \$100 No Driver	HOSA International Conference	ACADEMIC OVERNIGHT	CTE - HOSA	10	Garylord Opryland Resort and Convention Center
Notes/Fees	<i>Parents will provide transportation. The conference is at the Opryland Resort and Convention Center, but I do not yet know what hotel we will be assigned to. https://hosa.org/wp-content/uploads/2025/02/2025-HOSA-ILC48Guide-PBP-v12.pdf</i>									
4416	Page High	08/30/2025	08/31/2025	03/21/2025	Over \$100 PER STUDENT	Annual Rafting trip	ACADEMIC OVERNIGHT	9th-12th Grade	50	Outland Expeditions
Notes/Fees	<i>rafting and lodging expense</i>									
4625	Page HS - CTE Paid	06/09/2025	06/13/2025	04/16/2025	Over \$100 PER STUDENT	FFA Camp	CTE OVERNIGHT	CTE - FFA	6	Camp Clements
Notes/Fees	<i>We need a bus please. School Nurse will be notified.</i>									

Wednesday, May 07, 2025

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION AMENDING THE 2024-2025 GENERAL PURPOSE SCHOOL FUND BUDGET
\$20,000 FOR ADDITIONAL EXPENDITURES FROM EXISTING REVENUE FUNDS**

WHEARAS, there has been a higher demand for long-term use of our facilities specifically with churches; and

WHEARAS, additional funds are needed to cover wage and benefit costs associated with building supervision; and

WHEREAS, there is a direct correlation between fees collected and expenses associated with building supervision;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 9, 2025, approve and amend the **2024-2025** General Purpose School Fund budget in the following manner:

Revenue			
141.4000.441200.610	Lease/Rental – Comm Custodial	\$20,000	
Expenditure			
141.73300.518915	OSW-Custodial/Supervisory		\$20,000

Commissioner Sean Aiello

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION APPROPRIATING \$300,000 IN THE GENERAL PURPOSE SCHOOL FUND
BUDGET FROM CURRENT REVENUES FOR RELATED TRUSTEE COMMISSION**

WHEREAS, there is a need for an additional **\$300,000** in the trustee commission line item due to the actual revenue for property taxes exceeding budgeted amounts; and

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

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 9, 2025, amend the **2024-2025** General Purpose School Fund budget in the following manner:

Revenue 141.40000.401100	Property Tax Collections	\$300,000	
Expenditures 141.72310.551000	Trustee Commission		\$300,000

Commissioner Sean Aiello

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION TO TRANSFER FUNDS TO THE RURAL AND GENERAL DEBT SERVICE
FUNDS TO PAY PRINCIPAL AND INTEREST ON
ENERGY SYSTEMS CONSERVATION DEBT \$1,163,173.88**

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

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

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Commission meeting in regular session on June 9, 2025, approve the following funds and amend the **2024-2025** General Purpose School Fund as follows:

Revenue 141.39000	Fund Balance	\$1,163,173.88
Expenditures Increase 141.82330.562000.510	Debt Service Contributions to Primary Government	\$1,163,173.88

Commissioner Sean Aiello

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION APPROPRIATING \$700,000 IN THE 2024-2025 GENERAL
PURPOSE SCHOOL OPERATING BUDGET FOR
LIABILITY, WORKERS COMP AND PROPERTY INSURANCE CLAIMS**

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

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

WHEREAS, we will fund this need from fund balance;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 9, 2025, approve and amend the **2024-2025** General Purpose School Fund operating budget in the following manner:

Revenue			
141.39000	Fund Balance		\$700,000
Expenditure			
141.72310.550600	Liability/Excess Risk		\$ 300,000
141.72310.551300	Workers Comp Ins		200,000
141.72610.550200	Building and Content		200,000
			\$700,000

Commissioner Sean Aiello

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION AMENDING THE 2024-2025 GENERAL PURPOSE SCHOOL BUDGET
\$900,000 FOR ADDITIONAL TEXTBOOK EXPENSES**

WHEREAS, there is a need for additional textbook expenses in that this line was reduced during the prior year budgeting process; and

WHEREAS, it was hard to budget the exact cost of new textbooks due to the uncertainty of which books would be adopted; and

WHEREAS, we will fund these needs through fund balance;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 9, 2025, approve and amend the **2024-2025** General Purpose School Fund budget in the following manner:

Revenue			
141.39000	Fund Balance		\$900,000
Expenditures			
141.71100.544935.449	Textbooks - Elementary		\$900,000

Commissioner Sean Aiello

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION AMENDING THE 2024-2025 GENERAL PURPOSE SCHOOL BUDGET
\$150,000 FOR ADDITIONAL SPECIAL EDUCATION EXPENSES**

WHEREAS, the Student Support Services Department has a need to provide translation services for students and the budget needs to be increased to cover the demand; and

WHEREAS, due to mapping of services throughout the district there is an increased need for mileage reimbursement; and

WHEREAS, there are sufficient funds within the Student Support Services contracts with private agencies line to cover the other contracted services and mileage costs;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on June 9, 2025, approve and amend the **2024-2025** General Purpose School Fund budget in the following manner:

Expenditure

141.72200.535500.389	Mileage Mileage	\$ 25,000
141.72200.539900.389	Other Contracted Services	\$125,000

Expenditure

141.71200.531200.389	Contracts With Private Agencies	\$150,000
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Commissioner Sean Aiello

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers Anderson, County Mayor

Date

To: Board of Education
From: Rachel Farmer, Chief Financial Officer *rf*
RE: Intra-category transfer – Creekside Traffic Signal
Date: May 15, 2025



The original Creekside project included the need for a traffic light to be added at Gosey Hill. This piece of the project was not completed prior to closing out the project accounts. We have funding that was put into the General Contingency Fund that can be reallocated back to this project to begin engineering work.

From: 177.91300.579910.510.00.R4925	Contingency	\$200,000
To: 177.91300.539900.610.00.R3184	Other Contr. Services	\$ 200,000

**ACTION TAKEN
SCHOOL BOARD**

Yes____ No____



POLICY REVIEW OR CREATION REQUEST

This form will be completed for all new policies and all recommendations for revisions to or deletions of policies of the Williamson County Board of Education. Attach any information which would be helpful to understand the proposed changes or actions.

Recommended by: Staff General Counsel Board Member _____ Tony Bostic _____

Date Submitted to General Counsel: _____ March 28th 2025 _____

Recommendation: add , revise , or delete the following Policy number(s) and title(s):

4.202 Special Education

Brief summary of the proposed addition or changes:

Pg 2 line 2 – change language of bullet point 3 to state: *“Interactive planning sessions shall be facilitated with special education and general education teachers, paraprofessionals, and parents or guardians regarding each student’s IEP and in order to ensure a parent’s right to meaningful participation.”*

Pg 2 after line 4 – insert new bullet point language: *“WCS shall notify a student's parent or guardian at least 10 days before the student's individualized education program (IEP) meeting to ensure that the parent or guardian has an opportunity to attend, unless the parent or guardian and a representative of WCS mutually agree to meet prior to 10 calendar days in accordance with rules promulgated by the state board of education.”*

Pg 2 after line 4 – insert another new bullet point language: *“WCS shall provide the following to the parent or guardian of the student who is the subject of the IEP team meeting, at least 48 hours prior to such meeting:*

- (A) A copy of any and all student evaluation reports that are to be used in the determination of the student's eligibility for special education or in the development of the draft IEP.*
- (B) A copy of the student's draft IEP, unless the student's parent or guardian provides written notice to the LEA more than 48 hours prior to the scheduled IEP meeting declining the parent's or guardian's right to receive a copy of the draft IEP.”*

Pg 2 after line 4 – insert another new bullet point language: *“WCS shall establish and maintain Service Delivery Logs (SDL) to document the provision of all special education services as outlined in the student’s IEP, including but not limited to, direct instruction, consultation services, and related services. The log must include the following information for each service session:*

- *Date of Service*
- *Start and End Time of Service*
- *Duration (in minutes)*

- *Brief Description of Service Delivered*
- *Name of Staff Member(s) Providing the Service including signature or initials*
- *Location of Service (if applicable)*
- *Any Notes or Comments (e.g., adjustments, student progress, etc.)*

Should there be any deviation from the scheduled service time or schedule (either over- or under-provision), it must be documented with a brief explanation. All special education services must be provided in accordance with the student’s IEP, ensuring that the specified minutes for each service are met consistently throughout the academic year. SDLs should be regularly reviewed by the special education team to ensure full compliance with IEP goals and service delivery. Responsibility for maintaining SDLs belongs to the staff member delivering the service to maintain accurate, timely, and complete logs. SDLs should be maintained for a minimum of 3 years from the date of service delivery, and logs must be accessible to authorized personnel, including special education coordinators, administrators, and parents/guardians when appropriate.”

Brief justification of why additions or changes needed or required:

To update our current policy to comply with new state law HB0861/SBSB1073. Also adding in language for Service Delivery Logs to ensure transparency and protection for WCS.

