



Williamson County School Board Meeting

September 15, 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. Election of School Board Chair

3. Election of School Board Vice-Chair

4. Items of Particular Public Interest (Public Comment)

5. Approval of Agenda

6. Approval of Consent Agenda

- a. Approval of August 18, 2025 School Board Meeting Minutes
- b. Board Policies - Second Reading
 - I. 5.310 Vacations and Holidays
- c. Approval of ePlan's Early Literacy Pre-K Teacher Stipends Grant for FY2026
- d. Approval of ePlan's IDEA Partnership for Systemic Change (K-12) Implementation Grant Year 2 for FY2026
- e. Approval of Building Modification Request for a LED Marquee Sign at Bethesda Elementary
- f. Recommendation for Field Trip Fee Requests

7. Communications to the Board

- a. Superintendent's Report
- b. Board Chair Report

8. New Business

- a. 2025-26 School Board Budget
 - I. Approval of General Purpose School Fund 09.25 Public School Security Grant — \$855,618.00
 - II. Approval of General Purpose School Fund 09.25 United Way Grant - \$59,525.00
 - III. Approval of General Purpose School Fund 09.25 Transition Grant — \$220,833.00
 - IV. Approval of General Purpose School Fund 09.25 Innovative School Models Carryover — \$10,234,529.93
 - V. Approval of General Purpose School Fund 09.25 State Special Education Preschool Grant — \$677,520.00
- b. Approval of 2026-27 Budget Preparation Calendar (Annual Agenda Item)
- c. Board Policies - First Reading
 - I. 3.202 Emergency Preparedness Plan

d. Board Policies for First and Final Reading

I. 1.901 Charter School Applications

II. 1.903 Charter School Oversight

III. 1.904 Charter School Intervention and Revocation

IV. 1.905 Charter School Renewal

V. 3.204 Threat Assessment Team

e. Approval of Collaborative Conference Team (Annual Agenda Item)

f. Approval of Board Parameters 2026-27 School Calendar (Annual Agenda Item)

g. Approval of Calendar Committee Membership (Annual Agenda Item)

9. Adjournment



Williamson County School Board Meeting
August 18, 2025 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

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

Present: 9, Absent: 3.

1. Call to Order

Chairman Brown called the meeting to order. Brown thanked the Sheriff's Deputies, Guy Whitley, for attending the meeting. He led 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 who signed up before the meeting began, to speak during public comment.

Emily Isenbarger spoke about the Use of Wireless Communication Devices policy.

Brad Davis spoke about safety in schools.

Cory Martin spoke about the removal of Board policy 5.100.

Beverly Purvis, WCEA President, introduced herself to the School Board.

3. Approval of Agenda

Chairman Brown presented the agenda for approval. A voice vote was taken by saying aye.

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

Mr. Drason Beasley: Absent
Mr. Dan Cash: Absent
Mrs. Melissa Wyatt: Absent
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Yes: 9, Nay: 0, Absent: 3

4. Approval of Consent Agenda

Chairman Brown presented the consent agenda for approval. A voice vote was taken by saying aye.

Motion Passed: Motion by Mr. Eric Welch to approve the consent agenda. A second was made by Mr. Tony Bostic.

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

Yes: 9, Nay: 0, Absent: 3

- a. Approval of June 16, 2025 School Board Meeting Minutes
- b. Approval of Special Called June 20, 2025 School Board Meeting Minutes
- c. Board Policies - First and Final Reading
 - I. 2.403 Property Sales
 - II. 3.202 Emergency Preparedness Plan
 - III. 4.600 Report Cards and Grading Systems
 - IV. 5.100 Personnel Goals - Deletion
 - V. 5.119 Employment of Retirees
 - VI. 5.305 Family and Medical Leave
 - VII. 5.500 Discrimination and Harassment of Employees
 - VIII. 5.701 Substitute Teachers
 - IX. 6.304 Student Discrimination
 - X. 6.600 Student Records
- d. Recommendation for Field Trip Fee Requests

5. Communications to the Board

a. Superintendent's Report

Superintendent Golden thanked everyone for attending the meeting, including those who spoke during public comment. Golden spoke about the beginning of the school year and the new safety check-in system at the schools for all visitors. Everyone will have a badge or a visitor sticker. Mr. Golden gave an update on the 3rd/4th Grade Retention and Tutoring State program.

I. Student, Staff and School Spotlights

In Student Spotlights, six students were recognized for earning a perfect ACT composite score: Brentwood High's Wali Sidiqyar, Independence High's Aditya Salvi, Ravenwood High's Impana Dyamenahalli, Ravenwood High's Devin Liu, Ravenwood High's Rejoice Ogunde and Summit High's Cecilia Wooldridge.

Ravenwood High senior Abigail Goddard placed first in the INCubatoredu National Pitch Contest. Nolensville High Class of 2025 graduate Claire Stegall was named the 2024-25 Gatorade Tennessee Girls Track and Field Player of the Year.

In Staff Spotlights, Ravenwood High's Ricky Rodriguez was named the Tennessee Titans 2025 Flag Football Coach of the Year.

Independence High theater director Becky Williams received the Teacher Hero Award from the Tennessee Arts Academy.

The WCS Communications Department received the National School Public Relations Association (NSPRA) Golden Achievement Award for its senior reading program, the Golden Mentors.

b. Board Chair Report

6. New Business

a. 2025-26 School Board Budget

I. Approval of General Purpose School Fund Amendment 08.25 Carryforward Reserves - \$84,421.51
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 08.25 Carryforward Reserves in the amount of \$84,421.51. The vote was taken by voice roll call.

Motion Passed: Motion by Mrs. Claire Reeves to approve. A second was made by Mr. Tony Bostic.

Mr. Drason Beasley: Absent

Mr. Dan Cash: Absent

Mrs. Melissa Wyatt: Absent

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Dr. Margie Johnson: Yes

Mrs. Claire Reeves: Yes

Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Tony Bostic: Yes

Yes: 9, Nay: 0, Absent: 3

II. Approval of General Purpose School Fund Amendment 08.25 Transition Grant Carryover - \$31,803.00

Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Amendment 08.25 Transition Grant Carryover in the amount of \$31,803.00.

The vote was taken by voice roll call.

Motion Passed: Motion by Mrs. Tonja Hibma to approve. A second was made by Mrs. Claire Reeves.

Mr. Drason Beasley: Absent
Mr. Dan Cash: Absent
Mrs. Melissa Wyatt: Absent
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Yes: 9, Nay: 0, Absent: 3

III. Approval of General Purpose School Fund Resolution 09.25 Teacher Bonus - \$7,068,763.50
Chairman Brown called upon Superintendent Golden, who recommended approval of General Purpose School Fund Resolution 09.25 Teacher Bonus in the amount of 7,068,763.50. The vote was taken by voice roll call.

Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Mrs. Claire Reeves.

Mr. Drason Beasley: Absent
Mr. Dan Cash: Absent
Mrs. Melissa Wyatt: Absent
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Yes: 9, Nay: 0, Absent: 3

b. Approval of Outstanding Purchase Orders for School Activity Funds (Annual Agenda Item)

Chairman Brown called upon Superintendent Golden, who recommended approval of Outstanding Purchase Orders for School Activity Funds (Annual Agenda Item). The vote was taken by voice roll call.

