



Williamson County School Board Meeting

April 20, 2026 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 March 23, 2026 School Board Meeting Minutes
- b. Board Policies - Second Reading
 - I. 1.203 New Board Member Orientation
 - II. 6.300 Code of Conduct
- c. Approval of Facilities Use Fee Schedule (Annual Agenda Item)
- d. Approval of Scoreboard at Nolensville High School
- e. Approval of Storage Shed at Page High School
- f. 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. 2025-26 School Board Budget
 - I. Approval of General Fund Resolution 05.26 Buses in the amount of \$659,848.00.
 - II. Approval of Capital Projects Fund Intent to Fund 05.26 Asphalt and Roofs in the amount of \$5,508,000.00.
 - III. Approval of Capital Projects Fund Intent to Fund 05.26 Security Technology in the amount of \$15,893,000.00.
 - IV. Approval of Education Capital Projects Fund Intracategory Transfer 04.26 LED Field Lights in the amount of \$2,880,000.00.
- b. Approval of Resolution to Update Annuity Plan
- c. Tenure Recommendations of the Superintendent to School Board (Annual Agenda Item)

7. Adjournment



Williamson County School Board Meeting
March 23, 2026 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

Mr. Drason Beasley:	Present
Mr. Tony Bostic:	Absent
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:	Present
Mrs. Claire Reeves:	Present
Mr. Eric Welch:	Present
Mrs. Melissa Wyatt:	Present

Present: 11, Absent: 1.

1. Call to Order

Board Chair Brown called the meeting order. Brown thanked the Sheriff's Deputies, Jody Cooper and Perry Dillehay 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)

Board Chair Brown called upon the following individuals who signed up before the meeting began, to speak during public comment.

- Brad Davis spoke about school safety.
- Amy Cooke spoke about Fine Arts supplements.
- Eden Cooke spoke about Fine Arts supplements.
- Vivian Cooke spoke about Fine Arts supplements
- Jason Greathouse spoke about proposed changes to policy 6.300.
- Beverly Purvis, WCEA President spoke regarding the budget and raises.

3. Approval of Agenda

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

Motion Passed: Motion by Mrs. Melissa Wyatt to approve the agenda. A second was made by Dr. Dennis Driggers.

Mr. Tony Bostic:	Absent
Mr. Eric Welch:	Yes
Mr. Drason Beasley:	Yes
Dr. Dennis Driggers:	Yes
Mrs. Tonja Hibma:	Yes
Dr. Margie Johnson:	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

4. Approval of Consent Agenda

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

Motion Passed: Motion by Mrs. Donna Clements to approve the consent agenda. A second was made by Dr. Dennis Driggers.

Mr. Tony Bostic:	Absent
Mr. Drason Beasley:	Yes
Dr. Dennis Driggers:	Yes
Mrs. Tonja Hibma:	Yes
Dr. Margie Johnson:	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

- a. Approval of February 17, 2026 School Board Meeting Minutes
- b. Board Policies - First Reading
 - I. 1.203 New Board Member Orientation
 - II. 6.300 Code of Conduct
- c. Recommendation for Field Trip Fee Requests

5. Communications to the Board

- a. Superintendent's Report

Superintendent Golden thanked the Board members for attending, and he thanked the public speakers, especially the students. Golden spoke about the multiple placement possibilities for

students with disabilities. He spoke about the standard that WCS has for their teachers and sometimes teachers go over and above and that is why we continually look at the supplements. He talked about the current salary study that is happening now in the district. Superintendent Golden spoke about the two policies that are on the agenda for first reading that were moved to the consent agenda, the budget and the updates that would be at the April meeting, including library books and the Screentime Committee.

I. Student, Staff and School Spotlights

In Student Spotlights, 56 National Merit Finalists were recognized.

All-State Choir, Band, Orchestra and Theater were also honored.

Several WCS high school wrestlers earned State titles.

In Staff Spotlights, Nolensville High theater director Laura Parker was recognized for being named the All-State Theater Teacher of the Year.

b. Board Chair Report

6. **New Business**

a. Approval of 2026-27 FY Proposed Budget

I. Approval of the 2026-27 FY General Purpose School Fund Budget

Board Chair Brown called upon Superintendent Golden, who recommended approval of the 2026-27 FY General Purpose School Fund Budget in the amount of \$571,684,432.00.

Motion Passed: Motion by Mr. Jay Galbreath to approve as amended to restore 2.2 million to the operational budget for the elementary Social Studies textbooks to be purchased for the 2027-28 school year. This would increase the budget gap to \$22,334,686.00. A second was made by Dr. Dennis Driggers.

Mr. Tony Bostic: Absent

Dr. Margie Johnson: 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

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Yes: 11, Nay: 0, Absent: 1

Motion Unseconded: Motion by Dr. Margie Johnson to cut the budget by 11.3 million and remove the instructional coaches. Motion failed due to lack of second.

Motion Passed: Motion by Mr. Joshua Brown to restore 2.2 million to the operational budget for the elementary Social Studies textbooks to be purchased for the 2027-28 school year. This would increase the budget gap to \$22,334,686.00. A second was made by Mrs. Melissa Wyatt.

Mr. Tony Bostic: Absent

Mrs. Tonja Hibma: Yes

Dr. Margie Johnson: 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
Dr. Dennis Driggers: Yes
Yes: 11, Nay: 0, Absent: 1

II. Approval of the 2026-27 Central Cafeteria Fund Budget

Board Chair Brown called upon Superintendent Golden, who recommended approval of the 2026-27 Central Cafeteria Fund Budget in the amount of \$21,615,317.00.

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mr. Dan Cash.

Mr. Tony Bostic: 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
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Yes: 11, Nay: 0, Absent: 1

III. Approval of the 2026-27 FY Extended School Program (SACC) Fund Budget

Board Chair Brown called upon Superintendent Golden, who recommended approval of the 2026-27 FY Extended School Program (SACC) Fund Budget in the amount of \$8,257,627.00.

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

Mr. Tony Bostic: 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
Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Yes: 11, Nay: 0, Absent: 1

IV. Approval of the 2026-27 FY Capital Outlay Request

Board Chair Brown called upon Superintendent Golden, who recommended approval of the 2026-27 FY Capital Outlay Request in the amount of \$13,665,250.00.

Motion Passed: Motion by Mr. Jay Galbreath to approve. A second was made by Dr. Dennis Driggers.

Mr. Tony Bostic: 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
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Yes: 11, Nay: 0, Absent: 1

b. Approval of High School Courses and Special Course Applications (Annual Agenda Item)
Board Chair Brown called upon Superintendent Golden, who recommended approval of High School Courses and Special Course Applications (Annual Agenda Item).

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

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

c. Approval of Health and Career and Technical Education Textbook Adoption Committee Recommendation (Annual Agenda Item)

Board Chair Brown called upon Superintendent Golden, who recommended approval of Health and Career and Technical Education Textbook Adoption Committee Recommendation (Annual Agenda Item).

Motion Passed: Motion by Dr. Dennis Driggers to approve. A second was made by Mrs. Donna Clements.

Mr. Tony Bostic: Absent

Mr. Jay Galbreath: Yes

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Dr. Margie Johnson: Yes

Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes

Mr. Dan Cash: Yes

Mr. Joshua Brown: Yes

Yes: 11, Nay: 0, Absent: 1

7. Adjournment

There being no further business, Board Chair Brown adjourned the meeting at 8:06 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 ☒

Donna Clements

Date Submitted to General Counsel: 2/20/2026

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

Policy 1.203 New School Board Orientation

Brief summary of the proposed addition or changes:

To create a policy that would provide structure to New School Board Orientations to ensure members will be informed and effective.

Brief justification of why additions or changes needed or required:

Districts across TN have this policy in place. This would ensure all new school board members are adequately oriented.

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.

[Signature]

Name of Individual Submitting Policy for Review

2/20/2026

Date

Williamson County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Click here to enter the policy title. New Board Member Orientation	Descriptor Code: 1.203	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

The Board considers board member development to be an ongoing process for all board members and a vital responsibility for effective board membership.

It shall be the responsibility of the Superintendent of Schools to provide and review the following with each new board member:

1. A copy of the Board's *Policy Manual* which is available online;
2. ***The Family Educational Rights and Privacy Act (FERPA), the Tennessee Open Meetings Act, the Tennessee Public Records Act and*** applicable portions of the *Tennessee Code Annotated* outlining the duties and responsibilities of the Board and the Superintendent;
3. Minutes of the board meetings for the previous year which are available online;
4. Other appropriate materials which will acquaint the new member with the operation of the school system and board service;
5. A detailed review of the following policies of the Williamson County Board of Education:
 - 1.101 Role of Board of Education
 - 1.106 Code of Ethics
 - 1.107 School Board Norms
 - 1.202 Duties of School Board Members
 - 1.2021 Code of Conduct of School Board Members
 - 1.205 Board-Superintendent Relations***
 - 1.601 Administrative Procedures;***
6. Organizational Chart for Williamson County Schools and overview of WCS' departments and department heads;
7. ***Overview of Parliamentary Procedure based on Robert's Rules of Order;***

9. Annual Agenda.



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: ___2/17/25_____

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

WCBOE Policy 6.300 Code of Conduct

Brief summary of the proposed addition or changes:

During the February Board meeting, several board members requested to review update the code of conduct policy regarding skipping classes and leaving school property without permission.

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.