Staff analysis of the proposed addition or changes in terms of the following:

Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Tony Bostic

3/28/25

Name of Individual Submitting Policy for Review

Date

Williamson County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Child Find and Special Education	Descriptor Code: 4.202	Issued Date: 04/16/19
		Rescinds: 4.202	Issued: 06/18/01

1 *CHILD FIND*

2 *Child Find is a component of the Individuals with Disability Education Act (IDEA) that requires*
3 *school districts to identify, locate and evaluate all children with disabilities ages 3 to 21 who need*
4 *early intervention services or special education services. It is a continuous process of public awareness*
5 *activities, screenings, and evaluations to locate, identify, and refer children as early as possible.*
6 *Williamson County Schools performs a countywide Child Find.*

7 *SPECIAL EDUCATION*

8 The Board shall provide access to a free appropriate public education to all disabled children ages 3-21,
9 inclusive, residing within the jurisdiction of the school system. The plan for implementation of
10 appropriate instruction and special education services shall be in accordance with the current *Rules,*
11 *Regulations, and Minimum Standards for the Operation of the School System* of the *Tennessee* State
12 Board of Education² and state³ and federal⁴ law.

13 The Board shall develop and periodically update a local plan for providing special education services
14 for disabled students. Specifically, the Board shall ensure the following:

- 15 1. All disabled children living within the school system receive a free and appropriate public
16 education and the services to meet their unique needs; and
17
- 18 2. The rights of disabled children and their parents are protected.

19 The Board recognizes that in order to serve the needs of students with disabilities a variety of
20 instructional strategies and related services must be made available within the school system. The Board
21 strongly supports the need to establish special education services and supports within the school district
22 and offers programs across the entire county.

23 The Board believes that services to students with disabilities must be coordinated with other programs
24 and that shared responsibility must be taught in the framework of the general education classrooms.
25 Students with disabilities must be taught in framework of the general education curriculum. General
26 education, career and technical education and special education staff shall strive to coordinate their
27 services as designated in each student's Individualized Education Plan (IEP), in order to meet the needs
28 of each student who is eligible for special education supports and services.

29 The Board supports efforts toward the integration of students with disabilities into general classrooms,
30 believing that integration leads to better educational and social opportunities for all children, greater

1 respect for and understanding of individual differences and an easier assimilation into society with
2 greater success upon the completion of formal public education.

3 The Board shall ensure that the instructional needs of all students are met. This policy is to establish
4 equitable and educationally sound placement for all students, including students with disabilities, in
5 every classroom.

6 ***PARENTAL/GUARDIAN NOTIFICATION AND ACCESS TO CERTAIN DOCUMENTS⁵***

7 *WCS shall notify a parent/guardian of a student at least ten (10) calendar days before the student's*
8 *individualized education program (IEP) meeting to ensure that the parent or guardian has an*
9 *opportunity to attend, unless the parent or guardian and a representative of WCS mutually agree to*
10 *meet prior to ten (10) calendar days.*

11 *WCS shall provide the following to the parent/guardian of the student who is the subject of the IEP*
12 *team meeting, at least forty-eight (48) hours prior to such meeting:*

13 *1. A copy of the student's evaluation report that is to be used in the determination of the*
14 *student's eligibility for special education or in the development of the draft IEP; and*

15 *2. If WCS creates a draft IEP for the student prior to the IEP team meeting, then a copy of*
16 *the student's draft IEP, unless the student's parent/guardian provides written notice to WCS*
17 *more than forty-eight (48) hours prior to the scheduled IEP meeting declining his/her right to*
18 *receive a copy of the draft IEP.*

19 ***FREE AND APPROPRIATE PUBLIC EDUCATION (FAPE)***

20 To ensure the provisions of a free appropriate public education (FAPE) according to state law and the
21 Individuals with Disabilities Education Act (IDEA) are being met, our district proposes the following:

- 22 1. Education placement decisions for all student, including students with disabilities, shall be
23 made based on the instructional needs of the students;
- 24 2. Joint staff development and training shall be provided for general education and special
25 education teachers (models, strategies and interventions) for maintain an inclusive classroom;
- 26 3. ~~Interactive planning sessions~~ ***Collaboration*** shall be facilitated with special education and
27 general education teachers as well as paraprofessionals, ***and parents/guardians*** regarding
28 student's IEP;
- 29 4. Training shall be provided for general education teachers on modifications and
30 accommodations to the IEP;
- 31 5. All students in the general education classroom shall have access to the standard textbooks and
32 instructional materials used in the class with alternative or supplemental materials provided as
33 needed.
- 34 5. All students in the general education classroom shall have access to the standard textbooks and
35 instructional materials used in the class with alternative or supplemental materials provided as
36 needed.
- 37 5. All students in the general education classroom shall have access to the standard textbooks and
38 instructional materials used in the class with alternative or supplemental materials provided as
needed.

- 1 6. Resources, supports, supplemental aid and materials shall be provided to help students progress
2 in the general curriculum and be successful in the general education classroom (e.g. assistive
3 technology devices and services, paraprofessional support, adaptation in the classrooms, etc);
4
5 7. Needed technical assistance shall be provided to general education teachers in order to address
6 the needs of individual students; and
7
8 8. Training for paraprofessionals is provided to ensure that they acquire the knowledge and skills
9 necessary to assist students in the general education classroom.
10

11 The Board adopts the state and federal regulations in order to implement the provision of special
12 education and related services. This is to ensure compliance with state and federal regulations in
13 providing special education supports and services.

14

Legal References

1. *Education of Individuals with Disabilities, 20 USCA Sections 1400-1485; 34 CFR § 300.111; TRR/MS 0520-01-09*
2. TRR/MS 0520-01-09
3. TCA 49-10-101 et seq.
4. Education of Individuals with Disabilities, 20 USCA Sections 1400-1485; Section 504 of the Rehabilitation Act of 1973
5. *Public Acts of 2025, Chapter No. ____*

Cross References

Compulsory Attendance Ages 6.201
Alternative School Program 6.319
Student Communicable Diseases 6.403
Acquired Immune Deficiency Syndrome 6.404



POLICY REVIEW OR CREATION REQUEST

This form will be completed for all new policies and all recommendations for revisions to or deletions of policies of the Williamson County Board of Education. Attach any information which would be helpful to understand the proposed changes or actions.

Recommended by: Staff General Counsel Board Member _____

Date Submitted to General Counsel: ___ N/A _____

Recommendation: add , revise , or delete the following Policy number(s) and title(s):

Policy 4.7001 Semester and Final Examinations

Brief summary of the proposed addition or changes:

The State Board of Education updated regulation 0520-01-03-.03(10)(d). That provision of the regulation now states that the weight of the examination on the student's final course grade in grades nine (9) through twelve (12) shall be determined by the LEA from a range of not less than five percent (5%) and not more than fifteen percent (15%). Staff recommends updating the language to fifteen percent (15%).

Brief justification of why additions or changes needed or required:

Legal compliance with State Board of Education regulation 0520-01-03-.03(10)(d).

Staff analysis of the proposed addition or changes in terms of the following:

Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks

Name of Individual Submitting Policy for Review

4/29/25

Date

Williamson County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Semester and Final Examinations	Descriptor Code: 4.7001	Issued Date: 09/21/20
		Rescinds: 4.7001	Issued: 06/17/19

1 Appropriate written examinations shall be developed and administered to students. Examinations may
2 be in the form of written tests, student projects, portfolio, or other assessment measures as established
3 by the professional educators. Examination results shall be recorded by the professional staff.

4 The professional staff shall continuously endeavor to ensure that all examinations are consistent with
5 course goals and relevant in content and ensure that grades are consistent with content standards.

6 The Principal shall be responsible for storing copies of all student semester and final examinations for
7 at least six months after the examination is administered.

8 All students in high school courses will take comprehensive final exams. State mandated End of
9 Course Examinations will serve as the final exam. Grades will incorporate these exam results *at a*
10 *weight of fifteen percent (15%) of the semester grade.*¹ ~~the minimum weight allowed by the~~
11 ~~Tennessee State Board of Education.~~

12 No exam may be administered before the scheduled exam day. An exam may be administered after the
13 scheduled exam day with the Principal's approval.

14 ~~The provision of this policy set forth below shall be effective July 1, 2019.~~

15 Semester and final exams in a subject shall not be required for those high school seniors who have
16 maintained an A average in that subject, no unexcused absences, and have not been suspended during
17 the semester. Absences may be excused by the Principal pursuant to the standards of Board Policy
18 6.200, Attendance. Unless mandated by the State of Tennessee, seniors who meet the criteria for
19 exemption are not required to take the final exam. Teachers will report the number of exempt students
20 for each course to their Principal.

Legal References

1. [TRR/MS 0520-01-03-.03](#)

Cross References

Field Trips 4.302
Attendance 6.200

Williamson County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Wellness	Descriptor Code: 6.411	Issued Date: 01/18/22
		Rescinds: 6.411	Issued: 01/18/22

1 The Board recognizes the value of proper nutrition, physical activity, and other health-conscious
2 practices and the impact that such practices have on student academic achievement, health, and well-
3 being. In order to provide an environment conducive to overall student wellness, this policy shall be
4 followed by all schools in the district.¹

5 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

6 All schools shall implement the Centers of Disease Control and Prevention's (CDC) Coordinated
7 School Health (CSH) approach to managing new and existing wellness related programs and services
8 in schools and the surrounding community based on state law and State Board of Education CSH
9 standards and guidelines. The school district's Coordinated School Health Coordinator shall be
10 responsible for overseeing compliance with State Board of Education CSH standards and guidelines in
11 the school district.