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

Mr. Drason Beasley: Absent
Mr. Dan Cash: Absent
Mrs. Melissa Wyatt: Absent
Mrs. Claire Reeves: Yes
Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Yes: 9, Nay: 0, Absent: 3

c. Approval of Sick Bank Trustees (Annual Agenda Item)

Chairman Brown called upon Superintendent Golden, who recommended approval of approval of Sick Bank Trustees (Annual Agenda Item). The vote was taken by voice roll call.

Motion Passed: Motion by Mrs. Claire Reeves to approve. A second was made by Mr. Eric Welch.

Mr. Drason Beasley: Absent
Mr. Dan Cash: Absent
Mrs. Melissa Wyatt: Absent
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Yes: 9, Nay: 0, Absent: 3

d. Board Policies - First Reading

I. 5.310 Vacations and Holidays

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 5.310 Vacations and Holidays on first reading. The vote was taken by voice roll call.

Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Dr. Margie Johnson.

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

Mr. Joshua Brown: Yes

Yes: 9, Nay: 0, Absent: 3

e. Approval of Annual Agenda (Annual Agenda Item)

Chairman Brown called upon Superintendent Golden, who recommended approval of the Annual Agenda (Annual Agenda Item). The vote was taken by voice roll call.

Motion Passed: Motion by Dr. Dennis Driggers to approve. A second was made by Mr. Tony Bostic.

Mr. Drason Beasley: Absent

Mr. Dan Cash: Absent

Mrs. Melissa Wyatt: Absent

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Dr. Margie Johnson: Yes

Mrs. Claire Reeves: Yes

Mr. Joshua Brown: Yes

Mr. Jay Galbreath: Yes

Yes: 9, Nay: 0, Absent: 3

7. Adjournment

There being no further business, Chairman Brown adjourned the meeting at 7:08 p.m.

Chairperson

Superintendent



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 _____

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

5.310 Vacations and Holidays

Brief justification of why additions or changes needed or required:

During the budget process, the Board approved two additional paid days during spring break for (10) month and eleven (11) month employees. The policy needs to be updated to include the two additional paid days.

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

July 1, 2025
Date

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Vacations and Holidays	Descriptor Code: 5.310	Issued Date: 02/20/23
		Rescinds: 5.310	Issued: 03/25/19

1 VACATIONS

2 Regular, twelve (12) month employees earn and accrue vacation as follows:

3 Full-Time Classified and management team as defined by the Professional Educators Collaborative
4 Conferencing Act (“PECCA”)*:

- 5 1. 1 day per month worked for the first 5 years of service
- 6 2. 1.25 days per month worked during the 6th year through the 10th year of service
- 7 3. 1.5 days per month worked during the 11th through the 15th year of service
- 8 4. 1.75 days per month worked during the 16th through the 20th year of service
- 9 5. 2 days per month worked with more than 20 years of service

10 Other Full-time Professional: (In accordance with the WCEA MOU)

11 A maximum of twenty-four (24) days may be carried forward from one fiscal year to the next. Annual
12 leave accrued in excess of the applicable maximum shall be transferred to sick leave on June 30 each
13 year. All leave requests must be approved by the employee’s immediate supervisor.

14 Upon termination of employment, any accrued vacation in excess of the appropriate carry forward
15 amount shall be credited to the sick leave balance of the terminating employee. Payment for accrued
16 vacation shall be paid at the employee’s current rate of pay.

17 The increased accrual rates are based on the length of service and become effective on the anniversary
18 of the employee’s date of hire, provided they have been in continuous service.

19 ~~Retirees and~~ Those that resign with accrued vacation may request **will receive** lump sum payments of
20 vacation. However, the amount of payment cannot be reported or used as part of the average final
21 compensation. ~~Should a retiree elect not to receive the lump sum payment for vacation, the retiree will~~
22 ~~be extended on the payroll until all vacation has been used.~~ Future benefits will not accrue after the last
23 working day (physically at work), such as vacation, sick, holiday pay, and insurance benefits. In such a
24 case, the school system will make retirement contributions on behalf of the employee and creditable
25 service for retirement will be granted.

26 Temporary and part-time employees are not entitled to vacation.

27 Vacation for employees is calculated on a daily basis and maintained on a fiscal year basis. Vacation
28 may be taken in ~~hourly~~ **fifteen (15) minute** increments for non-exempt employees.

1 An employee must be in a paid status a minimum of twenty (20) days per month in order to accrue one
2 (1) vacation day.

3 Principals / immediate supervisors must consider school / district business needs prior to approving an
4 employee's vacation request. Normally, vacation requests should be made at least two (2) weeks in
5 advance.

6 All vacation time shall be paid at the employee's current rate of pay. Vacation may not be taken until
7 earned without approval from the Superintendent.

8 **SYSTEM CLOSED DAYS**

9 Paid system closed days for full-time twelve (12) month personnel covered in this section shall be Fall
10 Break (as designated by the calendar approved by the School Board), Thanksgiving Break (as designated
11 by the calendar approved by the School Board), Winter Break (the last teacher day to the first system-
12 wide day), and Spring Break (as designated by the calendar approved by the School Board). Twelve
13 (12) month personnel covered in this section are not required to report to work unless directed to do so
14 by their supervisor. Employees reporting to work on system closed days shall be permitted to take
15 another regular workday off or paid appropriate overtime if prior approval is given by Superintendent or
16 designee.

17 **HOLIDAYS**

18
19 Paid holidays for full-time ten (10) month and eleven (11) month employees shall be Labor Day,
20 Thanksgiving Day, Christmas Day, New Year's Day, and Martin Luther King, Jr., plus five (5) additional
21 days during winter break *and two (2) additional days during spring break.*

22
23 Paid holidays for full-time twelve (12) month personnel shall be Labor Day, Thanksgiving Day,
24 Christmas Day, New Year's Day, Martin Luther King, Jr. Day, Memorial Day, and Independence Day.

25 When a recognized holiday falls on Saturday, it shall be observed on the preceding Friday. When a
26 recognized holiday falls on Sunday, it shall be observed on the following Monday.

27 To qualify for each above paid holiday, each employee must be in a paid work status or paid leave status
28 on the day immediately preceding and the day immediately following that holiday. If an employee is
29 resigning and/or retiring, that employee must be in an active work status (physically at work) on the day
30 following the holiday to receive pay for the holiday.

31 * "Management team" includes professional employees whose principal responsibilities are
32 administration rather than teaching, including but not limited to supervisors and principals.

Cross References

Short Term Leaves of Absence 5.300

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



MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

CC: Rachel Farmer, CFO
Maria Griego, Executive Director of Student Support Services

DATE: September 15, 2025

RE: Approval of ePlan's Early Literacy PreK Teacher Stipends Grant for FY2026

This memo is to request the approval of the FY2026 Federal Fund 142 ePlan Application for the Early Literacy PreK Teacher Stipends Grant and Budget with the following statement allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education Approves the FY2026 ePlan Application and Budget for the Early Literacy PreK Teacher Stipends Grant and authorizes the superintendent to file any necessary budget revisions, plan agenda, or transfer requests.”

FY2026 Early Literacy PreK Teacher Stipends Grant funds of \$1,000 will be used to pay stipends to teachers and PreK educational assistants who successfully completed a TDOE sponsored Foundations First: PreK Reading training.

The funds are to be spent by June 30, 2026 for the above services.