Williamson County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Code of Conduct	Descriptor Code: 6.300	Issued Date: 09/18/23
		Rescinds: 6.300	Issued: 06/20/22

The Superintendent of Schools shall develop specific codes of conduct which are appropriate for each level of school.¹ The development of each code shall involve administrators of each level and shall be consistent with the relevant policies as adopted by the Board.²

The following levels of misbehavior and options are standards designed to protect all members of the educational community in the exercise of their rights and duties and to maintain a safe learning environment where orderly learning is possible and encouraged.³ These misbehaviors apply to student conduct on school buses, on school property, and while students are on school sponsored outings.

In response to Level I and Level II misbehaviors, school administrators are encouraged, when appropriate, to implement school-level interventions, mediation, and/or a restorative conference in addition to the assigned disciplinary consequences. Any mediation or restorative conferences should be facilitated by school administrator/designee between the student who misbehaved and the student(s) or others who were harmed by the misbehavior.

~~In response to all levels of student misbehavior, school administrators are encouraged, when appropriate, to implement a restorative student conference in addition to the assigned disciplinary consequences. The conference should be facilitated by school administrator/designee and would be between the student who misbehaved and the student(s) or others who were harmed by the misbehavior.~~

MISBEHAVIORS: LEVEL I

This level includes minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes with the orderly operation of the school, but which can usually be handled by an individual staff member.

Examples (not an exclusive listing)

- Classroom disturbances
- Classroom tardiness
- Cheating and lying
- Inappropriate language
- ~~Skipping class~~
- Misuse of technology
- Non-defiant failure to do assignments or carry out directions.
- Wearing, while on the grounds of a public school during the regular school day, clothing that exposes underwear or body parts in an indecent manner that disrupts the learning environment⁴.

Disciplinary Options (may include one or more of the following options)

- Verbal reprimand
- Restricting activities
- Counseling
- Withdrawal of privileges
- Detention
- In-school suspension
- ~~Mediation~~
- ~~School-level interventions~~

MISBEHAVIORS: LEVEL II

This level includes misbehavior whose frequency or seriousness tends to disrupt the learning climate of the school. These misbehaviors do not represent a direct threat to the health and safety of others but have educational consequences serious enough to require corrective action on the part of administrators.

Examples (not an exclusive listing)

- Continuation of unmodified Level I behaviors
- School or class tardiness
- Using forged notes or excuses
- Disruptive classroom behavior
- Cheating and lying
- Possessing, smoking or using tobacco or tobacco-related products, including electronic/battery-operated devices
- Inappropriate language
- Unexcused absences
- Making a false report
- Defiant failure to do assignments or carry out instructions.
- Skipping class
- *Leaving campus without permission from parent/guardian or school administrator*
- *Urging other students to engage in skipping class and/or leaving campus without permission from parent/guardian or school administrator*

Disciplinary Options (shall include one or more of the following options)

- ~~Behavior modification~~
- Friday or Saturday school (in middle and high schools)
- In-school suspension
- Detention
- Suspension from school-sponsored activities or from riding school bus
- Out-of-school suspension (not to exceed ten (10) days)
- ~~Mediation~~

- ~~School-level interventions~~

MISBEHAVIORS: LEVEL III

This level includes acts directly against persons or property but whose consequences do not seriously endanger the health or safety of others in the school.

Examples (not an exclusive listing)

- Continuation of unmodified Level I and II behaviors
- Fighting
- Vandalism (minor)
- Stealing
- Threats to others
- Making a false report
- Abusive language
- Victimization of any student (Harassment (Sexual, Racial, Ethnic, Religious), Bullying, Cyber-bullying, and/or Hazing)

Disciplinary Options (shall include one or more of the following options)

- In-school suspension
- Detention
- Restitution from loss, damage, or stolen property
- Out-of-school suspension (not to exceed ten (10) days)
- Alternative Learning Center

MISBEHAVIORS: LEVEL IV

This level of misbehavior includes acts which result in violence to another person or property, or which pose a threat to the safety of others in the school. These acts are so serious that they usually require administrative actions which result in the immediate removal of the student from the school and the intervention of law enforcement authorities.

If a student's action poses a threat to the safety of others in the school, a teacher, principal, school employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or death to another person.⁵

Examples (not an exclusive listing)

- Continuation of unmodified Level I, II, and III behaviors
- Death threat (hit list)
- Extortion
- Bomb threat
- Possession/use/transfer of dangerous weapons*

- Assault that results in bodily injury upon any teacher, principal, administrator, any other employee of the school, or a school resource officer*
- Aggravated assault*
- Vandalism
- Theft/possession/sale of stolen property
- Arson
- Possession of unauthorized substances or drugs (i.e., any controlled substance, marijuana, controlled substance analogue, alcohol, legend drug, or any other substance whose possession or use is regulated in any matter by any governmental authority)*
- Use, transfer, handle, or be under the influence of unauthorized substances.
- Victimization of any student (Harassment (Sexual, Racial, Ethnic, Religious), Bullying, Cyber-bullying, and/or Hazing)
- Electronic threat to cause bodily injury or death to another student or school employee*

Disciplinary Options (shall include one or more of the following options)

- Expulsion
- Alternative Learning Center

[DISCIPLINE OF STUDENTS WITH DISABILITIES]

Notwithstanding any information in or requirements of this policy, any discipline of a student with a disability shall be subject to the rules, regulations and laws governing discipline of those students.

* Zero tolerance offenses

Legal References

1. TCA 49-6-4005
2. TCA 49-6-3024
3. TCA 49-6-4002
4. TCA 49-6-4109
5. TCA 49-6-4009

Cross References

Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Title IX & Sexual Harassment 6.3041
Interference/Disruption of School Activities 6.306
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Corporal Punishment 6.314
Detention 6.315
Student Suspension/Expulsion 6.316
Safe Relocation of Students 6.4081



MEMORANDUM

April 1, 2026

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: Use of School Facilities and Related Fees

Each year, and in keeping with our strategic plan, a review of the fees for use of facilities, by outside organizations, is made. The last time a fee increase was implemented for use of facilities was in 2022. The Building Supervision fee last increased in 2024. We are recommending no increase in fees for facilities use this year.

Attached for your review is the Use of Schools and Facilities form. Staff recommends approval.

2026 - 2027 REQUEST FOR USE OF WILLIAMSON COUNTY SCHOOLS & FACILITIES BY COMMUNITY ORGANIZATIONS					<i>Central Office Use</i> ID NUMBER _____	
School to be Used: _____						
Purpose of Use: _____				Expected Attendance _____		
Organization Name: _____						
Request Made By: _____				Title in Organization _____		
Street Address: _____			City _____		Zip _____	
Cell Number: _____			E-Mail _____			
BUILDING USAGE **PLEASE FILL THIS FORM OUT IN ITS ENTIRETY**						
Date & Days of Use _____			S M T W TH F ST			
Reoccurring Use _____			S M T W TH F ST			
Weekly on:						
Reoccurring Use _____			1st 2nd 3rd 4th 5th S M T W TH F ST			
Monthly on:						
Starting Date _____			Ending Date _____			
Starting Time _____			AM PM		Ending Time _____ AM PM	
FEE SCHEDULE - If applicable *DO NOT LEAVE BLANK*						
<i>Area(s) Needed</i>						
Classroom(s)		Room #s _____		\$16 per day per room		\$ _____
Limited classroom use per board policy						
Auditorium				\$296 per day		\$ _____
Stage Light		____ Y	____ N	One fee for either or both		\$ _____
Sound System		____ Y	____ N			\$ _____
Gymnasium				\$302 per day		\$ _____
Auxiliary Gym (High Schools Only)				\$302 per day		\$ _____
Gym for Jr. Sports Only - \$19 per hour up to 8 hrs per day				(Max \$302 per day)		\$ _____
Stadium/Track/or other Game Field -		*no charge for use				\$ NA
Tennis -		*no charge for use				\$ NA
Campus (Outside Building) -		*no charge for use				\$ NA
Cafeteria (This is for the seating area only) - \$19 per hour up to 8 hrs per day (Max \$135 per day)						\$ _____
Kitchen (This is for the serving line area and main kitchen)						\$ _____
(One WCS kitchen staff member must be present when the use of the kitchen is requested. They must be present for the entire time you request use of the kitchen. This cost will be determined by each school site.)						\$ TBD
Supervision - Required						
Building Supervision		See Note 1		\$22.62 per hour (incl tax)		TBD
Name of Supervisor		_____		Check if supervisor is waiving fees.→		_____
Custodial Services				Check here if needed →		_____
*Custodial service based on actual time for cfor cleaning as needed and determined by contractor						TBD
TOTAL ESTIMATED FEE (not counting supervision or custodial, if needed)						\$ _____
Note 1: There is no charge for use of outdoor fields, tennis courts or campus per WCS board. Final rate TBD by time submitted						
2. When multiple rooms are used, supervision is calculated on one room. Supervision for outside as required						

MAKE PAYMENT TO: WILLIAMSON COUNTY SCHOOLS, 1320 West Main Street, Suite 202, Franklin, TN 37064

No funds shall be paid individually to any employee or individual school for use of facilities.

Hold Harmless Clause on page 2 must be completed. See page 2 for policy and procedures.

REQUEST FOR USE OF WILLIAMSON COUNTY SCHOOLS & FACILITIES

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

AGREEMENT

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

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

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

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

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

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

Authorized Signature

Date

Name: **(PRINT ONLY)**

THIS IS NOT A FINAL INVOICE

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

FORWARD COMPLETED REQUEST TO:

SCHOOL PRINCIPAL

QUESTIONS?