12 **SCHOOL HEALTH ADVISORY COUNCIL^{2,3}**

13 A school district health advisory council shall be established to serve as a resource to schools for
14 implementing policies and programs and develop an active working relationship with the county health
15 council. The council shall consist of individuals representing the school and community, including
16 parents, students, teachers, school administrators, health professionals, school food service
17 representatives, and members of the public. The primary responsibilities of the council include, but are
18 not limited to:

- 19 1. Developing, implementing, monitoring, reviewing, and as necessary, making recommendations
20 as to physical activity and nutrition policies;
- 21 2. Ensuring all schools within the school district create and implement an action plan related to all
22 School Health Index modules;
- 23 3. Ensuring that the results of the action plan are annually reported to the council; and
- 24 4. Ensuring that school level results include measures of progress on each indicator of the School
25 Health Index.

26
27 The State Board of Education's Coordinated School Health and Physical Activity policies shall be used
28 as guidance by the council to make recommendations. The Board will consider recommendations of
29 the council in making policy changes or revisions.
30
31

1 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents,
2 community members, and administrators.² The Team will hold Healthy School Team meetings during
3 the school year to assess needs and oversee planning and implementation of school health efforts. The
4 Superintendent of Schools/designee will ensure compliance with the school wellness policy, to include
5 an assessment of the implementation of the wellness policy and the progress made in attaining the
6 policy goals. The assessment will be made available to the public.

7 **COMMITMENT TO NUTRITION**

8 All schools within the district shall participate in the USDA child nutrition programs, which may
9 include but not be limited to, the National School Lunch Program, the School Breakfast Program, the
10 Summer Food Service Program, and the After School Snack Program.^{4,5,6}

11 Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate
12 time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be
13 encouraged. All food including vending machines, fundraising items, and concessions shall meet
14 guidelines set forth by the Healthy, Hunger-free Kids Act of 2010 and Smart Snacks in Schools.^{4,5,6}
15 The principal/designee shall be responsible for overseeing the school district's compliance with the
16 State Board of Education rules and regulations for sale of food items in the school district.^{2,5,6}

17 **DISTRICT GOALS**

18 The school district will promote healthy nutrition through various activities, including nutrition related
19 newsletters, informational links on the school district website, healthy eating posters and bulletin
20 boards in dining areas, and informational booths at various community functions. Nutrition education
21 will be offered as part of a standards-based program designed to provide students with the
22 knowledge and skills needed to promote and protect their health as outlined in the State Board of
23 Education Health Education and Lifetime Wellness Standards. Nutrition education will discourage
24 teachers from using high fat, sugar, and sodium foods as rewards and encourage students to start each
25 day with a healthy breakfast.

26 **COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION⁷**

27 The Board recognizes that physical activity is extremely important to the overall health of a child.
28 Schools shall support and promote physical activity. Physical activity may be integrated into any areas
29 of the school program.

30 Physical education classes shall be offered as part of a standards-based program designed to provide
31 developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All
32 physical education classes shall comply with the State Board of Education's Physical Education
33 Standards.

34 ~~In addition to the school district's physical education program, non~~ *Unstructured* physical activity
35 periods shall be offered *in addition to the school district's physical education program* as required by
36 state law. *The unstructured physical activity periods must include play outside if weather permits.*
37 *Elementary school students shall receive a minimum of forty-five (45) minutes of physical activity*
38 *each full school day. Middle and high school students shall receive a minimum of ninety (90)*
39 *minutes of physical activity each full school week.*

1 *The following activities shall not be considered physical activity: walking to and from class, time*
2 *spent on an electronic device, and time spent in a physical education class.*

3 ~~Schools shall continue to offer after-school sports and activities. Physical activity shall not be~~
4 ~~employed as a form of discipline or punishment during the school day.~~ *Physical activity shall not be*
5 *withheld from a student or employed during the school day as a form of discipline or punishment.*

6 *Schools shall continue to offer after-school sports and activities.*

7 **COMMITMENT TO CURRICULUM³**

8 All applicable courses of study shall be based on State-approved curriculum standards.

9 **SCHOOL HEALTH INDEX³**

10 All schools within the district shall annually administer a baseline assessment on each of the
11 recommended School Health Index modules. Results shall be submitted to the School Health Advisory
12 Council and reported to the Tennessee Department of Education.

13 **RECORD KEEPING COMPLIANCE**

The school district's Coordinated School Health Coordinator shall ensure that records demonstrating compliance with community involvement requirements are maintained. The Coordinated School Health Coordinator shall additionally document that the school wellness policy and triennial assessments are made available to the public.⁸

Legal References

1. TCA 49-6-1022
2. State Board of Education Policy 4.204
3. State Board of Education Policy 4.206
4. 42 USCA § 1758b
5. TRR/MS 0520-01-06
6. 7 CFR § 210; 7 CFR § 220
7. TCA 49-6-1021; *Public Acts of 2025, Chapter No.*
8. 7 CFR § 210.31(f)

2025-2026 School Board Meeting Calendar

Policy Committee	Work Session	Board Meeting
August 4, 2025	August 14, 2025	August 18, 2025
September 2, 2025 (Tuesday)*	September 11, 2025	September 15, 2025
September 29, 2025	October 16, 2025	October 20, 2025
November 3, 2025	November 13, 2025	November 17, 2025
December 15, 2025*	January 15, 2026	January 20, 2026 (Tuesday)*
February 2, 2026	February 12, 2026	February 17, 2026 (Tuesday)*
March 2, 2026	March 19, 2026*	March 23, 2026*
April 6, 2026	April 16, 2026	April 20, 2026
May 4, 2026	May 14, 2026	May 18, 2026
June 1, 2026	June 11, 2026	June 15, 2026
August 3, 2026	August 13, 2026	August 17, 2026

Unless otherwise noted

- Policy Committee Meetings are on the first Monday of the month at 6:00 p.m.
- Work Sessions are on second Thursday of the month at 6:00 p.m.
- Board Meetings are on the third Monday of the month at 6:30 p.m.

- * Date changed due to school holidays

Board Approval Date

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 7, 2025

RE: PECCA Recommendation – MOU for 2025-2028

The PECCA Representatives have concluded their review and creation of the 2025-28 Memorandum of Understanding (MOU) and are recommending it for approval.

The attached document summarizes the substantive changes from the prior MOU. The full MOU is included in the digital Board Packet.

Staff recommends approval.

MEMORANDUM OF UNDERSTANDING
Summary of Changes

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 **or full-time** position for the Association president funded by the Association as approved by the District Superintendent.

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 **via email or Employee Access**.

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		\$1,350	
ACT Programming Lead (High)	\$700	Elementary Grade Level Chair/BLT	\$1,400
DECA, HOSA (High)	\$700	Library Lead	\$1,400
FFA (Middle)	\$700	Team Leader Middle	\$1,400
Robotics Team (Middle & High)	\$700		
Science Facilitator	\$700		
Social Studies Facilitator	\$700		
SORA Library Lead (Middle & High)	\$700		
Teacher Mentor	\$700		
CTSOs (High) attending state/national competitions	\$700		
\$1,925		\$2,525	
Band Director Middle	10%	Orchestra High	7%
Orchestra Middle Orchestra	6%	Chorus High	7%
		CTE Childcare Director	\$2,625
Choir Middle	6%	\$5,000	

Drama Middle	7%	Drama High	10%
Choir Elementary	4%		
\$2,000		\$3,000	
Testing Coordinator, Elem & Middle	\$2,125	Testing Coordinator, High	\$3,125
		ISS Lead (Middle)	\$3650
\$3,500		17% (BS + Experience as a Band Director)	
Department Head High	\$3,650	Band Director High	18%
Online Class Teacher (per sem course)	\$3,650		
SSS Team Lead	\$3,650	\$8,000	
		Assistant Band Director High	10%

The above chart is proposed and contingent on County Commission and Board approval of the budget.

Supplements that require an active teaching license will receive experience for their supplement based upon the approved years of teaching experience as recorded with TNDOE and verified by WCS. The supplement percentage is based on the BSNH teacher pay lane.

Section 9.3 Planning Time

- a. The Board shall provide each elementary and middle school educator with **two hundred and twenty-five (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~~ **duties**. ~~Two and a half (2 ½) hours~~ **One hundred and fifty (150) minutes** 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~~ **duties**. ~~Two and a half (2 ½) hours~~ **One hundred and fifty (150) minutes** 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.

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, **not counting weekends**, of the said conference **and subsequent interviews on the same topic that could lead to discipline**, while the educator shall have the right to have an Association **or other** 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.

MEMORANDUM OF UNDERSTANDING
2025-28

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

Memorandum of Understanding

2025-2028

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ARTICLE I: RECOGNITION

Section 1.1 Date & Definition

This Memorandum of Understanding (MOU) is entered into this 16th day of June 2025 for the 2025-2028 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 or full-time position for the Association president funded by the Association as approved by the District Superintendent.

