



Williamson County School Board Meeting

September 21, 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. 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 the August 17, 2026 School Board Meeting Minutes
- b. Approval of Fairview High Building Modification Request Band Storage Shed
- c. Recommendation for Field Trip Fee Requests
- d. Board Policies - Second Reading
 - I. 6.415 Applied Behavior Analysis Private Pay in Schools (New)

7. Communications to the Board

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

8. New Business

- a. Approval of Textbook Adoption Committee for Social Studies adoption in March (Annual Agenda Item)
- b. Approval of Collaborative Conference Team (Annual Agenda Item)
- c. Approval of Board Parameters 2027-28 School Calendar (Annual Agenda Item)
- d. Approval of Calendar Committee Membership (Annual Agenda Item)
- e. Approval to Renew Interim Superintendent's Contract
- f. Approval of Superintendent Search Firm
- g. Adoption and Approval of Board Goals/Affirm Strategic Plan (Annual Agenda Item)
- h. Review of 1.2021 Code of Conduct for School Board Members (Annual Agenda Item)
- i. 2026-27 School Board Budget

I. Approval of General Purpose School Fund Amendment

09.26 United Way Grant in the amount of \$52,080.

II. Approval of General Purpose School Fund Amendment

09.26 Athletic Donations in the amount of \$45,223.50

III. Approval of General Purpose School Fund Resolution

10.26 Buses in the amount of \$3,367,130.

IV. Approval of 2027-28 Budget Preparation Calendar

(Annual Agenda Item)

9. Adjournment



Williamson County School Board Meeting
August 17, 2026, 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

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

Present: 12

Board Member Beasley attended via Zoom due to an out of town work conflict.

1. Call to Order

Chairman Brown called the meeting order and asked the members to record their attendance. He thanked the Sheriff's Deputies Matt Smith and Jason Curtis for attending the meeting. Chairman Brown also recognized Franklin Boy Scout Troop 135 for attending. Brown called upon Board Member Jay Galbreath to lead the Pledge of Allegiance, followed by a moment of silence.

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

2. Items of Particular Public Interest (Public Comment)

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

- David Dunn spoke about the CHS digital hall pass.
- Charles Rathbone spoke about an athletic period.

- David Blackwell spoke about hiring an outside law firm and costs.
- Chris Hughes spoke about an athletic period.
- Ron Benkert spoke about the adoption of Social Studies textbooks.
- Beverly Purvis thanked the School Board for their service.

3. Approval of Agenda

Chairman Brown presented the agenda for approval. The Board voted in favor by saying aye.

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

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

Yes: 12, Nay: 0

4. Approval of Consent Agenda

Chairman Brown presented the consent agenda for approval. The Board voted in favor by saying aye.

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

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

Yes: 12, Nay: 0

a. Approval of June 15, 2026, School Board Meeting Minutes

b. Approval of June 29, 2026, Special Called School Board Meeting Minutes

- c. Board Policies First and Final Reading
 - I. 1.400 School Board Meetings and Work Session
 - II. 1.403 Agendas and Public Comment
 - III. 3.204 Threat Assessment Team
 - IV. 3.205 Security
 - V. 4.213 Family Life Education
 - VI. 5.106 Application and Employment
 - VII. 5.302 Sick Leave - Teacher
 - VIII. 5.303 Personal and Professional Leave
 - IX. 5.601 Staff Rights and Responsibilities
 - X. 6.203 School Admissions
 - XI. 6.303 Interrogations and Searches
 - XII. 6.304 Student Discrimination, Harassment, Bullying, Cyber-Bullying and Intimidation
 - XIII. 6.312 Use of Wireless Communications
 - XIV. 6.313 Use of Digital Devices
 - XV. 6.4081 Safe Relocation of Students
 - XVI. 6.506 Students from Military Families
- d. Recommendation for Field Trip Fee Requests
- e. Approval of City of Spring Hill Right-of-Way Request on Prescott Way
- f. Approval of City of Franklin Sanitary Sewer Easement Request of Oak View Elementary
- g. Approval of Building Modification Shade Structure at Nolensville Elementary
- h. Approval of Building Modification Storage Shed at Centennial High
- i. Approval of Building Modification Storage Shed at Fairview Middle
- j. Approval of Building Modification Request Video Scoreboard at Franklin High School
- k.

5. Communications to the Board

a. Superintendent's Report

Dr. Leigh Webb thanked the individuals who spoke during public comment. She talked about the Securely Hall Pass. The purpose is to identify how many are in one location and how long they are out of class. Webb thanked Coaches Rathbone and Hughes for speaking about an Athletic Period. Dr. Webb said that the start of the school year has been highly successful. Webb encouraged viewers to watch the August 14 Work Session. Dr. Webb shared that WCS was the highest efficiency school district in the state of Tennessee and 30% higher than the State of Tennessee.

During Spotlights, Dr. Webb thanked the 5 School Board members, District 2 Dan Cash, District 4 Josh Brown, District 6 Jay Galbreath, District 10 Eric Welch and District 12 Drason Beasley, who are leaving the Board. This is their final meeting. WCS thanks these Board members for their years of service.

I. Student, Staff and School Spotlights

In Student Spotlights, the Board celebrated [four Ravenwood High Junior Reserve Officers' Training Corps \(JROTC\) cadets for winning the Army Academic Bowl](#). [Eight students were recognized for earning a perfect composite ACT score](#) over the summer, and [two student-athletes were named Gatorade Tennessee Players of the Year](#).

In Staff Spotlights, [Brentwood High's Harriet Medlin earned the Diamond Coaching Award from the National Speech and Debate Association \(NSDA\).](#)

b. Board Chair Report

Chairman Brown opened the floor for any Board members leaving to speak. Cash said that this is one of the great jobs and experiences he has had. Board member Galbreath said he was grateful for the opportunity to serve and make decisions that benefit the students and the district as a whole. Board member Beasley said it has been a highlight to support families across the district. He thanked the leadership for their work. Board member Welch thanked the voters, candidates, the three excellent Superintendents that he has worked with, School Board Colleagues, especially Mr. Bill Peach and Mrs. Konyon who will take his place as the District 10 representative, district leaders, building teachers, parents, volunteers, students and his family.

Chairman Brown concluded that, as a Page graduate, he never thought he would be School Board Chair. Brown said it has been an honor to serve a district that has received the recognition and status that WCS has received. He thanked his colleagues, teachers and staff.

6. New Business

a. 2026-27 School Board Budget

I. Approval of General Purpose School Fund Amendment 08.26 Carryforward Reserves in the amount of \$81,614.45.

Chairman Brown called upon Dr. Webb, who recommended approval of General Purpose School Fund Amendment 08.26 Carryforward Reserves in the amount of \$81,614.45.