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

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

PRINCIPAL SIGNATURE - Facility is available during time and dates requested:

This does not constitute final approval which resides with Facilities Dept/Central Office

Central Office - Event falls within policy guidelines and insurance sufficient for use

Date

Revsd 6/1/2026 (for 2026-2027 school year) * In the event of an emergency, call 9-1-1, start CPR and retrieve and use the nearest AED*



MEMORANDUM

April 10, 2026

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: Nolensville High School Scoreboard Request

Nolensville High School is requesting permission to replace the existing scoreboard on the multi-purpose field with an LED video/scoreboard. The existing scoreboard is located at the north end of the field. The project is fully funded by Nolensville High School. The following conditions apply to obtaining approval:

- Foundation drawings must be submitted that have been prepared by a professional engineer registered in the State of Tennessee.
- The project must be submitted to the Town of Nolensville Planning Department.
- The contractor must submit a Certificate of Insurance naming WCS as additional insured and all employees working on WCS property must pass a background check.
- Construction cannot begin until permits have been issued.

Staff recommends approval.



OPTION 2

Final design subject to change, based on client input

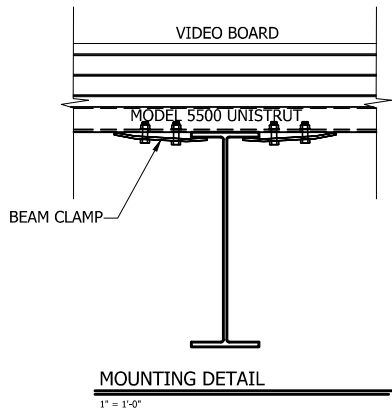
32' x 19'
DIGITAL DISPLAY

- PACKAGE INCLUDES
- Digital Display
 - Decorative Truss w/ Logo and ID
 - Hardware & Software Suite

- Powered by ScoreVision®
- Industry's Best Warranty
- 7 Day a Week Support Center

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STRUCTURAL NOTES

DESIGN LIVE LOADS

SOIL BEARING PRESSURE..... 1,500 psf
 LATERAL SOIL PASSIVE PRESSURE..... 200 psf/ft
 MAX LATERAL PRESSURE LIMIT..... 1,500 psf
 WIND SPEED..... 115 mph ULTIMATE
 RISK CATEGORY..... II
 WIND EXPOSURE..... C

STRUCTURAL CONCRETE

CONCRETE SHALL BE IN ACCORDANCE WITH ACI MANUAL 315 AND STANDARD 318. CONCRETE SHALL BE OF REGULAR AGGREGATE AND SHALL HAVE DESIGN COMPRESSIVE STRESS AT 28 DAYS AS FOLLOWS:

CONCRETE COMPRESSIVE STRENGTH f'_c = 3,500 psi TYPICAL.
 PROVIDE AIR ENTRAINED CONCRETE FOR CONCRETE EXPOSED TO WEATHER.

REINFORCING STEEL SHALL CONFORM TO ASTM A615, GRADE 60.
 DETAILING SHALL BE IN ACCORDANCE WITH ACI MANUAL 315 AND STANDARD 318. LAP SPLICES IN CONCRETE SHALL BE IN ACCORDANCE WITH CHAPTER 12 OF ACI 318-05.

REINFORCING STEEL SHALL HAVE A MINIMUM CONCRETE COVER AS TABULATED BELOW UNLESS OTHERWISE NOTED:

FOUNDATIONS..... 2" FOR FORM CONCRETE
 3" WHERE CONCRETE IS CAST AGAINST GROUND

STRUCTURAL STEEL

STRUCTURAL STEEL SHALL BE IN ACCORDANCE WITH AISC 360-10:

ALL STRUCTURAL..... A992
 MISC STEEL, CHANNELS, ANGLES, PLATES..... A36
 SHOP AND FIELD WELDS..... E70XX ELECTRODES
 BOLTS 3/4" DIAMETER MIN FOR STRUCTURAL CONNECTION..... A325 HIGH STRENGTH
 BOLTS 1/2" DIAMETER MIN FOR SCOREBOARD ATTACHMENT..... A36 MIN
 ANCHOR BOLTS (3/4" DIAMETER HOOKED U.N.O.)..... F1554 GR.36
 ALL WELDING SHALL BE IN ACCORDANCE WITH THE AMERICAN WELDING SOCIETY

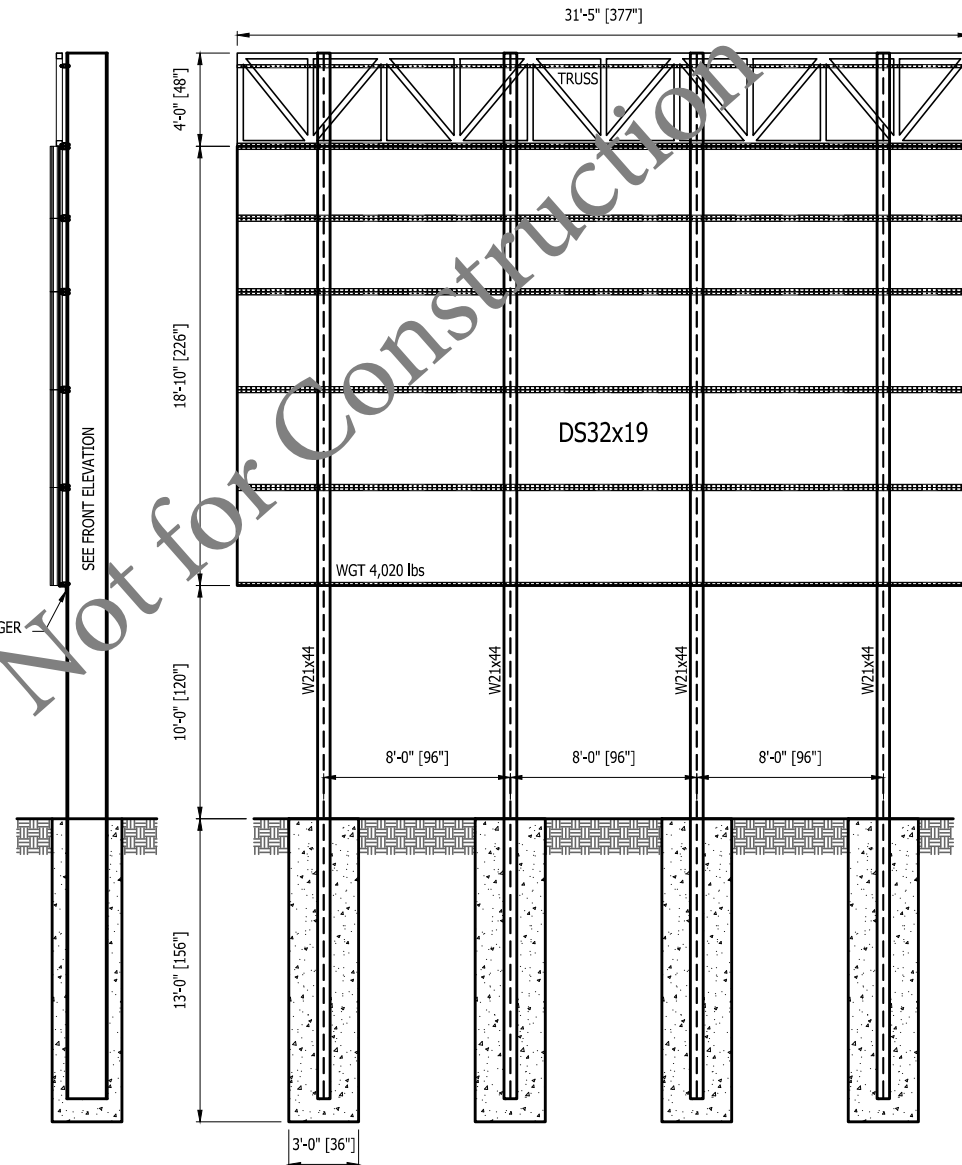
PRIME STRUCTURAL AND MISC. STEEL WITH MANUFACTURER'S STANDARD IRON OXIDE PRIMER. PRIMER SHALL BE COMPATIBLE WITH FINISH COAT OF PAINT WHEN PROVIDED.

L4x4x $\frac{3}{8}$ LEDGER

SEE FRONT ELEVATION

SIDE ELEVATION

3/16" = 1'-0"





MEMORANDUM

April 2, 2026

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: Page High Storage Shed Request

Page High School is requesting to install a new 12'x30' storage shed for flag and band equipment. The proposed shed would be installed near an existing storage shed south of the parking lot on the east side of the campus. This is fully funded by the Page High School Band Booster Club.

Staff recommends approval.