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

ARTICLE IV: GRIEVANCE PROCEDURE

Section 4.1 Definitions

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

Section 4.2 General Provisions

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

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

Section 4.3 Procedures

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

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

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

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

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

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

ARTICLE V: SALARY AND SUPPLEMENTS

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

Section 5.1 Salary Schedule

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

Section 5.2 Method of Payment

- a. Except for the first month of the school year, educators shall have regular pay days each month on the 15th and end of the month. If the regular pay day comes before educators have worked ten (10) days during that school year, the first pay period for that school year will be the next regular pay day.
- b. Educators shall receive notice of all payments via email or Employee Access.
- 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.

ACT Programming Lead (High)	\$700	Elementary Grade Level Chair/BLT	\$1,400
DECA, HOSA (High)	\$700	Library Lead	\$1,400
FFA (Middle)	\$700	Team Leader (Middle)	\$1,400
Robotics Team (Middle & High)	\$700	CTE Childcare Director (High)	\$2,625
Science Facilitator	\$700	Testing Coordinator (Elem & Middle)	\$2,125
Social Studies Facilitator	\$700	Testing Coordinator (High)	\$3,125
SORA Library Lead (Middle & High)	\$700	ISS Lead (Middle)	\$3,650
Teacher Mentor	\$700	Department Head (High)	\$3,650
CTSOs (for those attending state/national competitions)	\$700	Online Class Teacher (per sem course)	\$3,650
		SSS Team Lead	\$3,650
Orchestra (Middle)	6%	Orchestra (High)	7%
Choir (Middle)	6%	Chorus (High)	7%
Drama (Middle)	7%	Drama (High)	10%
Band Director (Middle)	10%	Band Director (High)	18%
Choir (Elementary)	4%	Assistant Band Director (High)	10%

The above chart is proposed and contingent on County Commission and Board approval of the budget.

Supplements that require an active teaching license will receive experience for their supplement based upon the approved years of teaching experience as recorded with TNDOE and verified by WCS. The supplement percentage is based on the BSNH teacher pay lane.

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 two hundred and twenty-five (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 duties. One hundred and fifty (150) minutes 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 duties. One hundred and fifty (150) minutes 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, not counting weekends, of the said conference and subsequent interviews on the same topic that could lead to discipline, while the educator shall have the right to have an Association or other 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 twenty (20) 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 fifteen (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, 2025, and except as otherwise provided herein, will continue, and remain in full force until June 30, 2028.

Approved by the Board of Education on the 16th day of June 2025.

WILLIAMSON COUNTY BOARD OF EDUCATION

By: _____
Josh Brown, School Board Chairperson

By: _____
Jason Golden, Superintendent

Submitted per PECCA:

Angela Frederick, Chief Employee Representative

Leigh Webb, Chief BOE Representative

APPENDIX A-1

PROPOSED - CONTINGENT ON COUNTY COMMISSION & BOARD APPROVAL

2025-2026 Teacher Salary Schedule
200 Day Contract
PROPOSED

	BSNH	MA	MA30	EDS	PHD/EDD
0	51,102	56,831	57,410	61,416	61,993
1	52,104	57,946	58,535	62,620	63,208
2	53,150	58,466	59,055	63,140	63,780
3	53,646	59,017	59,607	63,742	64,386
4	54,179	59,601	60,197	64,429	65,024
5	54,715	60,192	60,794	65,066	65,669
6	55,259	60,789	61,397	65,709	66,320
7	55,805	61,391	62,005	66,362	66,976
8	56,358	61,999	62,620	67,020	67,640
9	56,917	62,612	63,240	67,683	68,310
10	57,482	63,234	63,867	68,347	69,007
11	58,057	63,919	65,031	69,049	70,275
12	59,218	64,859	66,335	70,206	71,680
13	60,401	66,155	67,661	71,609	73,114
14	61,611	67,479	69,012	73,040	74,576
15	62,841	68,828	70,394	74,502	76,068
16	64,099	70,206	71,802	75,992	77,590
17	65,380	71,609	73,239	77,513	79,141
18	66,690	73,040	74,703	79,062	80,724
19	68,022	74,502	76,197	80,645	82,338
20	69,344	75,992	77,721	82,258	83,985
21	76,578	84,222	89,276	91,460	93,510

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

Teachers hired before July 1, 2014 previously on the BS, BS10, BS20, MA10, or MA20 pay line will receive the same chart increase as above but should reach out to their HR Specialist for specific questions as those lines are no longer reflect on the general chart.

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.

Revised 02/2025

APPENDIX A-2

PROPOSED - CONTINGENT ON COUNTY COMMISSION BOARD APPROVAL

**2025-2026 School Psychologist Salary Schedule
10 or 11 Month Employment**

PROPOSED

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PhD	MA/MA+30/EDS	EDD/PhD
0	67,558	68,192	74,314	75,011
1	68,883	69,529	75,771	76,482
2	69,455	70,158	76,400	77,174
3	70,116	70,825	77,127	77,908
4	70,872	71,526	77,959	78,679
5	71,572	72,236	78,729	79,459
6	72,280	72,952	79,508	80,247
7	72,999	73,674	80,299	81,041
8	73,722	74,403	81,094	81,844
9	74,452	75,141	81,897	82,655
10	75,181	75,908	82,700	83,499
11	75,954	77,302	83,549	85,033
12	77,227	78,848	84,950	86,733
13	78,770	80,425	86,647	88,468
14	80,344	82,034	88,379	90,237
15	81,953	83,674	90,148	92,042
16	83,591	85,349	91,950	93,884
17	85,265	87,055	93,791	95,760
18	86,968	88,796	95,665	97,676
19	88,709	90,572	97,580	99,629
20	90,484	92,384	99,532	101,622
21	100,606	102,860	110,666	113,147

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

Annual Supplement Eligibility

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

Revised 02/2025

**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.

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



To: Williamson County School Board

From: Vickie Hall, Assistant Superintendent Human Resources

Date: May 9, 2025

Re: *Recommendation for Approval of 2025-26 Salary Charts*

Attached please find the proposed salary charts for 2025-26. The proposed charts are subject to 2025-26 budget approval by the County Commission. The attached charts reflect a two-percent salary increase to the current charts. All teachers on the chart, as well as some administrators and classified employees, will receive more than a two percent pay increase due to their experience "roll" on the chart. Employees who are at experience levels that are not reflected on the salary charts will receive a two percent increase.

The attached supplement charts reflect the recent review of market data combined with feedback and input from a committee of representatives from supplemented areas of work.

The substitute teacher pay chart includes a \$10 per day increase, and the substitute nurse pay will increase to \$32 per hour.

Additionally, classified 10 and 11 month employees will receive two paid holidays during the week of spring break.

Staff recommends approval.



**2025-2026 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	51,102				56,831			57,410	61,416	61,993
1	52,104				57,946			58,535	62,620	63,208
2	53,150				58,466			59,055	63,140	63,780
3	53,646				59,017			59,607	63,742	64,386
4	54,179				59,601			60,197	64,429	65,024
5	54,715				60,192			60,794	65,066	65,669
6	55,259				60,789			61,397	65,709	66,320
7	55,805				61,391			62,005	66,362	66,976
8	56,358				61,999			62,620	67,020	67,640
9	56,917				62,612			63,240	67,683	68,310
10	57,482				63,234			63,867	68,347	69,007
11	58,057	58,057	58,057	58,057	63,919	63,919	63,919	65,031	69,049	70,275
12	59,218	59,218	59,218	59,218	64,859	64,859	64,859	66,335	70,206	71,680
13	60,401	60,401	60,401	60,401	66,155	66,155	66,155	67,661	71,609	73,114
14	61,611	61,611	61,611	61,611	67,479	67,479	67,479	69,012	73,040	74,576
15	62,841	62,841	62,841	62,841	68,828	68,828	68,828	70,394	74,502	76,068
16	64,099	64,099	64,099	64,099	70,206	70,206	70,206	71,802	75,992	77,590
17	65,380	65,380	65,380	65,380	71,609	71,609	71,609	73,239	77,513	79,141
18	66,690	66,690	66,690	66,690	73,040	73,040	73,040	74,703	79,062	80,724
19	68,022	68,022	68,022	68,022	74,502	74,502	74,502	76,197	80,645	82,338
20	69,344	71,058	71,058	71,058	75,992	75,992	75,992	77,721	82,258	83,985
21	76,578	77,698	79,364	81,172	84,222	84,222	84,222	89,276	91,460	93,510

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

Annual Supplement Eligibility

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2025-2026 School Psychologist Salary Schedule
10 or 11 Month Employment
PROPOSED

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PhD	MA/MA+30/EDS	EDD/PhD
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3	70,116	70,825	77,127	77,908
4	70,872	71,526	77,959	78,679
5	71,572	72,236	78,729	79,459
6	72,280	72,952	79,508	80,247
7	72,999	73,674	80,299	81,041
8	73,722	74,403	81,094	81,844
9	74,452	75,141	81,897	82,655
10	75,181	75,908	82,700	83,499
11	75,954	77,302	83,549	85,033
12	77,227	78,848	84,950	86,733
13	78,770	80,425	86,647	88,468
14	80,344	82,034	88,379	90,237
15	81,953	83,674	90,148	92,042
16	83,591	85,349	91,950	93,884
17	85,265	87,055	93,791	95,760
18	86,968	88,796	95,665	97,676
19	88,709	90,572	97,580	99,629
20	90,484	92,384	99,532	101,622
21	100,606	102,860	110,666	113,147