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

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Dr. Margie Padgett: 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: 12, Nay: 0

II. Approval of General Purpose School Fund Amendment 08.26 Transition Grant Carryover in the amount of \$41,280.00.

Chairman Brown called upon Dr. Webb, who recommended approval of General Purpose School Fund Amendment 08.26 Transition Grant Carryover in the amount of \$41,280.00.

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

Mr. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	Yes
Mrs. Tonja Hibma:	Yes
Dr. Margie Padgett:	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: 12, Nay: 0

III. Approval of General Purpose School Fund Amendment 08.26 State Special Education Preschool Grant in the amount of \$665,232.00.

Chairman Brown called upon Dr. Webb who recommended approval of General Purpose School Fund Amendment 08.26 State Special Education Preschool Grant in the amount of \$665,232.00.

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

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

Yes: 12, Nay: 0

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

Chairman Brown called upon Dr. Webb, who recommended approval of Approval of Outstanding Purchase Order for Activity School Funds (Annual Agenda Item).

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

Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Padgett: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Yes: 12, Nay: 0

c. Board Policies - First Reading

I. 6.415 Applied Behavior Analysis Private Pay in Schools (New)

Chairman Brown called upon Dr. Webb, who recommended approval of Board Policy 6.415 Applied Behavior Analysis Private Pay in Schools on first reading. The policy will return to policy committee for a second reading.

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

Mrs. Tonja Hibma: Yes
Dr. Margie Padgett: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Yes: 12, Nay: 0

d. Approval of Change to Early Release Day from November 11, 2026, to November 18, 2026.

Chairman Brown called upon Dr. Webb, who recommended approval of Change to Early Release Day from November 11, 2026, to November 18, 2026.

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

Dr. Margie Padgett: Yes
Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Yes: 12, Nay: 0

e. Approval of Additional Course on the 2026 Course List

Chairman Brown called upon Dr. Webb, who recommended approval of Additional Course on the 2026 Course List.

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

Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Padgett: Yes
Yes: 12, Nay: 0

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

Chairman Brown called upon Dr. Webb, who recommended approval of Sick Bank Trustees (Annual Agenda Item).

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

Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Padgett: Yes
Mrs. Claire Reeves: Yes
Yes: 12, Nay: 0

g. Approval of Annual Agenda (Annual Agenda Item)

Chairman Brown called upon Dr. Webb, who recommended approval of the Annual Agenda (Annual Agenda Item).

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Mrs. Claire Reeves.

Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Padgett: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Yes: 12, Nay: 0

h. Approval of Superintendent / District Goals for 2026-27

Chairman Brown called upon Dr. Webb, who recommended approval of Superintendent / District Goals (Annual Agenda Item).

Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Mrs. Tonja Hibma.

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

Mr. Dan Cash: Yes

Yes: 12, Nay: 0

i. Approval of New Board Attorney to begin September 1, 2026

Chairman Brown made the motion to begin negotiations with Sam Jackson of Spencer Fane to be the Board Attorney. Chairman Brown thanked Booby Cook for his service, guidance and advice. Brown called upon Dr. Webb, who recommended approval of Sam Jackson as the new Board Attorney to begin September 1, 2026.

Motion Passed: Motion by Mr. Joshua Brown to approve. A second was made by Mrs. Claire Reeves.

Mr. Jay Galbreath: Yes

Mrs. Donna Clements: Yes

Mr. Eric Welch: Yes

Mr. Drason Beasley: Yes

Mr. Tony Bostic: Yes

Dr. Dennis Driggers: Yes

Mrs. Tonja Hibma: Yes

Dr. Margie Padgett: Yes

Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes

Mr. Dan Cash: Yes

Mr. Joshua Brown: Yes

Yes: 12, Nay: 0

7. Adjournment

There being no further business, Board Chair Brown adjourned the meeting at 7:46 pm.

Chairperson

Superintendent



MEMORANDUM

To: Williamson County School Board

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

CC: Leigh Webb, Superintendent

Date: August 27, 2026

Subject: Fairview High School Storage Building Request

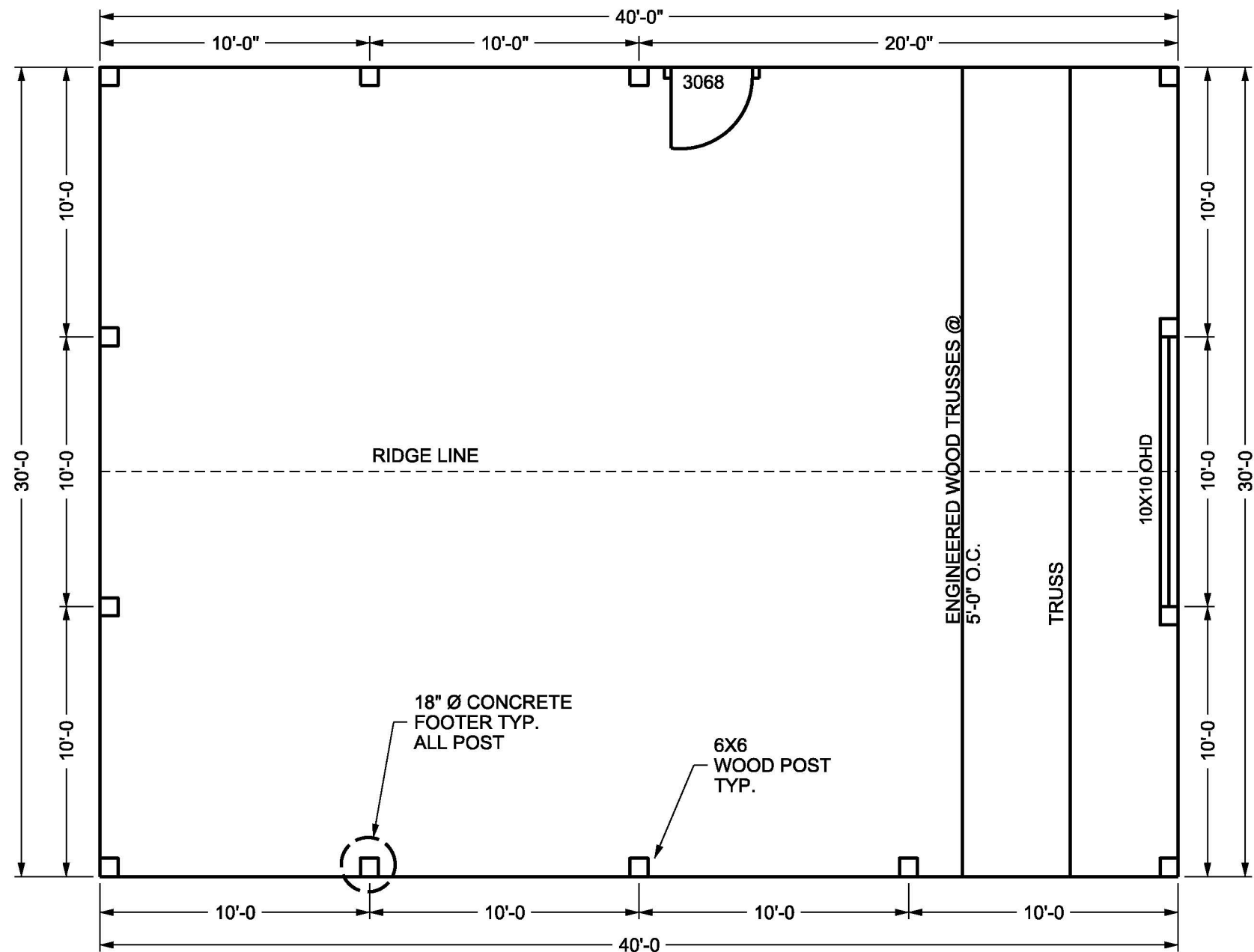
Fairview High School is requesting to construct a 30'x40' storage building for band storage. The proposed building will be located adjacent to the southeast endzone of the multipurpose field. This will be funded by the Fairview High School Band. The following conditions apply to obtaining approval:

- The contractor will be responsible for obtaining all applicable permits and approvals from the City of Fairview and other regulatory agencies.
- 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.
- The contractor will be responsible for repairing any damage caused and clean up any mess created in the course of the project.

Staff recommends approval.



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LAYOUT PLAN
SCALE: 3/16" = 1'-0"

NOTES:

- CONSTRUCTION BRACING BY CONTRACTOR AND MUST REMAIN IN PLACE UNTIL ALL STRUCTURAL ITEMS SHOWN ON THIS DRAWING AND PERMANENT BRACING ARE COMPLETED.
- SEE TRUSS SPEC SHEETS FOR PERMANENT BRACING REQUIREMENTS.
- CONTRACTOR TO VERIFY DIMENSIONS BEFORE CONSTRUCTION AND/OR ORDERING MATERIAL.
- CONCRETE TO BE 3000 PSI MINIMUM COMPRESSIVE STRENGTH.
- ASSUMED SOIL BEARING = 2000 PSF MINIMUM.
- SOIL FRICTION RESISTANCE TO VERTICAL LOAD OF 300 PSF IS APPLIED.
- PRESSURE TREATMENT OF WOOD TO BE IN ACCORDANCE WITH THE REQUIREMENTS OF AWPA STANDARD C1 FOR THE INTENDED END USE CATEGORY.
- FASTENERS INSTALLED WITH TREATED WOOD MUST BE MANUFACTURER RECOMMENDED FOR USE WITH THE ASSOCIATED WOOD TREATMENT.
- WHERE SOUTHERN YELLOW PINE (SYP) LUMBER IS SPECIFIED ON THIS DRAWING, SPF, DOUG FIR, OR HEM-FIR ARE ACCEPTABLE TO USE IF THE ALLOWABLE DESIGN STRESS VALUES MEET OR EXCEED THAT OF SYP FOR THE FOLLOWING:
1) BENDING (Fb), 2) TENSION (Ft) PARALLEL TO THE GRAIN,
3) COMPRESSION (Fc) PARALLEL TO THE GRAIN.

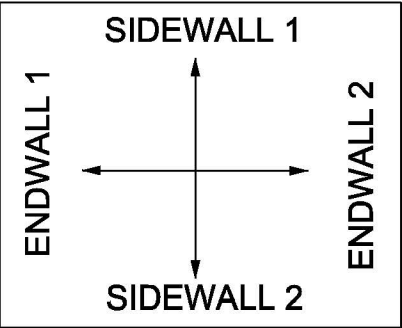
- TEMPORARY AND PERMANENT BRACING OF ROOF TRUSSES IS EXTREMELY IMPORTANT TO THE DESIGN AND STABILITY OF THIS BUILDING. REFER TO "BCSI 1-03 - GUIDE TO GOOD PRACTICE FOR HANDLING, INSTALLING & BRACING METAL PLATE CONNECTED WOOD TRUSSES" AND/OR "HIB-91 SUMMARY SHEET - COMMENTARY AND RECOMMENDATIONS FOR HANDLING, INSTALLING & BRACING METAL PLATE CONNECTED WOOD TRUSSES" FOR EXACT BRACING REQUIREMENTS. REFER TO MANUFACTURER'S ENGINEERED TRUSS SPEC SHEET FOR PERMANENT BRACING, HOWEVER, PERMANENT BRACING SHOWN ON THESE DRAWINGS SHALL APPLY IF THE REQUIREMENTS ARE MORE STRINGENT THAN THE MANUFACTURER'S TRUSS SPEC SHEET.
- LOCATION AND NUMBER OF DOORS & WINDOWS MAY VARY PER OWNER / BUILDER REQUIREMENTS (2x6 FRAMING OR FRAMING PER MANUFACTURER REQUIREMENTS, UNLESS NOTED)

DESIGN CRITERIA - IRC 2024

- DESIGN LOADS PER ASCE 7-22
- ROOF LIVE LOAD = 20 PSF
DEAD LOAD = 6 PSF
- DESIGN WIND SPEED = 105 MPH
- WIND RISK CATEGORY II
- WIND EXPOSURE CATEGORY C
- BUILDING CATEGORY II
- GROUND SNOW LOAD = 10 PSF
- IMPORTANCE FACTOR 1.0

MATERIAL SPECS.

- TRUSS - SEE SPEC SHEET
MINIMUM CONCRETE COVER FOR REINFORCING STEEL AND ANCHOR BOLTS - 2"
CONCRETE - 3000 PSI MINIMUM
REBAR - GRADE 60 MINIMUM
STRUCTURAL STEEL - ASTM A36 MINIMUM
WOOD - PURLINS - #2 SYP MINIMUM
BRACING - #2 SYP MINIMUM
POSTS - #2 SYP TREATED
OTHER - #2 SYP MINIMUM (UNLESS NOTED)



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BY: KRISTOFFER G. LEATHERMAN, PE
TN REG NO 124607
LeathermanEngineering@gmail.com
(931) 510-8720