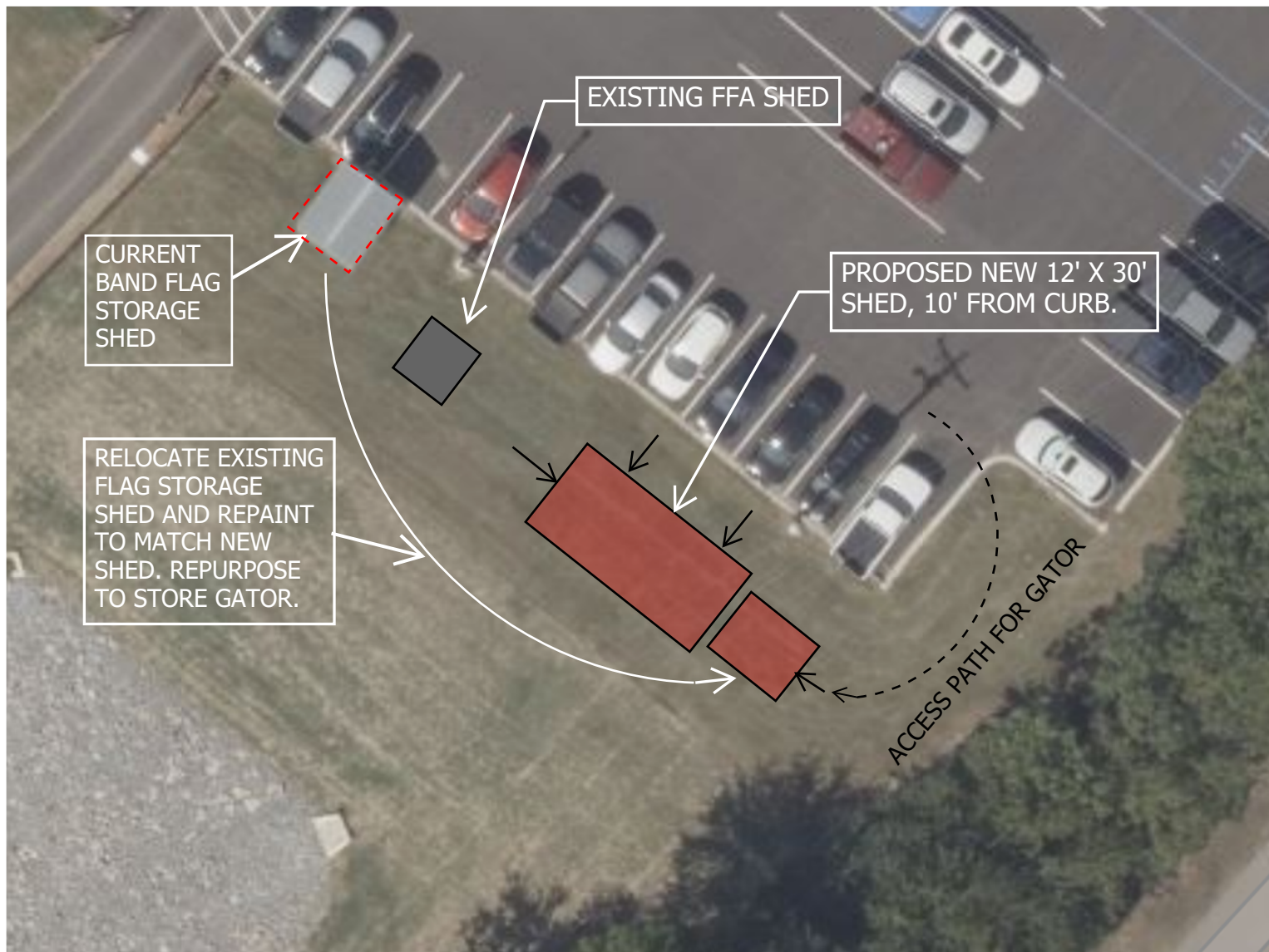
Existing
flag shed

New shed
location

Band Room



Overall Campus Plan



Detailed Location Plan



Parking lot elevation with two sets of double doors. End wall will have a ramp door that opens down to allow us to roll props in.

TRIP FINDER - April 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
9072	Centennial High	06/26/2026	06/29/2026	03/31/2026	Over \$100 PER STUDENT	CHS eSports Nationals	ATHLETIC OVERNIGHT	CTE - Programs	8	Full Sail University
Notes/Fees	Cost per student \$800									
8933	Creekside Elementary	04/27/2026	05/01/2026	03/23/2026	Over \$100 PER STUDENT	CSES Vex Robotics World Competition	ACADEMIC OVERNIGHT	5th Grade	3	America's Center Convention Complex
Notes/Fees	This is a four day trip for our robotic team that qualified for the 2026 VEX Robotics World Championship that will be held in St. Louis, Mo. The estimated cost of the trip is \$6452. This cost will be offset by donations and fund raising.									
9035	Independence HS Fine Arts	5/23/2026	5/23/2026	3/27/2026	Over \$100 PER STUDENT	Spotlight Awards Rehearsal	FINE ARTS	Drama	53	TPAC
Notes/Fees	This is tentative - we will only need this if we are invited to perform at the Spotlight Awards. We will know for sure on April 24th. If we are invited to perform, I will update the time details. If we are not invited to perform, I will cancel the request.									
9084	Mill Creek Middle	01/14/2027	01/18/2027	04/02/2026	Over \$100 No Driver	Junior Theatre Festival 2027	FINE ARTS OVERNIGHT	Drama	50	Cobb Galleria
Notes/Fees	Mill Creek Middle School is planning a student trip to attend the Junior Theatre Festival (JTF) in Atlanta, Georgia, held at the Cobb Galleria Centre. This educational theatre festival provides students with high quality performance workshops, adjudication, and exposure to professional theatre artists from across the country. The proposed travel dates are Thursday, January 15 through Monday, January 19. Our targeted Transportation we are planning to be by Signature Transportation. Students will participate in fundraising activities to help offset the cost of attending this event. Approval for this trip is time-sensitive. Registration for the January 2027 Junior Theatre Festival opens in March 2026, and the festival is known to sell out quickly once registration opens. Securing approval prior to March 2026 is essential in order to ensure Mill Creek Middle School's participation and to allow adequate time for fundraising and planning.									
8893	Page Middle	05/17/2026	05/18/2026	03/19/2026	Over \$100 PER STUDENT	Track and Field State Championship UTK 5-18-26	ATHLETIC OVERNIGHT	Track	15	University of TN
Notes/Fees	No bus needed parents responsible for taking their child. The school is responsible for the registration fees. The parents are responsible for hotel, food, and travel. The school will be responsible for our coaches food, travel and hotel. The cost per student is \$230.									
8358	Summit High	05/08/2026	05/09/2026	02/13/2026	Over \$100 No Driver	Summit High School Festival Trip to Dollywood	FINE ARTS OVERNIGHT	Strings	25	Dollywood Theme Park
Notes/Fees	Dollywood Itinerary - 2026 , May 8th & 9th; Caitlin VanKeuren, caitlin.vankeuren@wcs.edu, (931) 652-3086; Summit High School Orchestra. No WCS BUS NEEDED. NO COST TO WCS. Friday May 8th - Summit High School Orchestra leave Summit High School at 12pm; Arrive at Buc cees for pit stop at 3pm; Have Dinner at Buc cees; Travel to Pigeon Forge TN and perform at Pigeon Forge High School, 7pm -8pm. Travel to La Quinta Hotel, 125 Community Center Drive Pigeon Forge TN; Spend night at La Quinta Breakfast from 8am-9am. Travel to Dollywood Theme Park 930am; Be at Dollywood Theme Park from 10am-8pm. Leave Dollywood Theme Park at 8pm and Travel to Summit HS. Students will Arrive at SHS at 11pm and will be picked up by parents.									

Thursday, April 09, 2026

Resolution No. _____
Requested by: Board of Education

**RESOLUTION AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL FUND
BUDGET \$659,848 AND THE EDUCATIONAL IMPACT FEE FUND BY \$659,848 FOR
THE PURCHASE OF FOUR GROWTH BUSES**

WHEREAS, it was determined there is a need to purchase four growth Special Education buses for a total estimated cost of **\$659,848**; and

WHEREAS, the Education Impact Fee can be used to make purchases related to growth and would qualify to be used for this purchase;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on May 11, 2026, approves the expenditure of **\$659,848 for the purchase of 4 growth school buses as follows:**

Revenues

141.40000.481300.000.02.41	Other Gov-Contributions	\$ 659,848
171.00000.351610.00000.00.00.00	Reserve for Education Impact	\$ 659,848

Expenditures

141.39000	Fund Balance	\$ 659,848
171.91300.531600.00000.00.00.00IM100	Contributions	\$ 659,848

Judy Herbert, Commissioner

COMMITTEES REFERRED TO & ACTION TAKEN:

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

Jeff Whidby, County Clerk

Brian Beathard, Commission Chairman

Rogers C. Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION REQUESTING AN INTENT TO FUND IN THE AMOUNT OF \$5,508,000 FOR
THE WILLIAMSON COUNTY BOARD OF EDUCATION 2025-2026
MAJOR ASPHALT AND ROOF NEEDS**

WHEREAS, the Williamson County Board of Education has reviewed and revised its 5-year capital outlay plan based on current needs and assessment audit for pavement projects (\$2,813,000) and roof replacements (\$2,695,000); and

WHEREAS, the Board is requesting approval of not to exceed **\$5,508,000** for the following projects;
and

	<u>Rural Debt</u>	<u>General Debt</u>
ASPHALT/PAVING	\$793,000	\$2,020,000
ROOFS	2,095,000	600,000

TOTAL	<u>\$5,508,000</u>
--------------	---------------------------

WHEREAS, this resolution's purpose is to obtain the Commissions' approval of the projects so that work can begin and funds for these needs being requested based on actual cash flow needs, not to exceed **\$5,508,000**;

NOW, THEREFORE BE IT SO RESOLVED, that the Williamson County Board of County Commissioners' meeting in regular session on May 11, 2026, approve **\$5,508,000** as noted in the projects above and take the appropriate actions that are necessary to fund this amount.