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

Annual Supplement Eligibility

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



2025-2026 Curriculum/Professional Development Specialist Salary Schedule
12 Month Employment
PROPOSED

Years of Experience*	
0	\$108,345
1	\$111,941
2	\$111,941
3	\$111,941
4	\$111,941
5	\$111,941
6	\$114,685
7	\$114,685
8	\$114,685
9	\$114,685
10	\$114,685
11	\$117,430
12	\$117,430
13	\$117,430
14	\$117,430
15	\$120,173

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

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



**2025-2026 Assistant Principal Salary Schedule
11 Month Employment**

PROPOSED

Years of Experience*	Elementary School	Middle School	High School
0	\$104,047	\$111,846	\$119,644
1	\$109,872	\$118,106	\$126,340
2	\$109,872	\$118,106	\$126,340
3	\$109,872	\$118,106	\$126,340
4	\$109,872	\$118,106	\$126,340
5	\$109,872	\$118,106	\$126,340
6	\$112,701	\$120,935	\$129,161
7	\$112,701	\$120,935	\$129,161
8	\$112,701	\$120,935	\$129,161
9	\$112,701	\$120,935	\$129,161
10	\$112,701	\$120,935	\$129,161
11	\$115,533	\$123,764	\$131,992
12	\$115,533	\$123,764	\$131,992
13	\$115,533	\$123,764	\$131,992
14	\$115,533	\$123,764	\$131,992
15	\$118,354	\$126,589	\$134,822

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

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



2025-2026 Principal Salary Schedule
12 Month Employment
PROPOSED

Years of Experience*	Elementary School	Middle School	High School
0	\$126,893	\$136,402	\$145,909
1	\$133,988	\$143,890	\$154,073
2	\$133,988	\$143,890	\$154,073
3	\$133,988	\$143,890	\$154,073
4	\$133,988	\$143,890	\$154,073
5	\$133,988	\$143,890	\$154,073
6	\$137,440	\$147,482	\$157,520
7	\$137,440	\$147,482	\$157,520
8	\$137,440	\$147,482	\$157,520
9	\$137,440	\$147,482	\$157,520
10	\$137,440	\$147,482	\$157,520
11	\$140,731	\$150,949	\$160,965
12	\$140,731	\$150,949	\$160,965
13	\$140,731	\$150,949	\$160,965
14	\$140,731	\$150,949	\$160,965
15	\$144,340	\$154,377	\$164,413

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

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

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



2025-2026 Classified Pay Scale PROPOSED

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

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

Grade 2H		Level 0	Level 1	Level 2	Level 3	Level 4
A	Bus Attendant; Paraprofessional (CTE, ESL, Gen Ed, Pre-K, Technology); Library Media Assistant; Front Office Assistant; Secretary (Department, Guidance, Registrar, School); Custodial Associate - High	17.53	18.13	18.74	20.05	21.37
Grade 3H		Level 0	Level 1	Level 2	Level 3	Level 4
A	General Maintenance Worker; Warehouse Technician	18.31	18.74	20.13	21.56	22.95
B	Paraprofessional (SPED)	19.08	19.70	20.33	21.76	23.18
Grade 4H		Level 0	Level 1	Level 2	Level 3	Level 4
A	Skilled Trades I (Painter, Equipment Operator, HVAC Apprentice); School Bookkeeper (Elementary School); Workplace Readiness Coordinator; EC Autism/Behavior Intervention Assistant; Science Center Assistant; RBT - Registered Behavior Technician	19.69	20.62	22.02	23.76	25.51
Grade 5H		Level 0	Level 1	Level 2	Level 3	Level 4
A	Skilled Trades II (Plumber, Locksmith, Carpenter, Playground Inspector/Maintainer); School Bookkeeper (Middle and High School, Departmental); Department Assistant (CO, Departmental, Transportation); Instructional Materials Specialist	20.29	22.15	24.01	25.87	27.73
B	Skilled Trades III (Fire Alarm Technician, Electrician, HVAC Technician)	20.68	22.56	24.47	26.37	28.26
Grade 6H		Level 0	Level 1	Level 2	Level 3	Level 4
A	Department Specialist (HR Specialist, Planning and Zoning Specialist, Software Application Specialist I, Family Involvement Specialist, SIS Specialist; Instructional Materials; CTE/EIC); Accounting Clerk III (CO, Payroll, A/P Technician, Purchasing Assistant, Junior Accountant); Science Center Lead; Paralegal	22.58	24.68	26.80	28.90	31.01
B	Waste Water Operator	24.12	26.38	28.62	30.92	33.15

2025-2026 Classified Pay Scale PROPOSED

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



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

Grade 1E						
A	Digital Content; Video Producer; Applications Manager; SIS Data Manager; Textbook Coordinator; Assistant Webmaster/Graphic Designer; Software Application Specialist II	\$60,584	\$65,883	\$71,186	\$76,485	\$81,787
B	Accountant I (A/P, Payroll, School Fund); Retirement Manager; Internal Auditor; Purchasing Agent; Recruiter; Attendance Officer; Employee Relations Coordinator; Substitute Coordinator; HR Coordinator; HR Manager/Investigator; HR Data & Reporting Manager;	\$61,795	\$67,203	\$72,610	\$77,951	\$83,425
Grade 2E-Bachelor's degree (Exempt)						
A	Executive Assistant; Recruitment Manager; Communications Manager; Fire and Emergency Manager	\$67,190	\$73,524	\$79,857	\$86,157	\$92,522
B	District Webmaster; Energy Resources Coordinator; Compensation and Reporting Manager; Department Supervisor (HR, Payroll); Accountant II (General Ledger, Federal Projects and Grants Manager); State Reporting Supervisor; Title IX Coordinator	\$72,584	\$79,843	\$87,103	\$94,361	\$101,619
Grade 3E-Midlevel Management - Bachelor's degree (Exempt)						
A	Assistant Director (Maintenance, Employee Relations, Community Engagement, Facilities & Construction, Transportation, Safety and Security, Payroll, Human Resources, Purchasing, School Health); Capital Projects Manager; Planning and Zoning Manager;	\$80,250	\$88,016	\$95,784	\$103,549	\$111,316
Student Workers						
		Year 1	Year 2	Year 3		
		12.50	13.00	13.50		

PROPOSED



2025-2026 Classified Pay Scale PROPOSED

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

Grades-Positions

Level 0
< 1 year

Level 1
1-5 yrs.

Level 2
6-10 yrs.

Level 3
11-15 yrs.

Level 4
16+ yrs.

SACC					
Grade 1S					
SACC Group Associate**; SACC Seasonal Worker	16.37	17.35	18.39	19.49	20.66
**SACC Group Associates working the morning shift receive a \$2/hour shift premium during the SY.					
SACC Lead	16.52	17.87	19.22	20.56	21.90
SACC Assistant Site Leader	18.03	19.41	20.80	22.18	23.55
SACC Site Leader	19.24	21.04	22.86	24.64	26.74
SACC Software Assistant	20.28	22.15	24.01	25.86	27.73
SACC Trainer; SACC Enrichment Specialist	20.67	22.56	24.47	26.37	28.26
Grade 2S					
SACC Field Manager	\$49,322	\$53,926	\$58,531	\$63,135	\$67,738
SACC Assistant Program Manager	\$60,584	\$65,883	\$71,186	\$76,485	\$81,787
SACC Program Supervisor	\$72,584	\$79,843	\$87,103	\$94,361	\$101,619
FOOD SERVICE					
Grade 1F					
Food Service Associate**	16.37	17.35	18.39	19.49	20.66
**Food Service Workers employed as a Rover receive an additional \$1.50/hr in lieu of mileage reimbursement.					
Café Lead	16.85	18.03	19.27	20.52	21.81
Cafeteria Manager I (Supervises staff 1-6)	17.33	18.74	20.13	21.56	22.95
Cafeteria Manager II (Supervises staff 7+)	18.90	20.67	22.46	24.21	25.98
Food Service Maintenance Technician	20.67	22.56	24.47	26.37	28.26
Grade 2F					
Food Service Field Coordinator; Registered Dietician	\$60,584	\$65,883	\$71,186	\$76,485	\$81,787
Food Service Assistant Director	\$80,250	\$88,016	\$95,784	\$103,549	\$111,316



2025-2026 Classified Pay Scale PROPOSED

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

Grades-Positions

Level 0
< 1 year

Level 1
1-5 yrs.

Level 2
6-10 yrs.

Level 3
11-15 yrs.

Level 4
16+ yrs.