08-14-2026
DRAWING NO.
26-0808

FLOOR PLAN

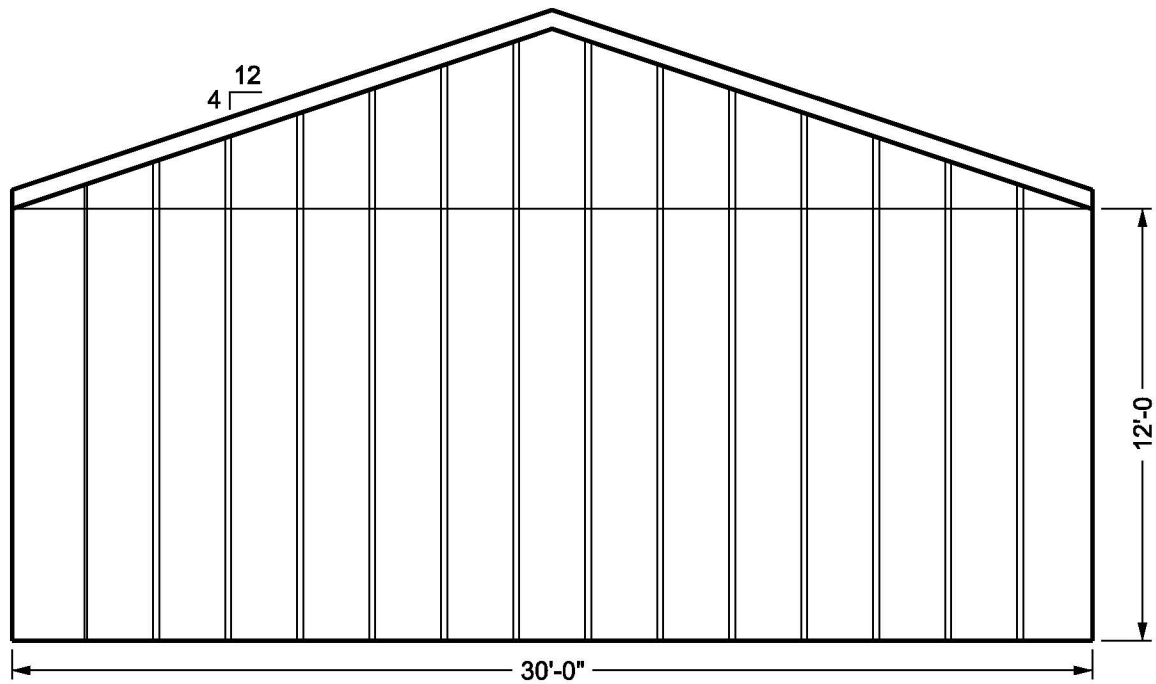
SHEET: **S1.1**

SUMMERTOWN METALS LLC
3864 Summertown Hwy - Summertown, TN 38483
Phone (931) 796-1521 Fax (426) 955-9515
KRIS LEATHERMAN 462 AIRPORT RD LACEYS SPRING, AL 36754

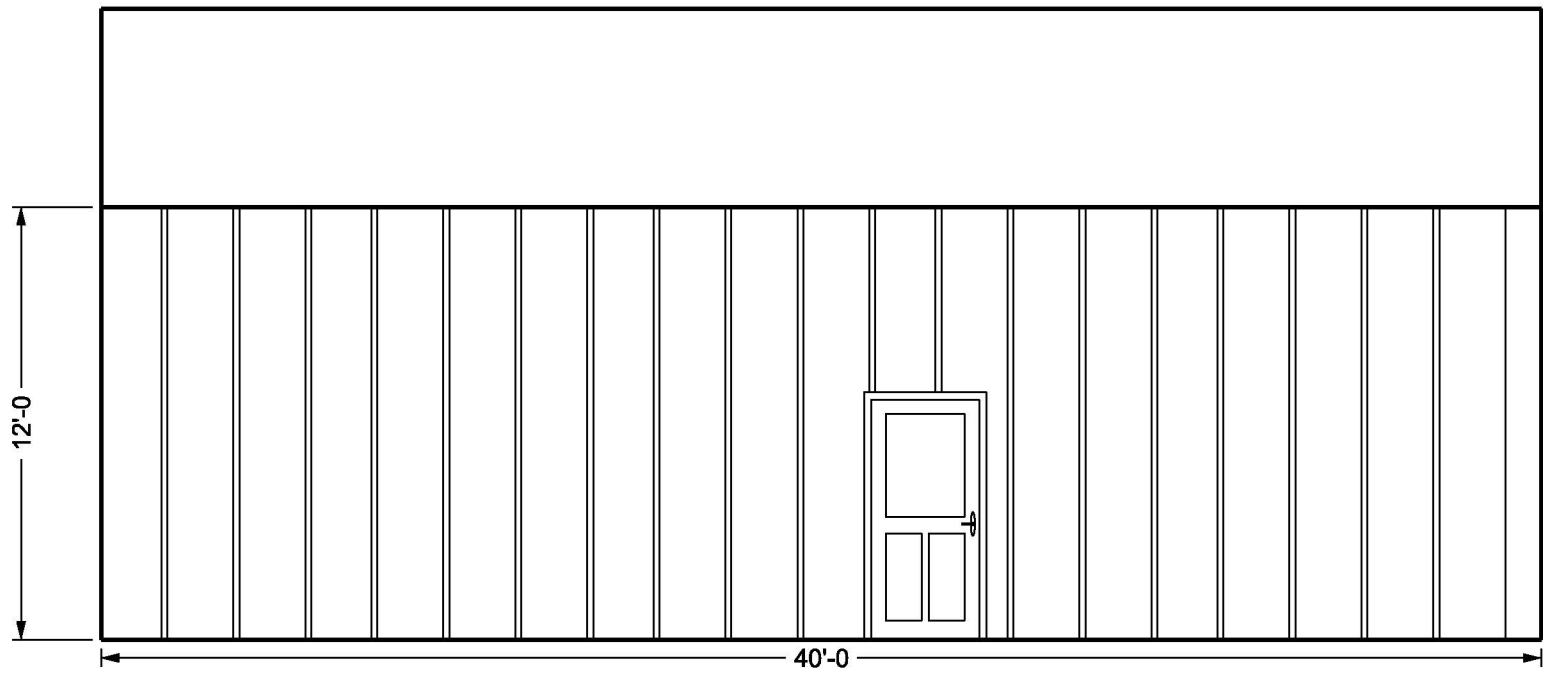


PROJECT:
TINA HARGIS
2595 FAIRVIEW BLVD
FAIRVIEW, TN 37062

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ENDWALL 1
SCALE: 3/16" = 1'-0"



SIDEWALL 1
SCALE: 3/16" = 1'-0"

NOTES:

1. CONSTRUCTION BRACING BY CONTRACTOR AND MUST REMAIN IN PLACE UNTIL ALL STRUCTURAL ITEMS SHOWN ON THIS DRAWING AND PERMANENT BRACING ARE COMPLETED.
2. SEE TRUSS SPEC SHEETS FOR PERMANENT BRACING REQUIREMENTS.
3. CONTRACTOR TO VERIFY DIMENSIONS BEFORE CONSTRUCTION AND/OR ORDERING MATERIAL.
4. CONCRETE TO BE 3000 PSI MINIMUM COMPRESSIVE STRENGTH.
5. ASSUMED SOIL BEARING = 2000 PSF MINIMUM.
6. SOIL FRICTION RESISTANCE TO VERTICAL LOAD OF 300 PSF IS APPLIED.
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9. WHERE SOUTHERN YELLOW PINE (SYP) LUMBER IS SPECIFIED ON THIS DRAWING, SPF, DOUG FIR, OR HEM-FIR ARE ACCEPTABLE TO USE IF THE ALLOWABLE DESIGN STRESS VALUES MEET OR EXCEED THAT OF SYP FOR THE FOLLOWING:
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10. TEMPORARY AND PERMANENT BRACING OF ROOF TRUSSES IS EXTREMELY IMPORTANT TO THE DESIGN AND STABILITY OF THIS BUILDING. REFER TO "BCSI 1-03 - GUIDE TO GOOD PRACTICE FOR HANDLING, INSTALLING & BRACING METAL PLATE CONNECTED WOOD TRUSSES" AND/OR "HIB-91 SUMMARY SHEET - COMMENTARY AND RECOMMENDATIONS FOR HANDLING, INSTALLING & BRACING METAL PLATE CONNECTED WOOD TRUSSES" FOR EXACT BRACING REQUIREMENTS. REFER TO MANUFACTURER'S ENGINEERED TRUSS SPEC SHEET FOR PERMANENT BRACING, HOWEVER, PERMANENT BRACING SHOWN ON THESE DRAWINGS SHALL APPLY IF THE REQUIREMENTS ARE MORE STRINGENT THAN THE MANUFACTURER'S TRUSS SPEC SHEET.
11. LOCATION AND NUMBER OF DOORS & WINDOWS MAY VARY PER OWNER / BUILDER REQUIREMENTS (2x6 FRAMING OR FRAMING PER MANUFACTURER REQUIREMENTS, UNLESS NOTED)

DESIGN CRITERIA - IRC 2024

1. DESIGN LOADS PER ASCE 7-22
2. ROOF LIVE LOAD = 20 PSF
DEAD LOAD = 6 PSF
3. DESIGN WIND SPEED = 105 MPH
4. WIND RISK CATEGORY II
5. WIND EXPOSURE CATEGORY C
6. BUILDING CATEGORY II
7. GROUND SNOW LOAD = 10 PSF
8. IMPORTANCE FACTOR 1.0

MATERIAL SPECS.

TRUSS - SEE SPEC SHEET
MINIMUM CONCRETE COVER FOR
REINFORCING STEEL AND ANCHOR BOLTS - 2"
CONCRETE - 3000 PSI MINIMUM
REBAR - GRADE 60 MINIMUM
STRUCTURAL STEEL - ASTM A36 MINIMUM
WOOD - PURLINS - #2 SYP MINIMUM
BRACING - #2 SYP MINIMUM
POSTS - #2 SYP TREATED
OTHER - #2 SYP MINIMUM
(UNLESS NOTED)

PROJECT:
TINA HARGIS
2595 FAIRVIEW BLVD
FAIRVIEW, TN 37062



SUMMERTOWN METALS LLC
3864 Summertown Hwy - Summertown, TN 38483
Phone (931) 796-1521 Fax (426) 955-9515
KRIS LEATHERMAN 462 AIRPORT RD LACEYS SPRING, AL 36754

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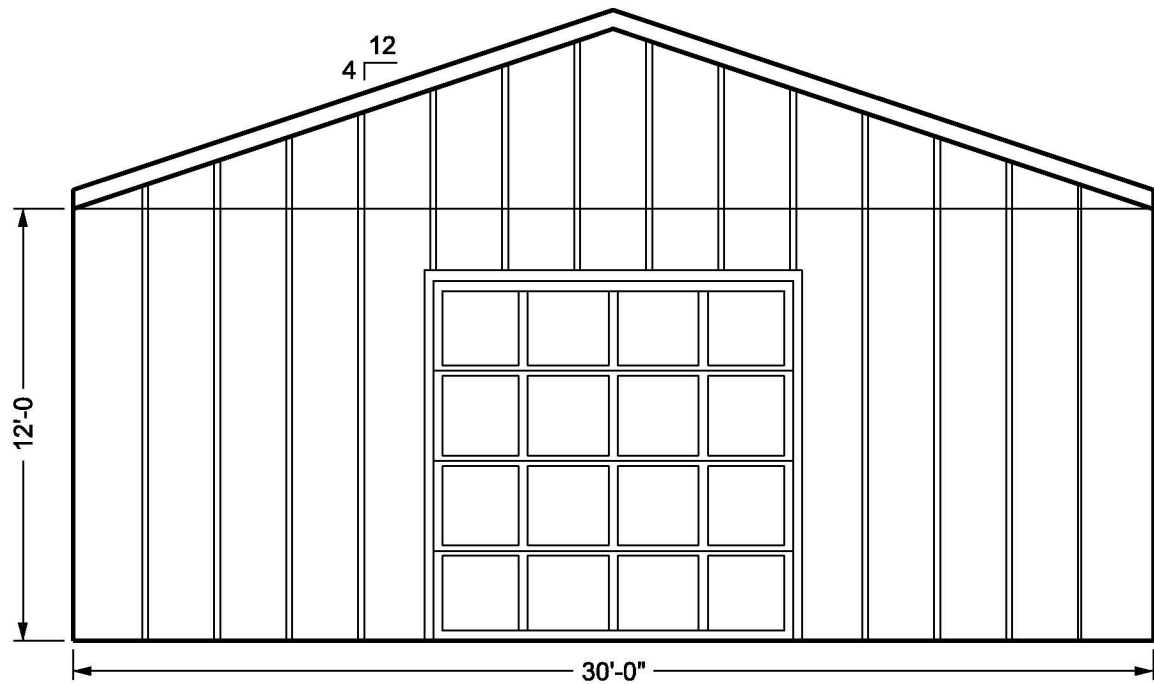