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

Judy Herbert, Commissioner

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 C. Anderson, County Mayor

Date

RESOLUTION NO. _____
Requested by: Board of Education

**RESOLUTION REQUESTING AN INTENT TO FUND IN THE AMOUNT OF
\$15,893,000 FOR THE WILLIAMSON COUNTY BOARD OF EDUCATION
2025-2026 SECURITY/NETWORK TECHNOLOGY NEEDS**

WHEREAS, the Williamson County Board of Education has reviewed and revised its 5-year capital outlay plan based on current needs and assessment audit for information technology; and

WHEREAS, there is a need for security and network technology items including mass notification emergency systems, video cameras, classroom door access systems and network components needed for security systems including access switches, network servers, data storage and wireless access points; and

WHEREAS, the Board is requesting approval of not to exceed **\$15,893,000** for the following projects;
and

	<u>Rural Debt</u>	<u>General Debt</u>
General Security	\$9,862,144	\$6,030,856
Total	\$15,893,000	

WHEREAS, this resolution's purpose is to obtain the Commissions' approval of the projects so that work can begin and funds for these needs being requested based on actual cash flow needs, not to exceed **\$15,893,000**;

NOW, THEREFORE BE IT SO RESOLVED, that the Williamson County Board of County Commissioners' meeting in regular session on May 11, 2026, approve **\$15,893,000** as noted in the projects above and take the appropriate actions that are necessary to fund this amount.

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

Judy Herbert, Commissioner

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 C. Anderson, County Mayor

Date

To: Board of Education

From: Rachel Farmer, Chief Financial Officer *rf*

RE: Intracategory transfer – LED Field Lights

Date: April 16, 2026



The 5-Year Capital Plan included a request totaling \$12,000,000 to begin the replacement and upgrade of high school field lighting to LED lights. The Board approved the intent to fund for this project, but the Commission did not. We would like to replace the lights on all of the high school football fields and we have funding in Contingency to be able to complete this part of the project.

From:
177.91300.579910.510.00.C4925 Contingency **\$ 2,880,000**

To:			
177.91300.570706.620.00.C2026	Building Construction		\$ 2,880,000
		\$2,880,000	\$2,880,000

**ACTION TAKEN
SCHOOL BOARD**

Yes____ No____

04.26.INTRACATEGORY TRANSFER - LED Field Lights

TENNESSEE STATE

EMPLOYEES DEFERRED COMPENSATION
PLAN AND TRUST

- 457(b)

RESOLUTION AND

PARTICIPATING EMPLOYER AGREEMENT

Williamson County Schools
[Participating Employer]

Administered by:
Treasurer, State of Tennessee
502 Deaderick Street, 15th Floor
Andrew Jackson State Office Building
Nashville, Tennessee 37243
Telephone: 615-532-2347

RESOLUTION

WHEREAS, Williamson County Schools, Tennessee (hereinafter referred to as the "Employer") has determined that in the interest of attracting and retaining qualified employees, it wishes to offer a governmental 457(b) deferred compensation plan, funded by employee deferrals and, if elected pursuant to Section I and/or K of the Participating Employer Agreement, employer contributions;

WHEREAS, Tennessee Code Annotated, Section 8-25-111(a) allows a Tennessee local governmental entity to participate in the State of Tennessee's 457(b) deferred compensation plan subject to the approval of the Chair of the Tennessee Consolidated Retirement System (hereinafter referred to as the "Chair");

WHEREAS, the liability for participation and the costs of administration shall be the sole responsibility of the Employer and/or its employees, and not the State of Tennessee;

WHEREAS, the Employer has also determined that it wishes to encourage employees' saving for retirement;

WHEREAS, the Employer has reviewed the Tennessee State Employees Deferred Compensation Plan and Trust Adoption Agreement for a Section 457(b) Eligible Deferred Compensation Plan for Governmental Employers, as adopted by the State of Tennessee, as amended and restated effective December 22, 2010, and as subsequently amended, as well as the Section 457(b) Eligible Deferred Compensation Plan for Governmental Employer Basic Plan Document (collectively known as the "Plan" or "Plan Document");

WHEREAS, the Employer wishes to provide certain benefits to its employees, reduce overall administrative costs, and afford attractive investment opportunities;

WHEREAS, the Employer is eligible to become a Participating Employer in the Plan, pursuant to Article XVII of the Plan Document;

WHEREAS, the Employer is concurrently executing a Participating Employer Agreement for the Plan; and

WHEREAS, the Board of Education ("Governing Authority") of the Employer is authorized by law to adopt this resolution approving the Participating Employer Agreement on behalf of the Employer;

NOW, THEREFORE, the Governing Authority of the Employer hereby resolves:

1. The Employer adopts the Plan Document for its Employees; provided, however, that for the purpose of the Plan, the Employer shall be deemed to have designated irrevocably the Chair as its agent, except as otherwise specifically provided herein or in the Participating Employer Agreement.
2. The Employer acknowledges that the Plan does not cover, and the Trustees of the Plan ("Trustees") have no responsibility for, other employee benefit plans maintained by the Employer.
3. The Employer acknowledges that in no instance shall the total combined employer contributions to all defined contribution plans on behalf of a single employee exceed the maximum allowed under the

Internal Revenue Code (“Code”), and shall conform to all applicable laws, rules and regulations of the Internal Revenue Service (“IRS”) governing profit sharing and/or salary reduction plans for governmental employees.

4. The Employer hereby adopts the terms of the Participating Employer Agreement, which is attached hereto and made a part of this resolution. The Participating Employer Agreement (a) permits all employees of the respective entity to make elective deferrals; (b) sets forth the Employees to be covered pursuant to Section I and/or K of the Participating Employer Agreement for employer contributions, if any; (c) outlines the benefits to be provided by the Participating Employer under the Plan; and, (d) states any conditions imposed by the Participating Employer with respect to, but not inconsistent with, the Plan. The Participating Employer reserves the right to amend its elections under the Participating Employer Agreement, so long as the amendment is not inconsistent with the Plan, the Code, Tennessee law, or other applicable law and is approved by the Chair.
5. The Chair may amend the Plan on behalf of all Employers, including those Employers who have adopted the Plan prior to a restatement or amendment of the Plan, for changes in the Code, the regulations thereunder, Tennessee law, revenue rulings, other statements published by the Internal Revenue Service ("IRS"), including model, sample, or other required good faith amendments, and for other reasons that are deemed at the Chair's sole discretion to be in the interest of the Plan. These amendments shall be automatically applicable to all Employers.
6. The Chair will maintain, or will have maintained, a record of the Employers and will make reasonable and diligent efforts to ensure that Employers have received all Plan amendments.
7. The Employer shall abide by the terms of the Plan, including amendments to the Plan and Trust made by the Chair, all investment, administrative, and other service agreements of the Plan, and all applicable provisions of the Code, Tennessee law, and other applicable law.
8. The Employer accepts the administrative services to be provided by the Tennessee Treasury Department and any services provided by Plan vendors. The Employer acknowledges that fees will be imposed with respect to the services provided and that such fees may be deducted from the Participants' Accounts and/or charged to the Employer.
9. Subject to the provisions of Section 17.06 of the Plan, the Employer may terminate its participation in the Plan, including but not limited to, its contribution requirements pursuant to the Plan, if it takes the following actions:
 - a. A resolution must be adopted by the Governing Authority of the Employer terminating the Employer's participation in the Plan.
 - b. The resolution must specify the proposed date when the participation will end, which must be at least six calendar months after notice to the Chair and the Employer's employees.
 - c. The Chair shall (i) determine whether the resolution complies with the Plan, and all applicable federal and state laws, (ii) determine an appropriate effective date, and (iii) provide appropriate forms to terminate ongoing participation. Distributions under the

Plan of existing accounts to Participants will be made in accordance with the Plan Document.

- d. Once the Chair determines the appropriate effective date, the Employer shall immediately notify all its Employees participating in the Plan of the termination and the effective date thereof.
 - e. The Chair can, in the Chair's sole discretion, reduce the six month notice and withdrawal period to a shorter period if the Employer so requests, but in no event shall the period be less than three months.
10. The Employer acknowledges that the Plan Document contains provisions for Plan termination by the Trustees, subject to applicable Tennessee law.
11. The Employer acknowledges that all assets held in connection with the Plan, including all contributions to the Plan, all property and rights acquired or purchased with such amounts and all income attributable to such amounts, shall be held in trust for the exclusive benefit of Participants and their Beneficiaries under the Plan. No part of the assets and income of the Plan shall be used for, or diverted to, purposes other than for the exclusive benefit of Participants and their Beneficiaries and for defraying reasonable expenses of the Plan. All amounts of compensation deferred pursuant to the Plan, all property and rights acquired or purchased with such amounts and all income attributable to such amounts, property or rights held as part of the Plan, shall be transferred to the Trustees to be held, managed, invested and distributed as part of the Trust Fund in accordance with the provisions of the Plan. All contributions to the Plan must be timely transferred by the Employer to the Trust Fund pursuant to and in the manner provided by the Chair. The Employer acknowledges that if the Employer fails to remit the requisite contributions in a timely manner, the Chair reserves the right, at the Chair's sole discretion, to terminate the Employer's participation in the Plan. In such event, the Chair shall notify the Employer of the effective termination date, and the Employer shall immediately notify all its employees participating in the Plan of the termination and the effective date thereof. Notwithstanding the foregoing, the Employer acknowledges that it is the sole responsibility of the Employer to remit the requisite reports and contributions to the Plan and that neither the State, the Chair, the Trustees, its employees, or agents shall have any responsibility or liability for ensuring or otherwise monitoring that this is done. All benefits under the Plan shall be distributed solely from the Trust Fund pursuant to the Plan.
12. The Employer agrees to offer and enroll only those persons, whether appointed, elected, or under contract, wherein an employee-employer relationship is established, providing service to the Employer for which compensation is paid by the Employer.
13. The Employer understands that IRS rules and Tennessee law limit participation in the Plan to governmental entities and their respective employees. The Employer will notify the Chair in writing within ten (10) calendar days if it ceases to be a governmental entity under applicable federal or Tennessee law, and/or if it discovers that it is transferring or having transferred employee deferrals and/or employer contributions to the Plan on behalf of an individual who does not meet the requirements in Paragraph 12 above.