TRANSPORTATION					
Grade 1T					
Parts Coordinator	17.01	18.39	19.78	21.16	22.53
Payroll Clerk	20.28	22.15	24.01	25.86	27.73
General Mechanic	20.67	22.56	24.47	26.37	28.26
Dispatch Technician; Senior Mechanic	24.12	26.38	28.62	30.91	33.15
Bus Driver; Transition Bus Driver, Trainer - Bus Driver FT	24.12	26.38	28.62	30.91	33.15
Senior Fleet Technician	29.33	31.53	33.72	35.92	38.11
Grade 2T					
Transportation Supervisor (Driving, Training)	\$60,155	\$63,190	\$66,224	\$69,399	\$72,733
Transportation Technology Specialist	\$60,155	\$63,190	\$66,224	\$69,399	\$72,733
IT					
Grade 1IT					
Network Technician	28.40	30.11	31.91	33.82	35.85
Information Technology Specialist	\$67,921	\$72,378	\$76,835	\$81,292	\$85,748
Network Supervisor/Technician Area Supervisor	\$81,925	\$86,840	\$92,050	\$97,573	\$103,428
Network Engineer/Data Base Administrator	\$87,776	\$93,043	\$98,625	\$104,543	\$110,817
Technical Supervisor	\$96,557	\$102,349	\$108,491	\$115,001	\$121,900
Network Manager	\$108,257	\$114,752	\$121,637	\$128,935	\$136,671
OPERATIONS					
Grade 1O					
Facilities Use Coordinator; *Janitorial Contract Coordinator	\$45,433	\$47,251	\$49,141	\$51,104	\$53,150
Foreman (Maintenance, Paint, Food Service Repair, Area Lead; Lead Playground Inspector/Maintainer; Access Control; Support Services)	\$53,956	\$59,258	\$64,562	\$69,897	\$75,902

*hired after 7/1/2018



2025-2026 Classified Pay Scale PROPOSED

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

Grades-Positions

Level 0
< 1 year

Level 1
1-5 yrs.

Level 2
6-10 yrs.

Level 3
11-15 yrs.

Level 4
16+ yrs.

HEALTH SERVICES					
Grade 1HS					
Sign Support Staff	19.69	20.29	22.02	23.76	25.51
Grade 2HS					
Interpreter - Non-licensed; Braille Transcriber	22.59	24.68	26.79	28.90	31.00
Grade 3HS Bachelor's degree (Non-exempt)					
Certified Occupational Therapy Assistant (COTA); Physical Therapist Assistant (PTA); Speech-Language Pathology Assistant (SPLA); School LPN	25.48	27.93	30.35	32.79	35.20
Grade 4HS Bachelor's degree (Exempt)					
BS/RN School Nurse	\$51,157	\$54,227	\$57,482	\$60,930	\$64,585
MS School Nurse; Clinical Nursing Supervisor; District Health Educator; Behavior Consultant	\$53,921	\$57,156	\$60,586	\$64,221	\$68,073
Grade 5HS Master's degree (Exempt)					
Occupational Therapist; Physical Therapist	\$68,935	\$74,966	\$80,999	\$87,031	\$93,063
Board Certified Behavior Analyst	\$69,859	\$75,677	\$81,766	\$87,584	\$93,943

PROPOSED



2024-2025 ACADEMIC SUPPLEMENTS

<u>GENERAL ACADEMIC SUPPLEMENTS</u>	<u>TEACHER-ONLY ACADEMIC SUPPLEMENTS*</u>
LESS THAN 70 HOURS - \$675.00 \$700.00	LESS THAN 70 HOURS - \$675.00 \$700.00
AFTER SCHOOL ACTIVITY (ALL GRADE LEVELS)	FFA (MIDDLE)
STUDENT COUNCIL (ELEMENTARY)	ROBOTICS (MIDDLE & HIGH)
FORENSICS (MIDDLE)	DECCA (HIGH)
YOUTH LEGISLATURE (MIDDLE)	HOSA (HIGH)
MODEL UN (MIDDLE & HIGH)	CTSO ST/NAT COMP ATTENDANCE*** (HIGH)
E-SPORTS (HIGH)	
MOCK TRIAL (HIGH)	
	MINIMUM OF 70 HOURS - \$1,350.00 \$1,400.00
MINIMUM OF 70 HOURS - \$1,350.00 \$1,400.00	BUILDING LEVEL TEACHER (BLT - ELEMENTARY)
DIGITAL LEARNING LEADERS (ALL GRADE LEVELS)	TEAM LEADER (MIDDLE)
YEARBOOK (ELEMENTARY)	
NEWSPAPER (HIGH)	MINIMUM OF 150 HOURS - \$2,525.00 \$2,625.00
YOUTH LEGISLATURE (HIGH)	CTE SITE DIRECTOR
MINIMUM OF 100 HOURS - \$1,925.00 \$2,000.00	MINIMUM OF 200 HOURS - \$3,500.00 \$3,650.00
NEWSPAPER/MEDIA (ELEMENTARY & MIDDLE)	WCS ONLINE-PER CLASS, PER SEMESTER (MIDDLE & HIGH)
STUDENT COUNCIL (MIDDLE)	DEPARTMENT HEAD (HIGH)
MINIMUM OF 150 HOURS - \$2,525.00 \$2,625.00	DISTRICT-PAID SUPPLEMENTS
YEARBOOK (MIDDLE)	LIBRARY LEAD** (ALL GRADE LEVELS) - \$1,350.00 \$1,400.00
WEBMASTER (MIDDLE & HIGH)	MENTOR (ALL GRADE LEVELS) - \$675.00 \$700.00
MEDIA (HIGH)	SCIENCE FACILITATOR (ALL GRADE LEVELS) - \$675 \$700
	SOCIAL STUDIES FACILITATOR (ALL GRADES) - \$675 \$700
MINIMUM OF 200 HOURS - \$3,500.00 \$3,650.00	SSS LEAD (ALL GRADE LEVELS) - \$3,500.00 \$3,650.00
FORENSICS ASSISTANT (HIGH)	EC SSS LEAD (ELEMENTARY) - \$3,500.00 \$3,650.00
YEARBOOK (HIGH)	ISS LEAD** (MIDDLE) - \$3,500.00 \$3,650.00
	SORA** (MIDDLE & HIGH) - \$675.00 \$700.00
MINIMUM OF 250 HOURS - \$4,000.00 \$4,175.00	TESTING COORDINATOR (ELEM & MIDDLE) - \$2,000 \$2,125
FORENSICS (HIGH)	TESTING COORDINATOR (HIGH) - \$3,000.00 \$3,125.00
STUDENT COUNCIL (HIGH)	ACT LEAD (HIGH) - \$675.00 \$700.00
DISTRICT-PAID SUPPLEMENTS	*All supplements listed in the Teacher-Only column require certification as an educator.
DIFFERENTIATED^ (ALL GRADE LEVELS) - \$675.00 \$700.00 MAX	**To be assigned annually by WCS Administration.
EMPLOYEE WELLNESS COORDINATOR (ALL GRADES) - \$675 \$700	***See CTSO Guidelines for eligibility.
GOOD NEWS AMBASSADORS (ELEM & MIDDLE) - \$675 \$700	

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

^Differentiated Supplements require an application with explanation of impact to be approved by grade-level Assistant



2025-2026 ACADEMIC SUPPLEMENTS

<u>GENERAL ACADEMIC SUPPLEMENTS</u>	<u>TEACHER-ONLY ACADEMIC SUPPLEMENTS*</u>
LESS THAN 70 HOURS - \$700.00	LESS THAN 70 HOURS - \$700.00
AFTER SCHOOL ACTIVITY (ALL GRADE LEVELS)	FFA (MIDDLE)
STUDENT COUNCIL (ELEMENTARY)	ROBOTICS (MIDDLE & HIGH)
FORENSICS (MIDDLE)	DECCA (HIGH)
YOUTH LEGISLATURE (MIDDLE)	HOSA (HIGH)
MODEL UN (MIDDLE & HIGH)	CTSO ST/NAT COMP ATTENDANCE*** (HIGH)
E-SPORTS (HIGH)	
MOCK TRIAL (HIGH)	
	MINIMUM OF 70 HOURS - \$1,400.00
MINIMUM OF 70 HOURS - \$1,400.00	BUILDING LEVEL TEACHER (BLT - ELEMENTARY)
DIGITAL LEARNING LEADERS (ALL GRADE LEVELS)	TEAM LEADER (MIDDLE)
YEARBOOK (ELEMENTARY)	
NEWSPAPER (HIGH)	MINIMUM OF 150 HOURS - \$2,625.00
YOUTH LEGISLATURE (HIGH)	CTE SITE DIRECTOR
MINIMUM OF 100 HOURS - \$2,000.00	MINIMUM OF 200 HOURS - \$3,650.00
NEWSPAPER/MEDIA (ELEMENTARY & MIDDLE)	WCS ONLINE-PER CLASS, PER SEMESTER (MIDDLE & HIGH)
STUDENT COUNCIL (MIDDLE)	DEPARTMENT HEAD (HIGH)
MINIMUM OF 150 HOURS - \$2,625.00	DISTRICT-PAID SUPPLEMENTS
YEARBOOK (MIDDLE)	LIBRARY LEAD** (ALL GRADE LEVELS) - \$1,400.00
WEBMASTER (MIDDLE & HIGH)	MENTOR (ALL GRADE LEVELS) - \$700.00
MEDIA (HIGH)	SCIENCE FACILITATOR (ALL GRADE LEVELS) - \$700.00
	SOCIAL STUDIES FACILITATOR (ALL GRADES) - \$700.00
MINIMUM OF 200 HOURS - \$3,650.00	SSS LEAD (ALL GRADE LEVELS) - \$3,650.00
FORENSICS ASSISTANT (HIGH)	EC SSS LEAD (ELEMENTARY) - \$3,650.00
YEARBOOK (HIGH)	ISS LEAD** (MIDDLE) - \$3,650.00
	SORA** (MIDDLE & HIGH) - \$700.00
MINIMUM OF 250 HOURS - \$4,175.00	TESTING COORDINATOR (ELEM & MIDDLE) - \$2,125.00
FORENSICS (HIGH)	TESTING COORDINATOR (HIGH) - \$3,125.00
STUDENT COUNCIL (HIGH)	ACT LEAD (HIGH) - \$700.00
DISTRICT-PAID SUPPLEMENTS	*All supplements listed in the Teacher-Only column require certification as an educator.
DIFFERENTIATED^ (ALL GRADE LEVELS) - \$700.00 MAX	**To be assigned annually by WCS Administration.
EMPLOYEE WELLNESS COORDINATOR (ALL GRADES) - \$700.00	***See CTSO Guidelines for eligibility.
GOOD NEWS AMBASSADORS (ELEM & MIDDLE) - \$700.00	