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



MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

CC: Rachel Farmer, CFO
Maria Griego, Executive Director of Student Support Services

DATE: September 15, 2025

RE: Approval of ePlan's IDEA Partnership for Systemic Change (K-12) Implementation Grant Year 2 for FY2026

This memo is to request the approval of the FY2026 Federal Fund 142 ePlan Application for the IDEA Partnership for Systemic Change (K-12) Implementation Grant Year 2 and Budget with the following statement allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education Approves the FY2026 ePlan Application and Budget for the IDEA Partnership for Systemic Change (K-12) Implementation Grant Year 2, and authorizes the superintendent to file any necessary budget revisions, plan agenda, or transfer requests.”

FY2026 Implementation grant funds of \$100,000 will be used to continue increasing the capacity of SSS personnel to meet the needs of students with moderate to severe levels of interfering behavior in the least restrictive environment by providing materials and training on de-escalation and RBT training and certification.

The funds are to be spent by June 30, 2026 for the above services.



MEMORANDUM

September 2, 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: Bethesda Marquee Sign Request

Bethesda Elementary School is requesting permission to purchase and install a new LED marquee sign. LED signs are permissible in the Williamson County sign regulations. The proposed sign will replace the existing sign at Bethesda Road. The project is fully funded by the Bethesda Elementary PTO. The following conditions apply to obtaining approval.

- The project must be submitted and approved by Williamson County Codes.
- The contractor must secure sign and electrical permits. Construction cannot begin until permits have been issued.
- The contractor must submit a Certificate of Insurance naming WCS as additional insured and all employees working on WCS property will have passed a background check.

Staff recommends approval.

Existing School Sign

Proposed LED Sign





*Artistic and illustration purposes only; not drawn to scale - see quote for dimensions.



SIGN SPECIFICATIONS

Color: Full Color / RGB text, pictures & video.
 Pitch: 6mm
 Matrix: 150x250
 Dimensions: 3'-0" x 5'-0" (Tall x Wide)
 Max # of Lines: 21
 Max Letter Per Line: 42
 Cabinet Size: 2'-0" x 5'-0" (Tall x Wide)
 Pedestal Size: 4'-0" x 2'-0" (Tall x Wide)

Cabinet PMS Color:
PANTONE 288 C
 Powdercoat RAL 5002

See available powdercoat colors:
<https://goldenrulesigns.com/grs-powder-coat>

Colors used:

CMYK	PMS
	PMS White
	PMS+ 7700 C
	PMS 199 C
	PMS 426 C

The Pantone Color Matching System is the sign industry standard for color selection. Computer monitor settings and printer calibration can limit the accuracy between the color you see and the true PMS color when printed. For specialized colors, ask your Project Consultant for a sample.



FRONT VIEW

BACK VIEW

VERSION #: v0522252

SIGNATURE

DATE

1083 Brooks Industrial Rd.
 Shelbyville, KY 40065
 TF 1-800-732-9886
 Fax 1-502-416-0544



ADDITIONAL DESIGN OPTIONS:



B



C



D

Client is responsible for ensuring that the proof is correct in all areas. Double-check spelling, grammar, layout and design before approving artwork. If a proof containing errors is approved by client, the client is responsible for payment of original cost as well as corrections, revisions, and re-makes. This custom artwork is not intended to provide an exact match between ink, vinyl, paint or EMC color. Vector art will provide the best quality print of your logo. If vector art is not provided, your existing artwork will be vectorized for \$50. Brickwork, masonry and landscaping is not included in the proposal unless otherwise specifically stated. EMC images shown are simulated. Sign is designed to be illuminated at all times. Sketches are based off of this premise. This is a custom made product, built by hand for people by people. Small blemishes/imperfections may occur and can be expected with hand made products. Industry standard is to view this product from a minimum distance of 10 feet to determine quality acceptability.

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

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Activity Type	#	Destination
6260	Fairview High	11/20/2025	11/22/2025	08/27/2025	Over \$100 PER STUDENT	FVHS Beta Club State Convention	ACADEMIC OVERNIGHT	Beta Club	25	Gaylord Opryland Convention Ctr
Notes/Fees	<i>Requesting bus on 11/20 to event in Nashville. Parents will be responsible for transportation back to Fairview.</i>									
5777	Heritage MS Fine Arts	04/25/2026	04/25/2026	08/06/2025	Over \$100 No Driver	Heritage Middle School Choir Competition Trip	FINE ARTS TRIP	Chorus/Choir	100	Dollywood Theme Park
Notes/Fees	<i>Annual Choir competition through Music in the Parks-Dollywood. This is a day trip where we will leave early Saturday morning to perform and attend the awards ceremony that evening, and return to the school late on Saturday Night. Without fundraising, the cost is roughly \$100-125 per person attending, which includes a meal card, transportation, event participation fees, park tickets, and trip t-shirts. We have Multiple fundraisers planned throughout the year to help offset the cost. We will be using charter busses, so no transportation is needed.</i>									
6177	Hillsboro MS Fine Arts Overnight	03/09/2026	03/10/2026	08/21/2025	Over \$100 PER STUDENT	Orchestra Trip Spring 2026	FINE ARTS OVERNIGHT	Strings	25	Six Flags over GA
Notes/Fees	<i>We are working with Bob Rogers Travel to plan our trip. They are booking the bus and hotel for us. The cost will be approximately \$450 per participant. We will depart Hillsboro on March 9, drive to the Georgia Aquarium, orchestra students will perform at the Aquarium, spend the rest of the evening at the Aquarium. We will drive to our hotel, check out the next morning and spend the day at Six Flags Over Georgia. At 5PM we will load the buses and return to Hillsboro.</i>									
5432	Legacy MS Fine Arts	05/09/2026	05/09/2026	07/24/2025	Over \$100 No Driver	LMS Music in the Parks Dollywood	FINE ARTS TRIP	Chorus/Choir	180	Dollywood Theme Park
Notes/Fees	<i>Band, Choir, and Orchestra students travel to Dollywood to compete in Music in the Parks adjudication. Will be requesting 4 coach busses through Anchor Transportation</i>									
5732	Nolensville High	03/04/2026	03/07/2026	08/05/2025	Over \$100 PER STUDENT	Southeastern Theatre Conference	FINE ARTS OVERNIGHT	Drama	40	Chattanooga Convention Center
Notes/Fees	<i>Will be gone 3 and 1/2 days. Students will only miss two days of school and they will be taking academic workshops and viewing plays as well as performing and auditioning for colleges. This trip will meet an extension of standards not available during the day at school.</i>									
6166	Nolensville High	3/29/2026	4/1/2026	8/20/2025	Over \$100 PER STUDENT	HOSA State Leadership Conference	ACADEMIC OVERNIGHT	CTE - HOSA	35	Chattanooga Convention Center
Notes/Fees	<i>Students will pay cost of state conference registration and split the cost of the hotel rom based on the number of students per room.</i>									
6234	Nolensville HS - CTE Paid	09/28/2025	09/29/2025	08/26/2025	Over \$100 PER STUDENT	TN DECA HI(HOSPITALITY INNOVATIONS)FROM DOLLY 2025 - COPY	CTE OVERNIGHT	CTE - DECA		Dollywood Theme Park
Notes/Fees	<i>Using school DECA funds to cover cost of charter bus. Thanks!</i>									
5984	Page High	09/28/2025	09/29/2025	08/12/2025	Over \$100 No Driver	DECA Dollywood Trip (Juniors/Seniors)	ACADEMIC OVERNIGHT	CTE - DECA	30	Dollywood Theme Park
Notes/Fees	<i>Bus/vehicle NOT NEEDED. Taking a charter bus. Conference Academic Standards: Standard 5.1 – Institutional Promotional Plan: Analyze institutional promotions’ effects on values-based marketing strategies and corporate social responsibility. Standard 5.3 – Interior and Architectural Displays: Describe how interior and architectural displays create and/or enhance a business’s image. Standard 5.5 – Public Relations: Explain the role of public relations in business, identifying types of public relations activities and their use. Standard 9.2 – Corporate Social Responsibility: Examine individual values that translate to effective corporate social responsibility. Standard 1.1 – Organizational Charts and Design: Research organizational charts and designs. Standard 1.3 – Effective Leadership and Management Skills Standard 7.3 – Human Resources: Research legal, ethical, and practical considerations pertaining to human resources topics (hiring, benefits, social media compliance, etc.)</i>									
6114	Page HS - CTE Paid	10/12/2025	10/16/2025	08/18/2025	Over \$100 PER STUDENT	AQHA Congress Judging	CTE OVERNIGHT	CTE - FFA	8	Ohio Expo
Notes/Fees	<i>Cost to Student will not exceed \$225 this covers lodging and registration fees. Parents must arrange transportation. School nurse will be notified of travel. Address of event is NOT in tripfinder- it is the Ohio Expo 717 E. 17th Ave. Columbus, OH 43211</i>									