14. The Employer acknowledges that the Chair and other Trustees are the fiduciaries of the Plan and have sole and exclusive authority to interpret the Plan and decide all claims and appeals for Plan benefits. The Employer agrees to abide by the Chair's decisions on all matters involving the Plan.
15. This resolution and the Participating Employer Agreement shall be submitted to the Chair for approval. The Chair shall determine whether the resolution and the Agreement comply with the Plan, and, if they do, shall provide appropriate forms to the Employer to implement participation in the Plan. The Chair may refuse to approve a Participating Employer Agreement executed by an Employer that, in the Chair's sole discretion, does not qualify to participate in the Plan.
16. The Governing Authority hereby acknowledges that it is responsible to assure that this resolution and the Participating Employer Agreement are adopted and executed in accordance with the requirements of applicable law.

Adopted by the Governing Authority on _____, _____, in accordance with applicable law.

By: _____
Signature

Printed Name

Title

Attest: _____

Date: _____

[Governing Authority must assure that applicable law is followed in the adoption and execution of this resolution.]

TENNESSEE STATE

EMPLOYEES DEFERRED COMPENSATION PLAN AND TRUST - 457(b)

PARTICIPATING EMPLOYER AGREEMENT

A. PARTICIPATING EMPLOYER INFORMATION

Name: Williamson County Schools

NOTE: A Participating Employer Agreement must be completed for each employer. For example, if a city has separate legal entities for the city and a utility company – each would need to complete their own Participating Employer Agreement in order to participate. However, divisions of the same employer (e.g., finance, HR, departments, etc.) do not need to complete and should not complete separate agreements.

(1) GOVERNING AUTHORITY

Name: Board of Education

Address: 1320 West Main Street, Suite 202, Franklin, TN 37064

Phone: 615-472-4055

Person Authorized to receive Official Notices from the Plan or Administrator:

Carrie Vitucci carrie.vitucci@wcs.edu 615-472-4055; Vickie Robbins vickier@wcs.edu 615-472-4021

(2) PARTICIPATING EMPLOYER TAX ID NUMBER: 62-6000915

(3) DISCLOSURE OF RETIREMENT PLAN(S) *[INCLUDING, IF APPLICABLE, PARTICIPATION IN THE TENNESSEE CONSOLIDATED RETIREMENT SYSTEM ("TCRS")]*

This Participating Employer [] does or [] does not have an existing deferred compensation or retirement plan. If the Participating Employer does have one or more deferred compensation plans or retirement plans (including TCRS), the Governing Authority must provide in the space below the plan name, name and telephone number of the provider, and such other information requested by the Administrator.

TCRS Legacy Plan; TCRS Hybrid Plan for State Employees and Teachers

Lincoln Financial 457(b) (freezing); Lincoln Financial 403(b); Voya 403(b); State of Tennessee 401(k) (by statute)

B. TYPE OF ADOPTION AND EFFECTIVE DATE

NOTE: This Participating Employer Agreement ("Agreement"), with the accompanying Plan, is designed to comply with Internal Revenue Code ("Code") Section 457(b), as applicable to a governmental plan.

By adopting this Participating Employer Agreement, with its accompanying Resolution, the Participating Employer is adopting a Plan Document intended to comply with Code Section 457(b).

This Agreement is for the following purpose: **(Check and complete box 1 OR box 2 OR box 3.)**

1. ☒ This is a new 457(b) deferred compensation plan adopted by the Participating Employer for its Employees effective February 1, 2026 **(insert effective date of this Agreement).**
2. ☐ This is an amendment to be effective as of _____, _____, to the current Agreement previously adopted by the Participating Employer, which was originally effective _____, _____, as follows **(please specify type below):**
- a. ☐ This is an amendment to change one or more of the Participating Employer's contribution elections in the existing Participating Employer Agreement.
- b. ☐ Other **(must specify elective provisions in this Agreement that are being changed):**
- _____
- _____
- _____
3. ☐ This is an amendment and restatement of another 457(b) deferred compensation plan of the Participating Employer, the effective date of which shall be _____, _____ **(insert effective date of this Agreement).** This Agreement is intended to replace and serve as an amendment and restatement of the Participating Employer's preexisting plan, which became effective on _____, _____ **(insert original effective date of preexisting plan).** The Participating Employer understands that it is the Participating Employer's responsibility to ensure that the preexisting plan met all applicable state and federal requirements.

C. PLAN YEAR. Plan Year shall mean the calendar year.

D. CUSTODY OF ASSETS. Code § 457(g) shall be satisfied by setting aside Plan assets for the exclusive benefit of Participants and Beneficiaries, in a Trust pursuant to the provisions of Article VII of the Plan. The Trustees for the Plan are also the Trustees for the separate accounts for each participating employer.

E. ELIGIBLE EMPLOYEES.

1. "Employee" shall mean, for purposes of making **Elective Deferrals**, any person, whether appointed, elected or under contract wherein an employee-employer relationship is established, providing services to the Participating Employer for which Compensation is paid by the Participating Employer. Any other individual who is a subcontractor, contractor, or employed by a subcontractor or contractor, or is under any other similar arrangement wherein an employer-employee relationship is not established will not be treated as an Employee. An Employee is immediately eligible to make Elective Deferrals under the Plan.

2. a. "Employee" shall mean for purposes of **Matching Contributions as described in Section I of this Agreement:** *(Check and complete each box that applies. If no Matching Contributions will be made, do not complete.)*

- i. ☐ any full-time employee, which is an employee who renders _____ or more Hours of Service per week, as defined in Section G below
- ii. ☐ any permanent part-time employee, which is an employee who is not a full-time employee and who renders _____ or more Hours of Service per week, as defined in Section G below
- iii. ☐ any seasonal, temporary or similar part-time employee
- iv. ☐ any elected or appointed official
- v. ☐ any employee in the following class(es) of employees:

who meets the definition in Section E.1 above, regardless of the Employee's age or the number of years of service the Employee has rendered to the Employer. All Matching Contributions made on behalf of such Employees are 100% vested immediately, except as provided in Section F.2.b below.

b. "Employee" shall mean for purposes of **Non-Matching Contributions as described in Section K of this Agreement:** *(Check and complete each box that applies. If no Non-Matching Contributions will be made, do not complete.)*

- i. ☐ any full-time employee, which is an employee who renders _____ or more Hours of Service per week, as defined in Section G below
- ii. ☐ any permanent part-time employee, which is an employee who is not a full-time employee and who renders _____ or more Hours of Service per week, as defined in Section G below
- iii. ☐ any seasonal, temporary or similar part-time employee
- iv. ☐ any elected or appointed official
- v. ☐ any employee in the following class(es) of employees:

-
- vi. ☐ any employee listed or otherwise described in Schedule 1 attached to this Agreement

who meets the definition in Section E.1 above, regardless of the Employee's age or the number of years of service the Employee has rendered to the Employer. All Non-Matching Contributions made on behalf of such Employees are 100% vested immediately.

F. AUTOMATIC ENROLLMENT. (Check and complete box 1 OR box 2.)

1. ☒ The Participating Employer DOES NOT elect automatic enrollment.
2. ☐ The Participating Employer DOES elect automatic enrollment, which will be effective for Plan Years beginning on and after January 1, _____ as follows:
- a. Employees covered under the automatic enrollment are: ***(If this Section F (Automatic Enrollment) is elected, check one option below. Otherwise, do not complete.)***
- i. ☐ All Employees.
- ii. ☐ All Employees who become Employees on or after the date set forth in Section F.2. above and who do not have an affirmative election in effect.
- b. The default percentage contributed to the Plan on behalf of the Participant will be a deferral of 2% of the Participant's Compensation. The 2% default percentage will be subject to a percentage annual increase thereafter if provided for in the Plan Document. Any deferral percentage increase will take effect annually on the first day of the Plan Year. Participants' default deferrals will remain at the same percentage for at least twelve (12) months before their automatic deferral percentages will be increased automatically.

The automatic deferrals will be contributed on a pre-tax basis and will continue until the Participant affirmatively elects otherwise.