08-14-2026
DRAWING NO.
26-0808

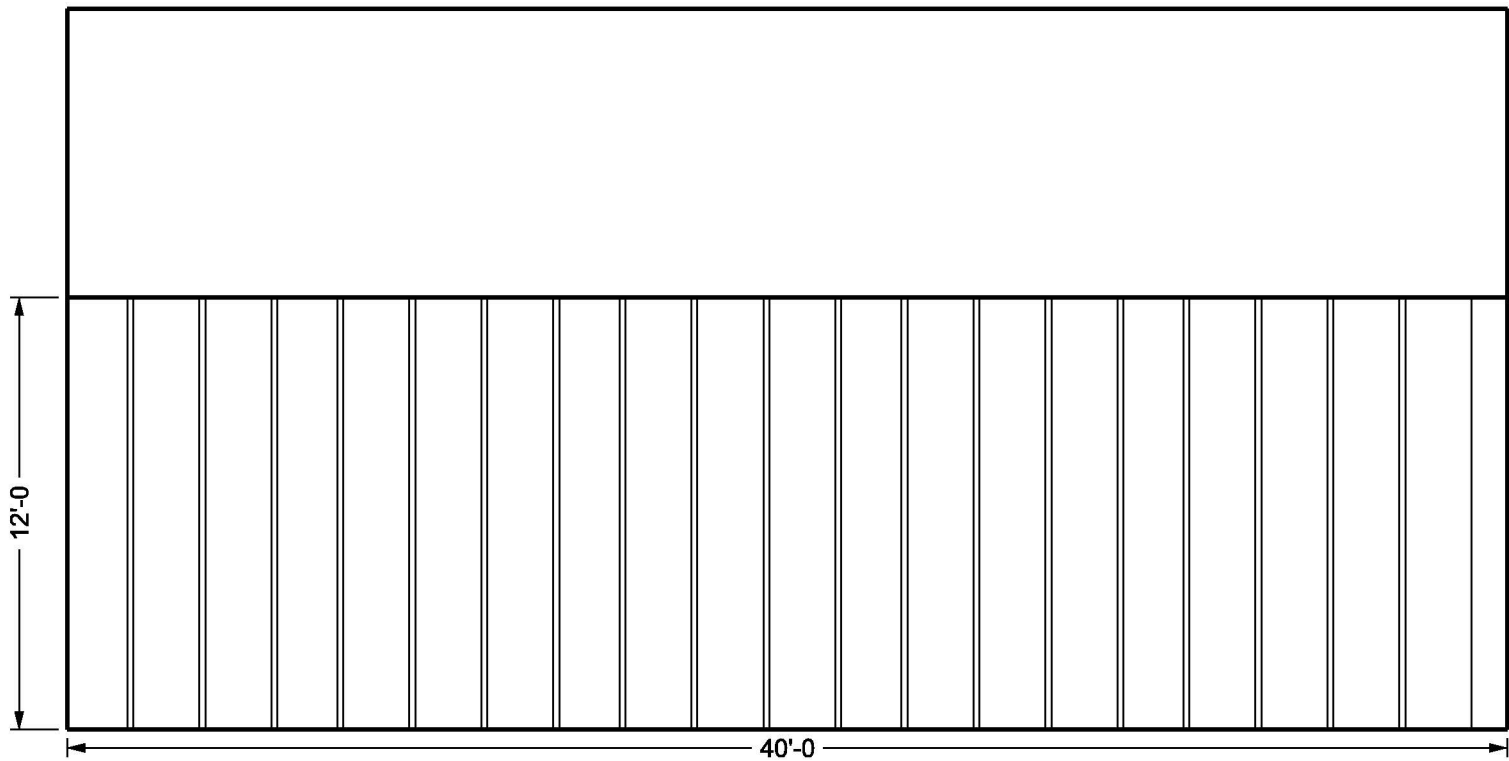
ELEVATIONS

SHEET: **S1.2**

THIS DRAWING WAS PRODUCED BY KRISTOFFER G. LEATHERMAN AND MAY NOT BE MODIFIED IN ANY WAY NOR SHALL THIS DRAWING BE USED BY ANYONE OTHER THAN SUMMERTOWN METALS OR ITS ASSIGNS WITHOUT THE EXPRESS WRITTEN PERMISSION OF KRISTOFFER G. LEATHERMAN WHOSE PROFESSIONAL ENGINEER'S STAMP APPEARS ON THIS DRAWING.



ENDWALL 2
SCALE: 3/16" = 1'-0"



SIDEWALL 2
SCALE: 3/16" = 1'-0"

NOTES:

1. CONSTRUCTION BRACING BY CONTRACTOR AND MUST REMAIN IN PLACE UNTIL ALL STRUCTURAL ITEMS SHOWN ON THIS DRAWING AND PERMANENT BRACING ARE COMPLETED.
2. SEE TRUSS SPEC SHEETS FOR PERMANENT BRACING REQUIREMENTS.
3. CONTRACTOR TO VERIFY DIMENSIONS BEFORE CONSTRUCTION AND/OR ORDERING MATERIAL.
4. CONCRETE TO BE 3000 PSI MINIMUM COMPRESSIVE STRENGTH.
5. ASSUMED SOIL BEARING = 2000 PSF MINIMUM.
6. SOIL FRICTION RESISTANCE TO VERTICAL LOAD OF 300 PSF IS APPLIED.
7. PRESSURE TREATMENT OF WOOD TO BE IN ACCORDANCE WITH THE REQUIREMENTS OF AWPA STANDARD C1 FOR THE INTENDED END USE CATEGORY.
8. FASTENERS INSTALLED WITH TREATED WOOD MUST BE MANUFACTURER RECOMMENDED FOR USE WITH THE ASSOCIATED WOOD TREATMENT.
9. WHERE SOUTHERN YELLOW PINE (SYP) LUMBER IS SPECIFIED ON THIS DRAWING, SPF, DOUG FIR, OR HEM-FIR ARE ACCEPTABLE TO USE IF THE ALLOWABLE DESIGN STRESS VALUES MEET OR EXCEED THAT OF SYP FOR THE FOLLOWING:
1) BENDING (Fb), 2) TENSION (Ft) PARALLEL TO THE GRAIN,
3) COMPRESSION (Fc) PARALLEL TO THE GRAIN.

10. TEMPORARY AND PERMANENT BRACING OF ROOF TRUSSES IS EXTREMELY IMPORTANT TO THE DESIGN AND STABILITY OF THIS BUILDING. REFER TO "BCSI 1-03 - GUIDE TO GOOD PRACTICE FOR HANDLING, INSTALLING & BRACING METAL PLATE CONNECTED WOOD TRUSSES" AND/OR "HIB-91 SUMMARY SHEET - COMMENTARY AND RECOMMENDATIONS FOR HANDLING, INSTALLING & BRACING METAL PLATE CONNECTED WOOD TRUSSES" FOR EXACT BRACING REQUIREMENTS. REFER TO MANUFACTURER'S ENGINEERED TRUSS SPEC SHEET FOR PERMANENT BRACING, HOWEVER, PERMANENT BRACING SHOWN ON THESE DRAWINGS SHALL APPLY IF THE REQUIREMENTS ARE MORE STRINGENT THAN THE MANUFACTURER'S TRUSS SPEC SHEET.
11. LOCATION AND NUMBER OF DOORS & WINDOWS MAY VARY PER OWNER / BUILDER REQUIREMENTS (2x6 FRAMING OR FRAMING PER MANUFACTURER REQUIREMENTS, UNLESS NOTED)

DESIGN CRITERIA - IRC 2024

1. DESIGN LOADS PER ASCE 7-22
2. ROOF LIVE LOAD = 20 PSF
DEAD LOAD = 6 PSF
3. DESIGN WIND SPEED = 105 MPH
4. WIND RISK CATEGORY II
5. WIND EXPOSURE CATEGORY C
6. BUILDING CATEGORY II
7. GROUND SNOW LOAD = 10 PSF
8. IMPORTANCE FACTOR 1.0

MATERIAL SPECS.