AMENDMENT:

**AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL FUND BUDGET
BY \$855,618 FOR PUBLIC SCHOOL SECURITY GRANT**

WHEREAS, during the budget prep for the 2024-2025 budget, the Board of Education received a grant as part of Governor Lee’s School Safety Initiative which puts a priority on ensuring Tennessee students have a safe school environment to learn, grow and thrive; and

WHEREAS, we did not use all funds awarded last year and we must budget the remaining grant for the current fiscal year in the amount of \$8,319; and

WHEREAS, the State awarded allocation for 2025-2026 is \$847,299 for a combined total adjustment to the budget of \$855,618; and

WHEREAS, funds will be used to make security improvements as determined by a recent school security assessment; and

WHEREAS, the amount of funding from the state is a onetime allocation of funds to be expended by June 30, 2026; and

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on September 15, 2025, approve and amend the **2025-2026** General Purpose School Fund budget as follows:

Revenue			
141.40000.469800.000.00.31.G24PS	Other State Grants		\$855,618
Expenditure			
141.72620.570100.457.G24PS	Administration Equipment		\$855,618
		<hr/>	
		\$855,618	\$855,618

ACTION TAKEN:

School Board Vote: **Yes**_____ **No**_____

AMENDMENT:

APPROPRIATING \$59,525 FOR TUTORS AND RELATED EXPENSES FROM UNITED WAY GRANT FOR 2025-2026

WHEREAS, in the past, the United Way has partnered with the Williamson County School District to fund the grant for after school tutoring and other related expenses; and

WHEREAS, for the fourteenth year the United Way is giving the board up to \$59,525 to benefit our elementary schools in grades 1-5 which includes funds for tutoring provided in the fall and spring semester for up to 24 weeks; and

WHEREAS, the grant will fund weekly high dosage-low ratio tutoring of 30-60 minute sessions twice weekly during out of school time in reading only; and

WHEREAS, the grant will provide funding for transportation up to three hours per week with a maximum of five buses for after school transportation;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on September 15, 2025, approve the above noted grant and amend the **2025-2026** General Purpose School Fund budget as follows:

Revenue		
141.40000.449900.388.00.31.G5121	United Way Grant	\$59,525
Expenditure		
141.71100.518900.388.00.00.G5121	Other Salaries & Wages	\$44,640
141.71100.520100.388.00.00.G5121	Social Security	2,768
141.71100.520400.388.00.00.G5121	Pensions	4,018
141.71100.521200.388.00.00.G5121	Employer Medicare	647
141.72710.514600.388.00.00.G5121	Bus Drivers	6,401
141.72710.520100.388.00.00.G5121	Social Security	397
141.72710.520400.388.00.00.G5121	Pensions	561
141.72710.521200.388.00.00.G5121	Employer Medicare	93
		<hr/>
		\$59,525 \$59,525

ACTION TAKEN:

School Board Vote

Yes ___ No ___

AMENDMENT:

**AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL FUND BUDGET BY \$220,833
FOR STATE TRANSITION GRANT**

WHEREAS, we applied and received a State Transition grant for the Student Support Services Department which funds a portion of a transition teacher and three workplace readiness specialists; and

WHEREAS, these funds run on an October - September timeline like federal funds and this adjustment adds the revenue we will receive with related expenditures; and

WHEREAS, since this grant runs on a different fiscal year than the normal General Purpose budget, remaining funds on June 30th will have to carry forward to the next fiscal year;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on September 15, 2025, approve and amend the **2025-2026** General Purpose School fund budget in the following manner:

Revenue		
141.471390.G7250	Other State Funds	\$220,833
Expenditure		
141.71200.511600.389.G7250	Teacher	\$59,576
141.71200.520100.389.G7250	FICA	3,694
141.71200.520400.389.G7250	Pension	4,766
141.71200.520600.389.G7250	Life Ins	38
141.71200.520700.389.G7250	Medical	9,000
141.71200.520800.389.G7250	Dental	375
141.71200.521200.389.G7250	Medicare	864
141.71200.521700.389.G7250	Retire-Hybrid Stabilization	602
141.71300.518600.389.G7250	Longevity	1,100
141.71300.518900.389.G7250	Other Salaries and wages	91,246
141.71300.520100.389.G7250	FICA	5,726
141.71300.520400.389.G7250	Pension	8,099
141.71300.520600.389.G7250	Life Ins	140
141.71300.520700.389.G7250	Medical	32,897
141.71300.520800.389.G7250	Dental	1,371
141.71300.521200.389.G7250	Medicare	1,339
		<hr/>
		\$220,833 \$220,833

ACTION TAKEN:

School Board Vote: Yes _____ No _____

Amendment:

**AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL FUND BUDGET
BY \$10,234,529.93 FOR THE INNOVATIVE SCHOOL MODELS (ISM) GRANT**

WHEREAS, during the budget prep for the 2023-24 budget, the Tennessee Department of Education awarded a one-time investment in each middle and high school in the state to empower schools to transform the traditional middle and high school models to foster a culture of college and career awareness and readiness; and

WHEREAS, we did not use all funds awarded over the last two years and we must budget the remaining grant for the current fiscal year; and

WHEREAS, the grant will fund construction of The Innovation Hub which will expand on skill-based class offerings; and

WHEREAS, funding will also cover the cost of equipment to support those newly expanded class offerings; and

WHEREAS, funds not fully expended by June 30, 2026, will be carried over into the FY27 budget;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on September 15, 2025, approve the above noted grant and amend the **2025-2026** General Purpose School Fund budget as follows:

Revenue		
141.40000.467900.000.00.31.G9323	ISM Grant	\$10,234,529.93
Expenditure		
141.71300.573000.385.00.00.G9323	Vocational Instr Equip	\$250,686
141.76100.530400.385.00.00.G9323	Architects	107,284.12
141.76100.570600.385.00.00.G9323	Building Construction	9,876,559.81
		<hr/>
		\$10,234,529.93 \$10,234,529.93

ACTION TAKEN:

School Board Vote

Yes _____ No _____

**Williamson County Board of Education
2026-2027 Budget Preparation Timeline**

Dates	Process	Responsible Parties
2025		
September		
September Staff Meeting	Superintendent guidelines for budget prep to staff aligning to boards strategic plan	Superintendent
September Work Session (9/11/25)	Presentation of timeline for consideration	CFO
September 15th	Open General Purpose Budget Entry in Munis for Director input	CFO
October		
October	Asst. Superintendents gather input from principals at October admin meeting	Asst. Superintendents/Principals
All of October	Depts. To meet with appropriate Asst. Supers and input recommended changes/cuts to their budgets for Cabinet Review	Dept heads/Asst Supers
October 15th	Assistant Superintendent Review of Staffing Plan	Assistant Superintendents/HR
November		
First week of November	HR compile list of new requests by department for use in Department Review	HR
November	Enrollment work to begin with Principals Input	Zoning Specialist/Principals
November 14th	Dept. Heads final day for operational input (in Munis)	Dept. Directors/Managers
November 21st	Drop dead date for Student Enrollment projections to Cabinet for use in personnel calculations	Zoning Specialist
November 26th	Drop dead date for Budget Entry in MUNIS	Asst. Superintendents
December		
Month of December	Maintenance , Technology , Safety, Major operational capital requests complied by respective departments	Maintenance/Tech/Safety/Depts/Principals
Month of December	Departmental budgets provided to directors for final review.	CFO
Weeks of December 8th and 15th	Assistant Supers Meet with Jason, Vickie H and Rachel - bring in departmental leads if needed	Super/HR/CFO/Individual Assist. Super
2026		
January		
January 9th	Final day that Maintenance, Technology, Safety Capital requests reviewed with Asst. Superintendents for their input/cuts and approval.	IT and Maintenance/Asst Superintendents
January 12th	Leadership meets to go over total budget review of Personnel requests, followed by Operational requests for final cuts	CFO with Superintendent and Asst Supers
FEBRUARY		
First week of February	Personnel approved by cabinet added to PCR by CFO to finalize PCR for budget calculations	CFO/HR
First week of February	Compilation of budget	CFO
February prior to distribution	Second review of total budget , if necessary by Leadership , for compliance with budget guidance from county and changes if necessary	Noted
February 12th	Distribution of budget to the board at worksession preliminary budget	CFO
Last Week of February	INITIAL BOARD WORKSHOP PER SCHOOL BOARD IF REQUESTED	Board/Cabinet
MARCH		
March 19, 2026 Prior to Work Session	SECOND BOARD WORKSHOP PRIOR TO BD WORKSHOP IF NEEDED	Board/Cabinet
March 23, 2026	Regular School Board meeting (Budget approval)	Board
APRIL		
April 1, 2026	Submit to Co. Mayor	CFO
April-May to be determined by County to be determined by County	Education and Budget Committees of Commission First Review of Budget	Committees/Superintendent/CFO
May	2nd Review of budget by Education	Education Committee/Superintendent/CFO
to be determined by County	2nd Review of budget by budget	Budget Committee? Superintendent/CFO
JUNE		
to be determined by County	Public Hearing on Budget (date set by county , may change)	Budget Committee/Public
to be determined by County	Commission Approval (time set by county, may change)	Superintendent/CFO

Williamson County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Emergency Preparedness Plan	Descriptor Code: 3.202	Issued Date: 08/18/25
		Rescinds: 3.202	Issued: 08/19/24

1 *General*

2 The Superintendent of Schools shall be responsible for developing, maintaining, and acquiring board
3 approval of the district Emergency Preparedness Plan¹ which shall include procedures for bomb
4 threats, civil disturbances, armed intruders, earthquakes, fires, tornadoes or other severe weather, and
5 medical emergencies.

6 The principal of each school shall develop and implement emergency preparedness drills which shall
7 be approved by the Superintendent of Schools. When appropriate, such drills shall be held in
8 conjunction with emergency response agencies.

9 *The Superintendent or his/her designee shall conduct an after-action review debrief of an event*
10 *involving a major incident, major accident, and/or major response at a school or schools should*
11 *occur as immediately after the event as possible. The debrief of the event may focus on lessons*
12 *learned, and may utilize an after-action review and report, which can be a structured process for*
13 *analyzing what happened and why it happened.*

14 **FIRE AND SAFETY DRILLS**

15 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30)
16 school days, with no more than two (2) fire drills occurring during the first thirty (30) full days of the
17 school year. Additionally, he/she shall ensure that four (4) fire safety educational announcements are
18 conducted throughout the year.²

19 The principal shall ensure that three (3) additional safety drills are given during the school year. These
20 drills may cover inclement weather, earthquakes, armed intruders, or other emergency drills that do not
21 require full evacuation. A record of all fire or safety drills, including the time and date, shall be kept in
22 each school's office.³

23 The principal shall regularly check the quantity, locations, and conditions of fire extinguishers and
24 shall give all school personnel instructions on how to properly use fire extinguishers.

25 The district shall work with local law enforcement and the local fire department to develop a procedure
26 for identifying the cause of a fire alarm activation. This procedure must be in place by January 1, 2025,
27 and shall be reviewed and updated annually thereafter.⁴

28 **ANNUAL DRILLS⁵**

29 The principal shall ensure that the school safety team conducts each of the following types of drills
30 annually:

- 1 1. An armed intruder drill in coordination with local law enforcement;
- 2
- 3 2. An incident command drill; and
- 4
- 5 3. An emergency safety bus drill.

6 **AED DRILLS⁶**

7 All schools shall conduct a CPR and AED drill to ensure awareness of the steps that shall be taken in
8 the event of a medical emergency. The principal shall ensure that the drill occurs.

9 The Superintendent of Schools shall develop the necessary administrative procedures on AED and
10 CPR training, planning, notification, and maintenance to comply with state law.

11 **MEDICAL EMERGENCIES/PANDEMIC FLU⁷**

12 In the event of medical emergencies such as a pandemic flu outbreak, school officials shall cooperate
13 and consult with the local and state health departments and other local emergency or healthcare
14 providers in protecting students and the community from further infection. The Director of Schools
15 shall develop procedures for health emergencies in accordance with state law.

16 **REMOTE LEARNING DRILLS⁸**

At least once each school year, a remote learning drill shall be conducted. The drill shall accurately reflect how students will transition to remote learning in the event of a disruption to school operations. Students shall not be asked or required to transition to remote learning at any time during the drill.

Legal References

1. [TRR/MS 0520-01-02-.30\(2\)](#); [TCA 49-6-804](#); [TCA 49-6-805\(8\)](#)
2. [TCA 68-102-137\(b\)](#); [Public Acts of 2025, Chapter No. 315](#)
3. [TCA 68-102-137\(f\)](#)
4. [TCA 49-6-807\(e\)](#)
5. [TCA 49-6-807](#)
6. [TCA 49-2-122](#); [TCA 49-6-1208](#)
7. [TCA 49-6-3004\(a\), \(e\)](#); [TCA 49-5-404](#)
8. [TCA 49-2-139](#)

Cross References

- Safety 3.201
Community Use of School Facilities 3.206



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 _____

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

- 1.901 Charter School Applications**
- 1.903 Charter School Oversight**
- 1.904 Charter School Intervention and Revocation**
- 1.905 Charter School Renewal**

Brief justification of why additions or changes needed or required:

Public Chapter 275 creates changes to several charter school policies. This new law shifts certain responsibilities to the State Board of Education and the Tennessee Public Charter Schools Commission. Additionally, there is a new requirement that Boards report all charter applications to the Tennessee Public Charter Schools Commission.