An Employee who affirmatively declines coverage after the first automatic enrollment contribution was made, may make an election to withdraw his or her entire automatic enrollment contribution. This election must be submitted no later than 90 days after the payroll date in which the first automatic enrollment contribution is made on behalf of the Participant. The amount of the distribution will be the value of the automatic enrollment contributions plus or minus investment gains or losses as of the date the distribution is processed. Automatic enrollment contributions made after such date remain in the Plan and are subject to the Plan's regular distribution rules. Further, an Employee who has made an election to withdraw who leaves employment and is then rehired by the Participating Employer before a 12-continuous-month absence may not make another election to withdraw his or her automatic enrollment contribution. Any Employer Matching Contributions attributable to the distribution of the automatic enrollment contributions will be forfeited and used for the purposes set forth in Section O below.

- c. An Employee who leaves employment and is rehired by the Participating Employer before a 12-continuous-month absence has occurred will be treated as subject to the automatic contribution schedule. An Employee who leaves employment and is rehired by the Participating Employer after a 12-continuous-month absence: **(Check one option below.)**

i. ☐ will be treated as a new Employee, or

ii. ☐ will not be treated as a new Employee

for purposes of determining the Employee's contribution rate in Section F.2.b above.

G. HOURS OF SERVICE. Hours of Service shall be determined on the actual hours for which an Employee is paid or entitled to payment.

H. COMPENSATION DEFINITION. Compensation means all cash compensation for services to the Employer, including salary, wages, fees, commissions, bonuses and overtime pay, that is includible in the Employee's gross income for the calendar year, plus amounts that would be cash compensation for services to the Employer includible in the Employee's gross income for the calendar year but for a compensation reduction election under Code §§ 125, 132(f), 401(k), 403(b), or 457(b) (including an election to defer compensation under Article III of the Plan). If elected below and to the extent permitted by the Treasury regulations or other similar guidance (including, without limitation, the requirements contained in Treasury Regulations §§ 1.457-4(d)(1) and 1.415-2(e)(3)(i)), "compensation" also means accrued bona fide sick, vacation or other leave payable after severance from employment so long as the Participant would have been able to use the leave if employment had continued and it is paid within the longer of two and one-half (2½) months after the Participant severs employment with the Employer or the end of the calendar year in which the Participant severs employment with the Employer.

The Participating Employer:

1. ☐ SHALL allow the deferral of leave provision described above.

2. ☒ SHALL NOT allow the deferral of leave provision described above.

I. MATCHING CONTRIBUTIONS. **(Check and complete box 1 OR box 2 OR box 3 OR box 4.)**
[NOTE: Any Matching Contribution will reduce, dollar for dollar, the amount a Participant can contribute.]

The Participating Employer shall:

1. ☒ NOT make Matching Contributions.

2. ☐ match ___% of Participant elective deferrals of up to ___% of Compensation.

3. ☐ match ___% of the first \$_____ of Participant elective deferrals.

4. ☐ match the percentage of Participant elective deferrals that the Employer determines in its discretion for the respective Plan Year.

5. ☐ make matching contributions in the manner outlined below:

If the Participating Employer elects Automatic Enrollment under Section F.2., Matching Contributions related to the distributed permissible withdrawal election will be placed in a forfeiture account and used in the manner provided in Section O below. Matching Contributions will not be made if a permissible withdrawal is taken before the date the Matching Contribution is allocated.

J. ALLOCATION OF MATCHING CONTRIBUTIONS. If Matching Contributions will be made, allocations will be made to each Participant who satisfies the requirements of Section E.2.a. of this Participating Employer Agreement.

K. NON-MATCHING CONTRIBUTIONS. *(If non-matching contributions will be made, check box 1 OR box 2.)* [NOTE: Any Non-Matching Contribution will reduce, dollar for dollar, the amount a Participant can contribute.]

1. ☒ The Participating Employer shall NOT make Non-Matching Contributions.
2. ☐ The Participating Employer shall contribute: *(Check and complete one box.)*
 - a. ☐ an amount fixed by appropriate action of the Employer.
 - b. ☐ ____% of Compensation of Participants for the Plan Year.
 - c. ☐ \$____ per Participant.
 - d. ☐ an amount pursuant to Schedule 1 attached to this Agreement and which is referenced in Section E.2.b above.
 - e. ☐ a contribution matching the Participant's contribution to the Employer's § 457(b) plan as follows: (Specify rate of match and time of allocation, e.g., payroll by payroll, monthly, last day of Plan Year.)

L. ALLOCATION OF NON-MATCHING CONTRIBUTIONS. If Non-Matching Contributions will be made, allocations will be made to each Participant who satisfies the requirements of Section E.2.b of this Participating Employer Agreement.

M. ROTH CONTRIBUTIONS. Participant Roth Contributions SHALL BE allowed.

- N. AFTER-TAX CONTRIBUTIONS.** Participant After-tax Contributions are not permitted in a 457(b) Plan and, accordingly, SHALL NOT BE allowed.
- O. FORFEITURES.** Forfeitures of Matching Contributions, as provided in Section F.2.b, will be used first to reduce the Employer's Matching Contributions (if any), then to reduce the Non-Matching Contributions (if any), and then to offset Plan expenses.
- P. NORMAL RETIREMENT AGE.** Normal Retirement Age shall mean age 70½.
- Q. ROLLOVERS.** Rollovers from eligible Code § 457(b) plans, qualified plans under Code §§ 401(a), 403(a), 403(b), Individual Retirement Accounts and Annuities described in Code §§ 408(a) and (b), and eligible rollover contributions of designated Roth contributions made from an applicable retirement plan described in Code § 402A(e)(1) or to a Roth IRA described in Code § 408A, and only to the extent the rollover is permitted under the rules of Code § 402(c) SHALL BE allowed pursuant to Section 6.01 of the Plan.
- R. TRANSFERS.** Transfers from other 457(b) plans SHALL BE allowed. If a Participant is also a participant in a tax-qualified defined benefit governmental plan (as defined in Code § 414(d)) that provides for the acceptance of plan-to-plan transfers with respect to the Participant, then the Participant may elect to have any portion of the Participant's Account Balance transferred to the defined benefit governmental plan. A transfer under this Section R may be made before the Participant has had a Severance from Employment as defined in Section W below.
- A transfer may be made under this Section if the transfer is either for the purchase of permissive service credit (as defined in Code § 415(n)(3)(A)) under the receiving defined benefit governmental plan or a repayment to which Code § 415 does not apply by reason of Code § 415(k)(3) or as otherwise allowed by the IRS.
- S. UNFORESEEABLE EMERGENCY WITHDRAWALS.** In the case of an unforeseeable emergency, the Administrator SHALL allow distributions in accordance with Section 5.05 of the Plan. An unforeseeable emergency is a severe financial hardship resulting from a sudden illness, disability or accidental property loss, subject to strict IRS guidelines.
- T. PARTICIPANT LOANS.** The Administrator has directed the Trustee NOT to make Participant loans in accordance with Article IV of the Plan.
- U. QUALIFIED DOMESTIC RELATIONS ORDERS.** The Plan shall accept qualified domestic relations orders as provided in Section 13.02 of the Plan.
- V. PAYMENT OPTIONS.** The forms of payment that will be allowed under the Plan, to the extent consistent with the limitations of Code § 401(a)(9) and proposed or final Treasury regulations thereunder, include a single lump-sum payment; installment payments for a period of years; partial lump-sum payment of a designated amount, with the balance payable in installment payments for a period of years; annuity payments (payable on a monthly, quarterly, or annual basis) for the lifetime of the Participant or for the lifetimes of the Participant and Beneficiary; and such other forms of installment payments as may be approved by the Administrator, which is not inconsistent with the Plan.
- W. DISTRIBUTIONS.** A Participant may request distributions as follows:

1. A Participant may request a distribution at any time upon Severance from Employment. "Severance from Employment" means the complete severance of the employer/employee relationship with any and all employers participating in the Plan, including retirement or death. Thus, a Severance from Employment would not occur if a Participant transfers employment (i) from one local government that participates in the Plan to another local government that participates in the Plan, or (ii) from the State to a local government that participates in the Plan, or (iii) from a local government that participates in the Plan to the State.
2. A Participant may request a distribution prior to Severance from Employment during the calendar year in which he or she reaches age 70½ or, thereafter, or, if earlier, upon death. A Participant may also request a distribution prior to Severance from Employment upon incurring an approved Unforeseeable Emergency.
3. A Participant may request a distribution from a Rollover Contribution Account at any time.

X. ADMINISTRATIVE INFORMATION.

The Participating Employer further understands and acknowledges that:

- This Participating Employer Agreement has not been approved by the Internal Revenue Service. Obtaining such approval, if desired by the Employer, is solely the responsibility of the Employer.
- The Chair of the Tennessee Consolidated Retirement System ("Chair") and the Participating Employers are not responsible for providing tax or legal advice to Participants.
- The Participating Employer has consulted, to the extent necessary, with its own legal and tax advisors.
- All capitalized terms which are used herein but not defined herein shall have the meanings set forth in the Plan Document.
- The Participating Employer will electronically remit in a timely manner, all employee and employer contributions to the Plan in a manner acceptable with the Plan's Third Party Administrator. The Employer's payroll administrator is responsible for reconciliation of all contributions to the Plan and shall provide the Plan Administrator with required contribution reconciliation reports. Each Employer is required to use the Plan Service Center to administer their employee contributions, indicative data, and enrollment information. If the Participating Employer fails to remit the requisite contributions in a timely manner, the Chair reserves the right, at the Chair's sole discretion, to terminate the Employer's participation in the Plan. In such event, the Chair shall notify the Employer of the effective termination date, and the Employer shall immediately notify all its Employees participating in the Plan of the termination and the effective date thereof. Notwithstanding the foregoing, the Employer acknowledges that it is the sole responsibility of the Employer to remit the requisite reports and contributions to the Plan and that neither the State, the Chair, the Trustees, its employees or agents shall have any responsibility or liability for ensuring or otherwise monitoring that this is done.