- TRUSS - SEE SPEC SHEET
MINIMUM CONCRETE COVER FOR REINFORCING STEEL AND ANCHOR BOLTS - 2"
CONCRETE - 3000 PSI MINIMUM
REBAR - GRADE 60 MINIMUM
STRUCTURAL STEEL - ASTM A36 MINIMUM
WOOD - PURLINS - #2 SYP MINIMUM
BRACING - #2 SYP MINIMUM
POSTS - #2 SYP TREATED
OTHER - #2 SYP MINIMUM (UNLESS NOTED)

PROJECT:
TINA HARGIS
2595 FAIRVIEW BLVD
FAIRVIEW, TN 37062



SUMMERTOWN METALS LLC
3864 Summertown Hwy - Summertown, TN 38483
Phone (931) 796-1521 Fax (425) 955-9515
KRIS LEATHERMAN 462 AIRPORT RD LACEYS SPRING, AL 36754

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BY: KRISTOFFER G. LEATHERMAN, PE
TN REG NO 124607
LeathermanEngineering@gmail.com
(931) 510-8720



08-14-2026
DRAWING NO.
26-0808

ELEVATIONS

SHEET: **S1.3**

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
10258	Brentwood HS - CTE Paid	02/23/2027	02/26/2027	08/06/2026	Over \$100 No Driver	Brentwood DECA State Competition	CTE OVERNIGHT	CTE - DECA	120	Chattanooga Convention Center
Notes/Fees	Charter Busses will be used. (No School Busses will be needed.) The Cost will not exceed \$500 per student.									
10612	Fairview HS - CTE Paid	03/02/2027	03/06/2027	08/20/2026	Over \$100 PER STUDENT	FCCLA State Competition	CTE OVERNIGHT	CTE - FCCLA	25	Chattanooga Convention Center
Notes/Fees	11:00 am pick up time on March 6 is Eastern Standard Time. The cost is \$350 per student but will be offset by fundraising.									
10615	Fairview HS - CTE Paid	03/02/2027	03/06/2027	08/20/2026	Over \$100 PER STUDENT	Fairview TSA State Conference	CTE OVERNIGHT	CTE - TSA	30	Chattanooga Convention Center
Notes/Fees	The cost is estimated at \$300 per child. The price will be offset with fundraising.									
10681	Hillsboro MS Fine Arts	04/30/2027	05/01/2027	08/25/2026	Over \$100 PER STUDENT	Dollywood Choir, Orchestra, Band Festival	FINE ARTS OVERNIGHT	Chorus/Choir	75	Dollywood Theme Park
Notes/Fees	Choir, Orchestra, and Band will team up to travel to Music in the Parks OR Music Showcase at Dollywood. Cost will be appx \$360 per student. Will fundraiser to offset the cost. We will leave after school hours at 3:30 pm on Friday, April 30 and arrive at Fairfield Inn Pigeon Forge by 8:30 pm. We will eat breakfast and check out before travelling to our performance venues the following morning, May 1. We will perform for seasoned adjudicators for detailed feedback on our groups' performances and optionally enter the competition with other schools. After the performances, we will spend time in Dollywood Theme Park, convening in the afternoon for the awards ceremony. We will return Saturday night, May 1 by 11:00 pm. We will travel by motor coach. All arrangements are being proposed by Bob Rogers Travel.									
10238	Independence HS Fine Arts Overnight	01/15/2027	01/16/2027	08/06/2026	Over \$100 PER STUDENT	Tennessee State Thespian Conference	FINE ARTS OVERNIGHT	Drama	70	MTSU
Notes/Fees	More details (hotel and exact departure/arrival time) as we get closer to field trip. The cost will be approximately \$175 per student.									
10231	Nolensville High	03/03/2027	03/07/2027	08/06/2026	Over \$100 No Driver	Southeastern Theatre Conference	FINE ARTS OVERNIGHT	Drama	40	Lexington Convention Center Central Bank Center
Notes/Fees	Chartering a bus - no need for a Williamson County bus. The cost is estimated at \$500, but will be defrayed through fundraising efforts. This conference is our students' opportunity to perform if we win our state conference and to audition for colleges/university programs and scholarships. The students also have the opportunity to attend over 100 different workshops related to theatre education taught by college professors and professionals.									
10282	Nolensville High	06/01/2027	06/05/2027	08/08/2026	Over \$100 No Driver	Universal Studios NHS Band	FINE ARTS OVERNIGHT	9th-12th Grade	140	Universal Studios Florida
Notes/Fees	The NHS Band will be participating in one stage performance and one performing workshop while at Universal Studios. Cost will be \$1420 per student. Will travel by charter buses.									
10470	Nolensville High	11/06/2026	11/08/2026	08/17/2026	Over \$100 No Driver	Model United Nations - NHS	ACADEMIC OVERNIGHT	Model UN	45	Embassy Suites Murfreesboro
Notes/Fees	No bus required - parents will arrange transportation. Cost is \$350 per student.									
10069	Nolensville HS - CTE Paid	03/07/2027	03/10/2027	07/28/2026	Over \$100 PER STUDENT	HOSA State Leadership Conference	CTE OVERNIGHT	CTE - HOSA	40	Chattanooga Convention Center
Notes/Fees	Would like to leave 3:00 pm or later on Sunday afternoon. Trip Finder would not let us enter a time that late. Cost is \$250 per student.									
10323	Page High	03/03/2027	03/07/2027	08/11/2026	Over \$100 PER STUDENT	South Eastern Theatre Conference	FINE ARTS OVERNIGHT	Drama	40	Lexington Convention Center Central Bank Center
Notes/Fees	NO BUS. WILL USE CHARTER BUS. \$550 max per student.									