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

August 7, 2025
Date

Williamson County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 10/23/23
		Rescinds: 1.901	Issued: 06/20/22

1 General

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to
3 charter schools converting from existing public schools. Proposals from existing charter school
4 operators or replicators and applicants proposing to contract with educational service providers shall be
5 in accordance with state law.¹

6 APPLICATION PROCESS

7 A prospective charter school sponsor shall send notice to the Superintendent of Schools of its intent
8 sixty (60) calendar days prior to February 1st of the year preceding the year in which the proposed
9 charter school plans to begin operation as a charter school. The Superintendent of Schools and/or
10 designee shall determine whether the sponsor has selected the correct application category within ten
11 (10) business days of receiving the letter of intent and notify the sponsor within five (5) business days
12 of a determination that the incorrect application category has been selected.²

13 A sponsor seeking board approval of an initial charter school application shall complete the forms
14 provided by the ~~Department~~ *State Board* of Education *in coordination with the Tennessee Public*
15 *Charter School Commission (“the Commission”)*. The application shall provide all the information
16 required by state law. The sponsor shall demonstrate that the proposed charter school meets the
17 purpose prescribed by state law for the formation of a charter school, and the proposed charter school
18 will be able to implement a viable program of quality education for its students.

19 Electronic copies of applications shall be submitted to the Board and *the Commission* ~~Department of~~
20 ~~Education~~ on or before 11:59 p.m. *CST* on February 1st of the year preceding the year in which the
21 proposed charter school plans to begin operation as a charter school. If the 1st of February falls on a
22 Saturday, Sunday, or holiday on which the school district offices are closed, applications will be
23 accepted on the next business day on or before 11:59 p.m. Late applications will not be accepted,
24 without exception. The sponsor shall pay an application fee of \$2,500.00. *The Superintendent of*
25 *Schools and/or designee shall report each application to the Commission no later than ten (10) days*
26 *after receipt.*²

27 REVIEW TEAM¹

28 If necessary, the Executive Committee shall appoint a review team to assist in reviewing and
29 evaluating charter school applications. The team shall be comprised of members of the administrative
30 staff for the district, community members, and a member of the Board with relevant educational,
31 organizational, financial, and legal experience. At a public meeting, the Superintendent of Schools
32 and/or designee shall make a recommendation to the Board on which members of his/her

1 administrative staff should be appointed to the team. The Board shall name the members of the team at
2 its meeting in January of each year. The Board shall designate a Chair of the review team as the
3 contact person for answering questions about the application process and receiving applications. The
4 Superintendent of Schools and/or designee shall develop an orientation for the team to ensure
5 consistent evaluation standards and the elimination of real or perceived conflicts of interest.

6 The Board shall require the Superintendent of Schools and/or designee to develop a procedure for
7 receiving, reviewing, and ruling on applications for the establishment of charter schools by the review
8 team. The procedure shall include a timeline for the application and review process. A copy of the
9 procedure, including the review criteria, shall be available to any interested party upon request.

10 The review team shall:

- 11 1. Evaluate all charter school applications based on the review criteria adopted by the Board;
- 12
- 13 2. Recommend one of the following options to the Board for each application: approve, reject, or
14 reject with stipulations for reconsideration. ⁴

15 **APPROVAL/DENIAL OF APPLICATION⁵**

16 The Board shall rule by resolution on the approval or denial of a charter school application within
17 ninety (90) calendar days of receipt of the completed application, or the application shall be deemed
18 approved by state law. The Superintendent of Schools and/or designee shall report the action taken by
19 the Board to the Department of Education *and the Commission*.

20 *Approval*

21 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with
22 the Board which shall be binding on the charter school's governing body. The charter school agreement
23 shall be in writing and signed by the sponsor and the Board.

24 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state
25 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁶

26 Charter schools approved by the Board are expected to implement the application as submitted and
27 approved. Material variations in operations from the approved application require amendment pursuant
28 to state law and the charter school agreement.⁷

29 The Board shall not provide services to charter schools that are not requested during the application
30 process except for those services that are required under state or federal law. Services agreed to be
31 provided to the charter school by the Board shall be provided at board actual cost. The Board and
32 charter school shall execute a service contract for any additional services.

33 New charter school agreements are approved for a ten (10) year period.⁸

34 The Board may revoke or deny renewal of a charter school agreement for any of the reasons
35 enumerated in state law.⁹

1 *Denial*

2 If the initial charter school application is denied, the Board shall notify the sponsor in writing within
3 ten (10) calendar days, specifying the objective reasons for the denial and the deadline by which the
4 sponsor may submit an amended application. Upon written receipt of the grounds for denial, the
5 sponsor shall have thirty (30) calendar days within which to submit an amended application to correct
6 the deficiencies. The Board shall have sixty (60) calendar days either to deny or to approve the
7 amended application, or the application shall be deemed approved by state law.⁵

8 If the amended charter school application is denied, the Board shall notify the sponsor in writing
9 within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an
10 appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Public
11 Charter School Commission.¹⁰

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; *Public Acts of 2025, Chapter No. 275*; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01(1)
3. TRR/MS 0520-14-01 (1)
4. TRR/MS 0520-14-01
5. TCA 49-13-108; *Public Acts of 2025, Chapter No. 275*; TRR/MS 0520-14-01
6. TCA 49-13-128
7. TCA 49-13-110 (d)-(e); TRR/MS 0520-14-01
8. TCA 49-13-110(c)
9. TCA 49-13-122
10. TCA 49-13-108(b)(5)

Williamson County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Oversight	Descriptor Code: 1.903	Issued Date: 10/23/23
		Rescinds: 1.903	Issued:

1 Once the Williamson County Board of Education authorizes a public charter school, then the Board
2 shall oversee and annually evaluate charter schools to ensure they meet the performance standards and
3 targets set forth in the charter school agreement.¹ The Board shall create a comprehensive
4 performance, accountability, and compliance monitoring system based on the charter school agreement
5 and communicate the results to each charter school. At a minimum, the monitoring system shall
6 address academic, financial, and organizational performance standards as outlined in the charter school
7 agreement and required by the State Board of Education.¹ The Board shall utilize the results when
8 making renewal, revocation, and intervention decisions. Reports on charter school oversight shall be
9 compiled by Assistant Superintendent of Teaching, Learning and Assessment and published on the
10 district's webpage at least annually.

11 The Board shall communicate with the charter schools in its portfolio as needed, including both the
12 charter school leader and governing board, and provide timely notice of any material charter school
13 agreement violations and performance deficiencies.

14 The Board shall articulate and enforce stated consequences for failing to meet performance
15 expectations or compliance requirements.

16 **MONITORING SYSTEM**

17 The Superintendent of Schools and/or designee shall implement a performance and compliance
18 monitoring system per the terms of the charter agreement. This information will be provided to the
19 Board on an ongoing basis through reports that will form the basis of renewal, revocation, and
20 intervention decisions. To aid in this, the Superintendent of Schools and/or designee shall develop a
21 reporting calendar that outlines when information required by state law shall be provided by the charter
22 school.