- Participating Employers are required to use the investment options made available under the Plan. From time to time those investment options may be changed. If an investment option is eliminated, the Administrator may automatically reinvest the money in the eliminated investment option into a new investment option. After any appropriate black-out period, the affected Participants may re-direct money in the new investment option to any other available investment option. The Participants shall have no right to require the Administrator to select or retain any investment option. Any change with respect to investment options made by the Plan (on the Plan level) or a Participant (on the individual level), however, shall be subject to the terms and conditions (including any rules or procedural requirements) of the affected investment options.

This Participating Employer Agreement is duly executed on behalf of the Participating Employer by the undersigned authorized signatories.

PARTICIPATING EMPLOYER'S AUTHORIZED SIGNATORIES:

By: _____ By: _____

Title: _____ Title: _____

Date: _____ Date: _____

ACCEPTANCE OF PARTICIPATING EMPLOYER'S PARTICIPATION IN THE TENNESSEE STATE DEFERRED COMPENSATION PLAN AND TRUST BY THE TREASURER, STATE OF TENNESSEE, CHAIR OF THE TENNESSEE CONSOLIDATED RETIREMENT SYSTEM.

By: _____
David H. Lillard, Jr.

Title: Treasurer, State of Tennessee, Chair of the Tennessee Consolidated Retirement System

Date: _____

SCHEDULE 1

TENNESSEE STATE

DEFERRED COMPENSATION PLAN AND TRUST- 457(b)

PARTICIPATING EMPLOYER AGREEMENT

Participating Employer Name: Williamson County Schools

Classes of Eligible Employees

Contribution Amount

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



MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: March 20, 2026

RE: Teachers Recommended for Tenure

It is my honor to present to you the Williamson County Schools teachers who are recommended for tenure by Superintendent Golden for the 2025-26 school year.

These educators have met the requirements for tenure eligibility pursuant to TCA 49-5-503. Eligibility is generally met when an educator has completed the statutory probationary period of five (5) school years or not less than forty-five (45) months within the last seven (7) year period, with the last two (2) years being employed in a regular teaching position and receiving evaluations that demonstrate an overall performance effectiveness level of “above expectations” or “significantly above expectations” as provided in the evaluation guidelines adopted by the state board of education pursuant to TCA 49-1-302, during the last two (2) years of the probationary period or during the last two (2) years in which LOE scores were available.

AMANDA NORTH ELEMENTARY

CHRISTY NICHOLS

BETHESDA ELEMENTARY

MEGAN HALASCHAK

ARRINGTON ELEMENTARY

SUZANNE HOWELL

CLOVERCROFT ELEMENTARY

SARAH TALL

ERIN SLIVA

COLLEGE GROVE ELEMENTARY

AMY BONNER
KYLIE MERRELL
JENNY DERANZIO

CREEKSIDE ELEMENTARY

ALYSSA NOEL
AUSTIN MASINGALE
AMBER ALLEN
CAITLIN MCKEOWN

CROCKETT ELEMENTARY

LYNN DAVIS*

EDMONDSON ELEMENTARY

SUSAN KELLY*
HANNAH WHITMORE
MEGAN PREBLE
PEYTON MOTLEY
DEJA LOVE

FAIRVIEW ELEMENTARY

FAITH BROWN
LUCY JOHNSON
CHRISTOPHER BIANK

HERITAGE ELEMENTARY

REBEKAH REEVES
LYDIA BUDDEMEYER
CHRISTY SCHWAB
OLIVIA WILLIAMS
NICOLE STONE
LAUREN ROSENBERG

HILLSBORO ELEMENTARY/MIDDLE

LAUREN COSTANZO
LINDSAY HARTNETT
MARK DORTWEGT

TARA HERBERT

HUNTERS BEND ELEMENTARY

ELIZABETH BRABSON*

JORDAN ELEMENTARY

JENNIFER GAMBILL
CARA JACKS
GEORGE HOLLAND

KENROSE ELEMENTARY

CAITLIN GRISHAM*
JENNIFER MCGOWAN

LIPSCOMB ELEMENTARY

ERIN BOONE*
ELIZABETH ZARRING
SARA THOMPSON

LONGVIEW ELEMENTARY

VALERIE NDIAYE
TRISTEN EVANS
ELAYNE JARVIS
RICHARD MAHON
SUSAN TUTTLE

MILL CREEK ELEMENTARY

KAREN COLLINS
AMY CROWE
REBECCA GLEIM
JOSHUA TAYLOR
EMILY CALDWELL

NOLENSVILLE ELEMENTARY

MIRANDA KELSO

OAK VIEW ELEMENTARY

MICHAEL CARPINO*

EMILY DUGAR
JEFF KRABIEL

PEARRE CREEK ELEMENTARY

KELLY-JO THOMPSON
EMILY SHATTUCK
JONATHAN TYREE

SCALES ELEMENTARY

ALEXANDRIA MASSIE
MEGAN FLEER
SABRINA GHANEM

SUNSET ELEMENTARY

DARBY REXROAT
JENNIFER WAKEFIELD

THOMPSON'S STATION ELEMENTARY

JANA TURNER
LEIGH CHURCH*
MISTY THOMAS*

TRINITY ELEMENTARY

JORDAN LIMOLI

WESTWOOD ELEMENTARY

CASSIDY LOVELACE*
KATRINA BENAS-BECKER
KELLIE GWOZDZ*
MONTANA SPICER
STACEY OZMENT

WINSTEAD ELEMENTARY

JACQUELYNN FRYE

BRENTWOOD MIDDLE

ANDREW PEAKE
EMILY NEALE

MIRIAM STOLLE

FAIRVIEW MIDDLE

ERIN TERRY
MELISSA MCNABB

GRASSLAND MIDDLE

DAWNE MARSHALL PASCOE
GRACE HARGROVE

HERITAGE MIDDLE

DANIEL HOLLANDSWORTH*
JESSICA HUMPHREY
KELLY EADS
KIMBERLY ROBERTSON
SHELLY WHITE
WENDY MILLAR*

LEGACY MIDDLE

KEVIN RANNEY

MILL CREEK MIDDLE

ASHLEY MCCRARY
HANNAH DWYER
JORDAN CAPUANO
OLIVIA BLEDSOE

PAGE MIDDLE

APRIL CAMPANELLA
RACHEL LYNN
TOMMY GREEN*

SPRING STATION MIDDLE

JENNIFER BROWN
MADELINE HORD

SUNSET MIDDLE

ATLEE STALKER
CHRISTIANN STRADLEY
JENNIFER DEHART*

THOMPSON'S STATION MIDDLE

ABIGAIL ROESSLER
ARCHIE CARDEN
MEGAN THIEL

WOODLAND MIDDLE

AMANDA BENNETT
HELEN ZHANG
TAMMY SCHREIBER

BRENTWOOD HIGH

ANGELIA LOWER
JACOB NORFLEET
JAMES GRIMES*
JEREMIAH UNDERWOOD
MARGARET BERNARD

CENTENNIAL HIGH

CONNIE FRANCIS
JENNIFER MCCOLLUM
KATHLEEN MORAN
LESLIE HENEGAR
MEGAN HOFFLER
NICOLE IANNUCILLI
SHARVAN JOHNSON
THOMAS MCGRATH

FAIRVIEW HIGH

THOMAS REWIS*

FRANKLIN HIGH

ANDREW FLEENOR*
BRITNEY ELLIOTT
CASEY DOWTY

RAVENWOOD HIGH

CAITLIN BIERENGA
CHELSEA GLASS
KATE HICKEY*
MICHAEL GERLACH
MORGAN WYNN

COURTNEY KOCH
ERIN RUSSELL
NATASHA NEWMAN
NICHOLAS BLUE
RUTH ROTEN

INDEPENDENCE HIGH

ANNA POWELL
CAROLINE KLEINER
KAREN CLEM
SARAH KING
SARAH ROELKE*

NOLENSVILLE HIGH

ANITA WHITE
CARLEN GROCE*
GRACE MACLEAN
HEATHER DAILY-SMITH*
JACQUILINE COLLINS
KATHERINE CRUMP
MATTHEW BARNES
REBEKAH GROVES

PAGE HIGH

JAMEY ARNOLD
JESSICA BARTELMAY
KENNETH REED
RACHEL NOLI
SHANA BOTELER

PAULA MAXON

RENAISSANCE HIGH

CASSANDRA CORDERO

SUMMIT HIGH

AMY FADLER

DAVID MORIARTY

JOSHUA SHERMAN

VICTORIA SANZONE

VANGUARD VIRTUAL 9-12

ERIN GRUETT*

REBECCA WILSON*

PROGRAM-EIC

BARBARA JOINES

CHRISTOPHER CUMMINS

SPECIAL EDUCATION

JENNIFER BARLAR

JOYCE JONES-GARNER

KELLY LEAVY

KELLY STEWART

MAYA SALMON

MOLLY KLEIN

RHONDA GREENE

STACY DAVIS

VICKIE MEEK

VICTORIA KEPLER

**Indicates educator who was previously tenured in the district prior to separating employment.
Educator has returned to the district and has served a successful two-year probationary period.*