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

^Differentiated Supplements require an application with explanation of impact to be approved by grade-level Assistant



2024-2025 FINE ARTS SUPPLEMENTS

GENERAL FINE ARTS SUPPLEMENTS	TEACHER-ONLY FINE ARTS SUPPLEMENTS*
MINIMUM OF 70 HOURS - \$1,350.00	MINIMUM OF 100 HOURS - \$1,925.00
CHORUS (ELEMENTARY) 4% (\$2,044 - \$3,063)	BAND (MIDDLE) 10.0% (\$5,110 - \$7,658)
	ORCHESTRA (MIDDLE) 6.0% (\$3,066 - \$4,595)
MINIMUM OF 100 HOURS - \$1,925.00	MINIMUM OF 150 HOURS - \$2,525.00
DRAMA (MIDDLE) 7.0% (\$3,577 - \$5,360)	CHORUS (HIGH) 7.0% (\$3,577 - \$5,360)
CHORUS (MIDDLE) 6.0% (\$3,066 - \$4,595)	ORCHESTRA (HIGH) 7.0% (\$3,577 - \$5,360)
SUPPLEMENTAL FINE ARTS STAFF (MIDDLE & HIGH)	MINIMUM OF 300 HOURS - \$5,000.00
Supplemental fine arts staff will be paid for hours worked after each academic quarter and summer. Please use the hours listed below as guidance for your staff's payments for each quarter/pay period.	DRAMA (HIGH) 10.0% (\$5,110 - \$7,658)
	MINIMUM OF 500 HOURS - \$8,000.00
Less than 15 hours - \$250.00	ASSISTANT BAND DIRECTOR (HIGH) 10.0% (\$5,110 - \$7,658)
Minimum of 15 hours - \$500.00	
Minimum of 40 hours - \$750.00	BAND DIRECTOR HIGH** (17%) 18.0% (\$9,198 - \$13,784)
Minimum of 80 hours - \$1,000.00	Based on previous years (experience) as a Band Director
Minimum of 100 hours - \$1,250.00	
Minimum of 120 hours - \$1,500.00	
Minimum of 140 hours - \$1,750.00	
Minimum of 160 hours - \$2,000.00	
Minimum of 180 hours - \$2,250.00	
Minimum of 200 hours - \$2,500.00	
Maximum per quarter/pay period per employee is \$2,500.00.	
NOTE: ALL SUMMER FINE ARTS STAFF (hours worked in June-July) are required to be BOOSTER paid.	
SPECIALISTS - ADDITIONAL 300 HOURS	
One-time payment for Specialists in the following areas for additional hours worked during Summer/1st quarter. Only one Specialist payment per area. Staff can only earn one Specialist payment per fiscal year and it is required to be BOOSTER paid.	
COLOR GUARD - \$5,000.00	
PERCUSSION - \$5,000.00	
VISUAL - \$5,000.00	

Yrs. Of Exp	17%	Supp Amt.
0	50,100	8,517
1	51,106	8,688
2	51,583	8,769
3	52,095	8,856
4	52,611	8,944
5	53,134	9,033
6	53,659	9,122
7	54,190	9,212
8	54,728	9,304
9	55,271	9,396
10	55,824	9,490
11	56,940	9,680
12	58,078	9,873
13	59,241	10,071
14	60,424	10,272
15	69,849	11,874

****Band Directors High hired prior to the 23/24 school year will be grandfathered in to the higher payment of experience based pay or \$10,000. They may also receive up to two full After School Activity supplements (see Academic Supplements) for other band activities outside of school hours, such as pep club or jazz band.**

*All supplements listed in the Teacher-Only column require certification as an educator.

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



2025-2026 FINE ARTS SUPPLEMENTS

<u>GENERAL FINE ARTS SUPPLEMENTS</u>	<u>TEACHER-ONLY FINE ARTS SUPPLEMENTS*</u>
<u>SUPPLEMENTAL FINE ARTS STAFF (MIDDLE & HIGH)</u>	4.0%
Supplemental fine arts staff will be paid for hours worked after each academic quarter and summer. Please use the hours listed below as guidance for your staff's payments for each quarter/pay period.	CHORUS (ELEMENTARY)
Less than 15 hours - \$250.00	6.0%
Minimum of 15 hours - \$500.00	CHORUS (MIDDLE)
Minimum of 40 hours - \$750.00	ORCHESTRA (MIDDLE)
Minimum of 80 hours - \$1,000.00	7.0%
Minimum of 100 hours - \$1,250.00	DRAMA (MIDDLE)
Minimum of 120 hours - \$1,500.00	CHORUS (HIGH)
Minimum of 140 hours - \$1,750.00	ORCHESTRA (HIGH)
Minimum of 160 hours - \$2,000.00	10.0%
Minimum of 180 hours - \$2,250.00	BAND (MIDDLE)
Minimum of 200 hours - \$2,500.00	ASSISTANT BAND DIRECTOR (HIGH)^
Maximum per quarter/pay period per employee is \$2,500.00.	DRAMA (HIGH)
NOTE: ALL SUMMER FINE ARTS STAFF (hours worked in June-July) are required to be BOOSTER paid.	18.0%
<u>SPECIALISTS - ADDITIONAL 300 HOURS</u>	BAND DIRECTOR (HIGH)**
One-time payment for Specialists in the following areas for additional hours worked during Summer/1st quarter. Only one Specialist payment per area. Staff can only earn one Specialist payment per fiscal year and it is required to be BOOSTER paid.	**Band Directors High may also receive up to two full After School Activity supplements (see Academic Supplements) for other band activities outside of school hours, such as pep club or jazz band.
COLOR GUARD - \$5,000.00	^Assistant Band Directors High hired prior to or during the 24/25 school year will be grandfathered in to the higher payment of experience-based pay or \$8,000.
PERCUSSION - \$5,000.00	
VISUAL - \$5,000.00	

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

*All supplements listed in the Teacher-Only column require certification as an educator and experience will be based upon approved years of teaching experience as recorded with TNDOE.



2024-2025 ATHLETIC SUPPLEMENTS

ATHLETIC DIRECTORS	6.0%	4.5%
HIGH: 11-MONTH CONTRACT & \$4,000 SUPPLEMENT** 7.5% (\$3,833 - \$5,743)	BOWLING VARSITY (B/G)	BASKETBALL VARSITY CHEER ASSIST
	BASKETBALL VARSITY CHEER HEAD 7%	FOOTBALL VARSITY CHEER ASSISTANT
	FOOTBALL VARSITY CHEER HEAD 7%	WRESTLING VARSITY CHEER ASSISTANT
^MIDDLE: 10-MONTH CONTRACT & \$4,000 SUPPLEMENT** 7.5% (\$3,833 - \$5,743)	WRESTLING VARSITY CHEER HEAD 7%	CROSS COUNTRY VARSITY ASSIST (B/G)
	CROSS COUNTRY VARSITY HEAD (B/G)	FLAG FOOTBALL VARSITY ASSIST (G)
	DANCE HIGH	LACROSSE VARSITY ASSISTANT (B/G)
17.0% - 18.0%	GOLF VARSITY (B/G)	TRACK VARSITY ASSISTANT (B/G)
BASKETBALL VARSITY HEAD (B/G)	TENNIS VARSITY (B/G)	
FOOTBALL VARSITY HEAD	TRACK VARSITY HEAD (B/G)	BOWLING MIDDLE (B/G)
		BASKETBALL MIDDLE CHEER HEAD
14.0%	BASEBALL VARSITY ASSISTANT	FOOTBALL MIDDLE CHEER HEAD
BASEBALL VARSITY HEAD	SOCCER VARSITY ASSISTANT (B/G)	WRESTLING MIDDLE CHEER HEAD
SOCCER VARSITY HEAD (B/G)	SOFTBALL VARSITY ASSISTANT	CROSS COUNTRY MIDDLE HEAD (B/G)
SOFTBALL VARSITY HEAD	VOLLEYBALL VARSITY ASSISTANT	DANCE MIDDLE
STRENGTH COACH HIGH	WRESTLING VARSITY ASSISTANT (B/G)	GOLF MIDDLE (B/G)
VOLLEYBALL VARSITY HEAD		TENNIS MIDDLE (B/G)
WRESTLING VARSITY HEAD (B/G)	BASEBALL MIDDLE HEAD	TRACK MIDDLE HEAD (B/G)
	SOCCER MIDDLE HEAD (B/G)	
	SOFTBALL MIDDLE HEAD	BASEBALL MIDDLE ASSISTANT
12.0%	VOLLEYBALL MIDDLE HEAD	SOCCER MIDDLE ASSISTANT (B/G)
FLAG FOOTBALL VARSITY HEAD (G)	WRESTLING MIDDLE HEAD (B/G)	SOFTBALL MIDDLE ASSISTANT
LACROSSE VARSITY HEAD (B/G)		VOLLEYBALL MIDDLE ASSISTANT
FOOTBALL COORDINATOR HIGH^		WRESTLING MIDDLE ASSISTANT (B/G)
	5.0%	
7.5%	BASKETBALL MIDDLE ASSISTANT (B/G)	
HIGH ASSISTANT ATHLETIC DIRECTOR**	FOOTBALL MIDDLE ASSISTANT	
BASKETBALL VARSITY ASSISTANT (B/G) 10%		4.0%
FOOTBALL VARSITY ASSISTANT 10%		BASKETBALL MIDDLE CHEER ASSISTANT
		FOOTBALL MIDDLE CHEER ASSISTANT
		WRESTLING MIDDLE CHEER ASSISTANT
BASKETBALL MIDDLE HEAD (B/G) 10%		CROSS COUNTRY MIDDLE ASSISTANT (B/G)
FOOTBALL MIDDLE HEAD 10%		TRACK MIDDLE ASSISTANT (B/G)