23 **SITE VISITS**

24 A site visit to each charter school shall be conducted annually. The purpose shall be to collect data and
25 other qualitative information that cannot be obtained otherwise. The Superintendent of Schools and/or
26 designee shall develop a site visit procedure that outlines the expectations of charter schools prior to,
27 during, and after the site visit, including review of the documents and data, classroom observations,
28 and interviews. These visits shall minimize administrative burdens and avoid operational interference.
29 The Board shall provide the charter school with a report that summarizes the outcome of the visit. The
30 report shall provide an analysis of relevant data and include general recommendations, if applicable.²

31 **CHARTER SCHOOL REPORTING**

1 Charter schools shall provide the information required by the charter school agreement and state law to
2 the Board. The Superintendent of Schools and/or designee shall develop a reporting calendar that
3 defines and communicates the process, methods, and timing of gathering and reporting data to the
4 Board.²

5 By September 1st, the governing body of an approved charter school shall make a written report to the
6 Board.³ The annual report shall include:

- 7 1. A report on the progress of the charter school in achieving the goals outlined in the charter
8 school agreement;
- 9 2. A financial statement disclosing the financial health of the charter school, including the costs of
10 the administration, instruction, and other spending categories of the charter school; and
- 11 3. A detailed accounting, including the amounts and sources, of all funds received by the charter
12 school, other than the funds received per state law.⁴

15 This reporting requirement shall begin in the year after the year in which the charter school begins
16 operation.

17 Multiple charter schools overseen by a single governing board shall report their performance as
18 separate, individual charter schools. Each charter school shall be independently accountable for its
19 performance.

20 Each charter school governing body shall submit an annual audit of all accounts and records, to include
21 internal school activity and cafeteria funds, to the Board as soon as practical after June 30th.⁵

22 **AUTHORIZER REPORTING AND REVIEW**

23 By December 1st, the Board shall report to the ~~Department~~ *State Board* of Education detailing the
24 authorizer fees collected in the previous school year and the authorizing obligations fulfilled using the
25 fee.⁶ By January 1st, the Board shall submit an annual authorizer report to the ~~Department of Education~~
26 *and the State Board of Education* *and make the report available on the district's website.*⁷ The
27 Superintendent of Schools and/or designee shall prepare the reports and provide the information to the
28 Board prior to submission.

Legal References

1. TCA 49-13-111(d); State Board of Education Policy 6.111
2. TCA 49-13-120
3. TCA 49-13-120(a)-(b)
4. TCA 49-13-112(a), (f)
5. TCA 49-13-127
6. TCA 49-13-128(f); *Public Acts of 2025, Chapter No. 275*
7. TCA 49-13-120(c); *Public Acts of 2025, Chapter No. 275*

Williamson County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Intervention and Charter School Revocation	Descriptor Code: 1.904	Issued Date: 10/23/23
		Rescinds: 1.904	Issued:

1 ***General Principles for Charter School Intervention***¹

2 The Board shall develop a clear plan for monitoring charter schools that shall be set forth in the charter
3 agreement. If the Board identifies a deficiency in the academics, finances, or operations of the charter
4 school, the Superintendent of Schools and/or designee shall communicate the problem to the charter
5 school. Any intervention shall be proportionate to the identified problem and adhere to the provisions
6 of the charter agreement, and intervention strategies shall preserve the school autonomy and
7 responsibility while clearly stating consequences for noncompliance.¹

8 The Superintendent of Schools and/or designee shall give the charter school timely notice of any
9 charter agreement violations or performance deficiencies requiring intervention. Notices shall state the:

- 10 1. Deficiency;
- 11
- 12 2. Applicable regulatory, performance, or contractual provision(s) not achieved;
- 13
- 14 3. Expected remedy; and
- 15
- 16 4. Timeframe by which the Board expects the deficiency to be remedied or a corrective action
17 plan to be submitted.

18 The Superintendent of Schools shall provide charter schools with reasonable time and opportunity to
19 remedy the deficiency or to submit a corrective action plan.

20 **PROGRESSIVE INTERVENTIONS**²

21 The Board shall assign a level of intervention for the charter school as defined by the charter
22 agreement if deficiencies are identified. Depending on the severity of the deficiency, the Board
23 reserves the right to revoke the charter agreement in accordance with state law.

24 *Tier I – Notice of Deficiency*

25 The Board shall provide the charter school with notice of the specific deficiency with supporting
26 documentation as well as information on possible consequences.

27 Possible Deficiency: Failure to comply with the terms of the charter application and/or the charter
28 agreement; violation of federal and/or state law.

1 Possible Consequence: Sending a letter to the charter school’s governing board; sending terms of a
2 corrective action plan and possible consequences for the failure to correct the deficiencies.

3 *Tier II – Notice of Probationary Status*

4 Tier II shall be implemented if the interventions in Tier I are unsuccessful. These interventions shall
5 consist of sending a letter to the charter’s governing board as notice of probationary status and
6 outlining in the letter the terms of the probation and the timeline for correction of the deficiencies.

7 *Tier III – Review of Status*

8 Tier III shall be implemented if the interventions in Tier II are unsuccessful. These interventions shall
9 consist of a recommendation to revoke the charter contract or other sanctions.

10 **REMEDIES¹**

11 Charter schools shall be responsible for notifying the Board:

- 12 1. When a deficiency has been remedied;
- 13
- 14 2. If the charter school requires an extension of time to remedy a deficiency; or
- 15
- 16 3. If the charter school requests a modification to its corrective action plan.
- 17

18 ***General Principles for Charter School Revocation***

19 The Board shall revoke a charter school agreement if the charter school:³

- 20 1. Failed to meet or make sufficient progress toward the performance expectations set forth in the
21 charter school agreement;
- 22
- 23 2. Committed a material violation of any of the conditions, standards, or procedures set forth in
24 the charter school agreement;
- 25
- 26 3. Failed to meet generally accepted standards of fiscal management; or
- 27
- 28 4. Performed any of the acts that are conditions for non-approval of charter schools under state
29 law.

30 **NOTICE**

31 The Superintendent of Schools and/or designee shall notify the charter school of the Board’s intent to
32 revoke the charter school agreement in writing at least thirty (30) days prior to the revocation.⁴

33 Within ten (10) days of the Board voting to renew, not renew, or revoke a charter school agreement,
34 the Superintendent of School and/or designee shall report the Board’s decision to the Department of
35 Education *and Tennessee Public Charter School Commission*. The Superintendent of Schools and/or

1 designee shall also provide the charter school with a copy of the Board’s resolution setting forth the
2 decision and the reasons for the decisions, and an explanation of the right to appeal.⁵

3 **REVOCAATION DUE TO PRIORITY STATUS**

4 The Board may revoke a charter school agreement if the charter school is identified as a priority school
5 under state law. Revocation shall take effect immediately following the close of the school year in
6 which the charter school is identified as a priority school.⁶

7 **PROCEDURES FOR CLOSURE**

8 The Superintendent of Schools and/or designee shall develop administrative procedures regarding
9 charter school closures prior to the Board denying renewal or revoking a charter school agreement.⁷
10 These procedures shall outline a detailed protocol that will ensure timely notification to parents,
11 orderly transition of students and student records, and disposition of school funds, property, and assets
12 in accordance with state law.