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

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

~~^Football Coordinators are limited to a maximum of two per high school and the head football coach is not eligible to receive this supplement.~~

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

~~**All Athletic Directors and Assistant Directors require certification as an educator- and experience will be based upon approved years of teaching experience as recorded with TNDOE.~~



2025-2026 ATHLETIC SUPPLEMENTS

18.0%	7.0%	4.5%
BASKETBALL VARSITY HEAD (B/G)	BASKETBALL VARSITY CHEER HEAD	BASKETBALL VARSITY CHEER ASSISTANT
FOOTBALL VARSITY HEAD	FOOTBALL VARSITY CHEER HEAD	FOOTBALL VARSITY CHEER ASSISTANT
	WRESTLING VARSITY CHEER HEAD	WRESTLING VARSITY CHEER ASSISTANT
14.0%		CROSS COUNTRY VARSITY ASSIST (B/G)
BASEBALL VARSITY HEAD	6.0%	FLAG FOOTBALL VARSITY ASSISTANT (G)
SOCCER VARSITY HEAD (B/G)	BOWLING VARSITY (B/G)	LACROSSE VARSITY ASSISTANT (B/G)
SOFTBALL VARSITY HEAD	CROSS COUNTRY VARSITY HEAD (B/G)	TRACK VARSITY ASSISTANT (B/G)
STRENGTH COACH HIGH	DANCE HIGH	
VOLLEYBALL VARSITY HEAD	GOLF VARSITY (B/G)	BOWLING MIDDLE (B/G)
WRESTLING VARSITY HEAD (B/G)	TENNIS VARSITY (B/G)	BASKETBALL MIDDLE CHEER HEAD
	TRACK VARSITY HEAD (B/G)	FOOTBALL MIDDLE CHEER HEAD
12.0%		WRESTLING MIDDLE CHEER HEAD
FLAG FOOTBALL VARSITY HEAD (G)	BASEBALL VARSITY ASSISTANT	CROSS COUNTRY MIDDLE HEAD (B/G)
LACROSSE VARSITY HEAD (B/G)	SOCCER VARSITY ASSISTANT (B/G)	DANCE MIDDLE
FOOTBALL COORDINATOR HIGH^	SOFTBALL VARSITY ASSISTANT	GOLF MIDDLE (B/G)
	VOLLEYBALL VARSITY ASSISTANT	TENNIS MIDDLE (B/G)
10.0%	WRESTLING VARSITY ASSISTANT (B/G)	TRACK MIDDLE HEAD (B/G)
BASKETBALL VARSITY ASSISTANT (B/G)		
FOOTBALL VARSITY ASSISTANT	BASEBALL MIDDLE HEAD	BASEBALL MIDDLE ASSISTANT
	SOCCER MIDDLE HEAD (B/G)	SOCCER MIDDLE ASSISTANT (B/G)
BASKETBALL MIDDLE HEAD (B/G)	SOFTBALL MIDDLE HEAD	SOFTBALL MIDDLE ASSISTANT
FOOTBALL MIDDLE HEAD	VOLLEYBALL MIDDLE HEAD	VOLLEYBALL MIDDLE ASSISTANT
	WRESTLING MIDDLE HEAD (B/G)	WRESTLING MIDDLE ASSISTANT (B/G)
7.5%		
HS ATHLETIC DIRECTOR*	5.0%	4.0%
(11-MO CONTRACT)	BASKETBALL MIDDLE ASSISTANT (B/G)	BASKETBALL MIDDLE CHEER ASSISTANT
HS ASSISTANT ATHLETIC DIRECTOR*	FOOTBALL MIDDLE ASSISTANT	FOOTBALL MIDDLE CHEER ASSISTANT
(10 MO CONTRACT)		WRESTLING MIDDLE CHEER ASSISTANT
		CROSS COUNTRY MIDDLE ASSISTANT (B/G)
MS ATHLETIC DIRECTOR*		TRACK MIDDLE ASSISTANT (B/G)
(10 MO CONTRACT)		

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

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

*All Athletic Directors and Assistant Directors require certification as an educator and experience will be based upon approved years of teaching experience as recorded with TNDOE.

^ Football Coordinators are limited to a maximum of two per high school and the head football coach is not eligible to receive this supplement.

Experience for all coaching positions will be based on previous experience submitted to and approved by HR.



2025-2026 Supplement Percentages

Please see Athletics or Fine Arts Supplement Pay Chart for the percentage listed for your position.

*Supplement Step will be determined by Human Resources

		18.00%	14.00%	12.00%	10.00%	7.50%	7.00%	6.00%	5.00%	4.50%	4.00%
0	51,102	9,198	7,154	6,132	5,110	3,833	3,577	3,066	2,555	2,300	2,044
1	52,104	9,379	7,295	6,252	5,210	3,908	3,647	3,126	2,605	2,345	2,084
2	53,150	9,567	7,441	6,378	5,315	3,986	3,721	3,189	2,658	2,392	2,126
3	53,646	9,656	7,510	6,438	5,365	4,023	3,755	3,219	2,682	2,414	2,146
4	54,179	9,752	7,585	6,501	5,418	4,063	3,793	3,251	2,709	2,438	2,167
5	54,715	9,849	7,660	6,566	5,472	4,104	3,830	3,283	2,736	2,462	2,189
6	55,259	9,947	7,736	6,631	5,526	4,144	3,868	3,316	2,763	2,487	2,210
7	55,805	10,045	7,813	6,697	5,581	4,185	3,906	3,348	2,790	2,511	2,232
8	56,358	10,144	7,890	6,763	5,636	4,227	3,945	3,381	2,818	2,536	2,254
9	56,917	10,245	7,968	6,830	5,692	4,269	3,984	3,415	2,846	2,561	2,277
10	57,482	10,347	8,047	6,898	5,748	4,311	4,024	3,449	2,874	2,587	2,299
11	58,057	10,450	8,128	6,967	5,806	4,354	4,064	3,483	2,903	2,613	2,322
12	59,218	10,659	8,291	7,106	5,922	4,441	4,145	3,553	2,961	2,665	2,369
13	60,401	10,872	8,456	7,248	6,040	4,530	4,228	3,624	3,020	2,718	2,416
14	61,611	11,090	8,626	7,393	6,161	4,621	4,313	3,697	3,081	2,772	2,464
15	76,578	13,784	10,721	9,189	7,658	5,743	5,360	4,595	3,829	3,446	3,063

*Human Resources approval of all previous experience is required.



2025-2026 Substitute Pay Rates

Daily Rates:

Base Pay:

<u>Type of Substitute</u>	<u>20 or less days</u>	<u>21-49 days</u>	<u>50 or more days</u>
Certified Substitute – (Active TN certification)	\$130.00	\$140.00	\$150.00
Uncertified Substitute – (Minimum of HS Diploma)	\$110.00	\$120.00	\$130.00

All substitutes will start the school year earning the base pay. Time spent in long-term substitute positions will count towards the days needed to go to the next interval. If the substitute is earning the higher state rate, the pay will not be increased while earning days spent subbing.

If a certified substitute accepts a long-term position (20 consecutive days or more) he/she will earn state rate beginning the 1st workday of the long-term position. Days served in a long-term position will count towards the days needed to go to the next interval.

Additional Incentives

- Special Education positions will increase your base pay by \$10.00 for full day or \$5.00 for ½ day assignments.

*The substitute will revert to the base pay at the beginning of each school year.

2025-2026 Substitute Nurse Pay Rates

<u>Substitute Nurse</u>	<u>Hourly Pay</u>
Substitute Nurse (Active RN License)	\$32.00