Legal References

1. State Board of Education Policy 6.111
2. TCA 49-13-122
3. TCA 49-13-122(b); State Board of Education Policy 6.111
4. TCA 49-13-122(e)
5. State Board of Education Policy 6.111; *Public Acts of 2025, Chapter No. 275*
6. TCA 49-13-122(a)
7. TCA 49-13-130

Williamson County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Charter School Renewal	Descriptor Code: 1.905	Issued Date: 10/23/23
		Rescinds: 1.905	Issued:

1 INTERIM REVIEW

2 The Superintendent of Schools and/or designee shall conduct an interim review of a charter school in
3 the fifth year of a charter term in accordance with guidelines developed by the ~~Department~~ *State Board*
4 of Education. As part of this process, the charter school shall submit a report on the progress of the
5 school in achieving the goals and objectives set forth in the charter agreement.¹

6 CUMULATIVE PERFORMANCE REPORT

7 Three (3) months prior to the date on which a charter school is required to submit a renewal
8 application, the Superintendent of Schools and/or designee shall submit a performance report to the
9 charter school that summarizes the school's performance record over the charter term and states the
10 summative findings concerning the school's performance and prospects for renewal.²

11 APPLICATION AND EVALUATION

12 No later than April 1st of the year prior to the year in which the charter school agreement expires, the
13 governing body of a charter school shall submit a renewal application to the Board.³

14 *The Superintendent of Schools and/or designee shall report each renewal application received to the*
15 *Tennessee Public Charter School Commission ("the Commission") within ten (10) days of receipt.*³

16 The Superintendent of Schools and/or designee shall conduct a renewal evaluation site visit to each
17 charter school that submits a charter school renewal application.

18 The Board will make renewal decisions by February 1st in the year the charter school agreement
19 expires.

20 RENEWAL CRITERIA⁴

21 The Board shall define and communicate with schools the criteria for renewal that is consistent with
22 the charter agreement. The Board shall make its renewal decision based on the renewal application,
23 annual progress reports, and renewal performance report.

24 Within ten (10) days of the Board voting by resolution on a renewal application, the Superintendent of
25 Schools and/or designee shall promptly notify a school of its renewal recommendation and decision,
26 including the reasons for the decision and any rights to an appeal. The Superintendent of Schools
27 and/or designee shall promptly communicate renewal decisions to the school community and public *as*
28 *well as the Department of Education and Commission.*

Legal References

1. TCA 49-13-121; *Public Acts of 2025, Chapter No. 275*
2. State Board of Education Policy 6.111
3. TCA 49-13-121; *Public Acts of 2025, Chapter No. 275*
4. TCA 49-13-121; State Board of Education Policy 6.111; *Public Acts of 2025, Chapter No. 275*



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 _____

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

3.204 Threat Assessment Team

Brief justification of why additions or changes needed or required:

Public Chapter 215 creates new notification requirements regarding credible information of threats of violence or significantly disruptive behavior. A notification must be made to parent(s)/guardian(s), and there must be a quarterly report of incidents provided to the WCBOE.

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

August 7, 2025
Date

Williamson County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Threat Assessment Team	Descriptor Code: 3.204	Issued Date: 08/21/23
		Rescinds: 3.204	Issued: 08/21/23

1 *General*¹

2 A threat assessment team shall be created within the school district to develop intervention-based
3 approaches to prevent violence, manage reports of potential threats, and create a system that fosters a
4 safe, supportive, and effective school environment. The Superintendent of Schools shall appoint the
5 members of the threat assessment team which shall include Williamson County Schools staff including
6 Student Support Services personnel, juvenile services, District Attorney office and the local law
7 enforcement.

8 The Superintendent of Schools shall develop administrative procedures regarding the training and
9 operations of the team to comply with state law and State Board of Education rules and regulations.

10 **TEAM MEETINGS**

11 All threat assessment team meetings shall be closed to the public.²

12 **RECORDKEEPING**³

13 The team shall document all behaviors and incidents deemed to pose a risk to school safety or that
14 resulted in intervention and shall provide the information to the Superintendent of Schools.

15 Documents produced or obtained regarding these assessment activities will not be open for public
16 inspection.

17 ***REPORTING***⁴

18 *Parent(s)/guardian(s) shall be notified of credible information regarding a threat of violence or*
19 *significantly disruptive behavior directed toward or occurring on the grounds of the school their*
20 *child attends if the threat or disruptive behavior is reported to a state or local law enforcement*
21 *agency. A report made to a school resource officer is not defined as a report to a state or local law*
22 *enforcement agency unless the school resource officer subsequently reports the threat or*
23 *significantly disruptive behavior for further investigation or for additional assistance in deescalating*
24 *a situation occurring on the grounds of the school.*

25 *Notification to parent(s)/guardian(s) shall occur within forty-eight (48) hours of the report to the*
26 *state or local law enforcement agency and may be made using existing communication methods for*
27 *providing information to parents and guardians.*

- 1 *At least once per quarter, the Superintendent of Schools shall provide the Board with the total*
- 2 *number of incidents requiring notice to parent(s)/guardian(s) for the respective quarter as well as*
- 3 *the total for the year to date.*

Legal References

1. TCA 49-6-2701
2. TCA 49-6-2701(f)
3. TCA 49-6-2702
4. *Public Acts of 2025, Chapter No. 215*

Cross References

- Safety 3.201
- Security 3.205
- Student Records 6.600

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



TO: Williamson County Board of Education
FROM: Jason Golden
DATE: September 5, 2025
RE: Recommendation for appointment of Management Team for Collaborative Conferencing, PECCA

WCS is in the 1st year of the Three-Year MOU with the WCEA. This year, we have the responsibility to discuss potential changes related to pay, benefits and working conditions. Our annual Agenda calls for selection of our management team this month. I recommend the following personnel to the Board of Education as the Management Team to discuss MOU terms for the 2026-2027 school year:

Leigh Webb, Assistant Superintendent for Secondary Schools

Juli Oyer, Assistant Superintendent for Elementary Schools

David Allen, Assistant Superintendent for Teaching, Learning & Assessment

Rachel Farmer, Chief Financial Officer

Vickie Robbins, Assistant Chief Financial Officer

Vickie Hall, Assistant Superintendent for Human Resources

Dana Ausbrooks, General Counsel

Staff recommends approval.

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



TO: Williamson County Board of Education

FROM: Jason Golden

DATE: September 5, 2025

RE: 2026-27 Calendar Parameters

Board Policy 1.800, School Calendar, requires the Board to consider parameters to the school calendar by September of each year. For the past few years, the Board elected not to establish parameters but rather to consider the calendar brought from the recommendation of the calendar committee. The committee's intent is to keep the basic calendar structure for the upcoming school year.

If you choose to have parameters, the parameters established by consensus at the Board work session will form the basis for the item. The Board may then adopt or amend the item at the full Board meeting on September 15, 2025.

Staff recommends approval.

1320 West Main Street, Suite 202
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MEMORANDUM

TO: Williamson County School Board

FROM: Leigh Webb, Assistant Superintendent of Secondary Schools

DATE: September 2, 2025

RE: Recommendations for Calendar Committee

The following individuals are recommended to serve on the calendar committee for the 26-27 school year as nominees by the Superintendent of Schools:

Jenny Lopez, Executive Director of TLA
Kevin Deck, Assessment Analyst
Juli Oyer, Assistant Superintendent of Elementary Schools
Leigh Webb, Assistant Superintendent of Secondary Schools
Portia Fulk, WCS Parent in Page Cluster

In addition, the WCEA has recommended the following educators from across the district to serve on the committee:

Beverly Purvis, Westwood Elementary School & WCEA President
Tracey Ries, Thompson's Station ES and MS & President-Elect
Wilson Boyd, Ravenwood High School & High School Representative
Carrie Gordon, Thompson's Station MS & Middle School Representative
Sharla Bratton, College Grove ES & Elementary School Representative

Staff recommends approval of the Calendar Committee members as listed.