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
10506	Page HS - CTE Paid	09/27/2026	09/28/2026	08/17/2026	Over \$100 No Driver	Page DECA Dollywood	CTE OVERNIGHT	CTE - DECA	30	Dollywood Theme Park
Notes/Fees	Take a Charter Bus for Trip. NO SCHOOL BUS NEEDED. \$285 per student.									
10153	Page Middle	03/31/2027	04/04/2027	08/03/2026	Over \$100 No Driver	Band Trip to MFA National Concert Band Festival	FINE ARTS OVERNIGHT	Concert	75	Indianapolis Convention Center
Notes/Fees	Cost is roughly \$1000 per student. We will have fundraising opportunities to offset the cost.									
10654	Ravenwood High	01/15/2027	01/16/2027	08/24/2026	Over \$100 PER STUDENT	Tennessee Thespian Honor Society Conference	FINE ARTS OVERNIGHT	Drama	50	MTSU
Notes/Fees	Ravenwood High School's Thespian Honor Society Troupe #6790 will be attending the 2027 Tennessee Thespian Honor Society State Conference at Middle Tennessee State University. The cost is \$150 per student. Students will depart Ravenwood High School at 11:00AM on Friday, January 15th and arrive at MTSU approx. 12:00PM. Students will attend master classes, school performances, and a college/career fair provided by the conference on Friday, January 15th and Saturday, January 16th. Students and Chaperones will be staying at Wingate by Wyndham Murfreesboro (118 Westgate Blvd, Murfreesboro, TN 37128). Students will depart MTSU approx. 10:00pm on Saturday, January 16th and arrive at Ravenwood HS approx. 11:00PM.									
10206	Ravenwood HS - CTE Paid	02/23/2027	02/27/2027	08/04/2026	Over \$100 PER STUDENT	DECA State Career Development Conference	CTE OVERNIGHT	CTE - DECA	200	Chattanooga Convention Center
Notes/Fees	NO BUS NEEDED - Students to pay costs with supplement from DECA fundraiser. Cost is \$350 per student. Will fundraise to reduce the cost.									
10240	Ravenwood HS - CTE Paid	04/17/2027	04/21/2027	08/06/2026	Over \$100 No Driver	DECA International Career Development Conference	CTE OVERNIGHT	CTE - DECA	70	Anaheim Convention Center
Notes/Fees	NO DRIVER - Student pay with supplement from fundraiser. Cost is \$1000 per student. Will fundraise to reduce the cost.									
10404	Ravenwood HS - CTE Paid	03/03/2027	03/06/2027	08/13/2026	Over \$100 PER STUDENT	Tennessee Technology Student Association State Conference	CTE OVERNIGHT	CTE - TSA	120	Chattanooga Convention Center
Notes/Fees	This is the TSA State Conference. The cost per student is \$300 or less depending upon hotel costs.									
10514	Spring Station Middle	03/15/2027	03/18/2027	08/18/2026	Over \$100 PER STUDENT	SSMS THEATRE NEW YORK TRIP	FINE ARTS OVERNIGHT	Drama	50	Nashville International Airport
Notes/Fees	"Estimated cost per student is \$1,899. Fundraising will be all ticket sales minus expense of show from both of the SSMS fall theatre productions. Additional fundraising will occur to offset cost. Students will meet at the Nashville airport and will go together to NYC. NYC was not a destination option. The "every other year" Broadway theatre trip for 7th and 8th graders is due to take place this spring break. We see 2 Broadway shows, take a workshop/class on Broadway, do tourist attractions such as museums, central park, tours, etc. Each student/family is responsible for making payments directly to the travel agent. Students/Families will log in and pay their payments each due date. Families will not pay SSMS for any portion of the trip. RFQ- All travel is arranged by the WCS approved travel agent Bob Rogers Travel."									
10275	Summit High	03/14/2027	03/17/2027	08/07/2026	Over \$100 No Driver	Gulf Shores Classic	ATHLETIC OVERNIGHT	Varsity Softball	14	Gulf Shores Sportsplex
Notes/Fees	No bus is needed. Players will be asked to make donation towards the trip. Amount requested will be between \$100-\$150. Parents are providing transportation.									
10619	Summit HS - CTE Paid	02/23/2027	02/26/2027	08/21/2026	Over \$100 PER STUDENT	SHS DECA State Competition	CTE OVERNIGHT	CTE - DECA	75	Chattanooga Convention Center
Notes/Fees	Cost per student should not exceed \$350 for registration and hotel rooms. Food will be extra. School buses needed. We will leave at 5:00 PM after school and elementary routes.									
10620	Summit HS - CTE Paid	04/16/2027	04/21/2027	08/21/2026	Over \$100 PER STUDENT	SHS DECA International Competition	CTE OVERNIGHT	CTE - DECA	25	Anaheim Convention Center
Notes/Fees	Cost per student will not exceed \$1,000. Parents will be responsible for their student's transportation to and from Nashville Airport. Our group will fly together.									

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	Acticity Type	#	Destination
9385	Sunset Middle	05/07/2027	05/09/2027	05/22/2026	Over \$100 No Driver	Sunset Fine Arts	FINE ARTS OVERNIGHT	Concert	100	Dollywood Theme Park
Notes/Fees	<i>Competition trip. Leave on Friday to perform that night. Perform on Saturday as well. Day in Park. Awards Saturday Night. Come back on Sunday. Fundraising will be used to offeset trip cost.</i>									
10476	Sunset Middle	11/22/2026	11/24/2026	08/17/2026	Over \$100 PER STUDENT	Sunset Middle Beta Club Convention	ACADEMIC OVERNIGHT	Beta Club	25	Opry Mills Shopping Center
Notes/Fees	<i>I won't know the exact number of students who will be going until October. We had 25 go last year which is what I am basing my number on. Also, we are not going to Opry Mills but Opryland. I thought it was close enough. We will be charging students to go on the trip. Last year it cost \$175. We might increase this this year once I see how much the hotel rooms will cost. I will find out soon. I wasn't sure what number of vehicles meant. None of the adults are driving. We only need one bus.</i>									

Wednesday, September 09, 2026



Williamson County Schools Board Policy Review or New Policy

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

Recommended by: Seth Wilson

Title: WCS General Counsel

Date Submitted to General Counsel: July 29, 2026

Recommendation: New ☒ X, Revise, or Delete ☐ the following Policy number and title:

6.415 Applied Behavior Analysis Private Pay Services in Schools

Brief summary of the proposed changes:

Tennessee Public Chapter 1112 requires all LEAs to “allow a private pay provider who is under contract with a parent or legal guardian of a student with autism spectrum disorder or developmental delays who is enrolled in the LEA... access to the student during the school day to provide the student with private pay services in educational settings, including, but not limited to, classroom settings; provided, that the educational settings in which private pay services are provided do not conflict with the student's educational placement.” *See* T. C. A. § 49-10-1502(a).

“Private pay provider” is defined as “a licensed behavior analyst, registered behavior technician, or licensed assistant behavior analyst who provides applied behavior analysis to a student, is not employed or contracted directly by the LEA... and is compensated privately by the student's family or by an external entity.” *See* T. C. A. § 49-10-1501(5).

The Public Chapter further provides that “[a]n LEA...shall adopt and implement a policy for operationalizing private pay services in the LEA...” and thereafter lists requirements for what the “policy adopted pursuant” to PC1112 “must establish...” *See* T. C. A. § 49-10-1502(h). Those requirements include a process for how private pay providers will communicate with a student’s IEP team, professional expectations of the private pay providers in the school or classroom setting, a process for discontinuing or terminating private pay services if an LEA determines they must be discontinued or terminated for cause, and an appeal process where a student’s parent or legal guardian may seek a resolution when the LEA disagrees with the private pay provider or the provision of private pay services. *Id.* Accordingly, each of the requirements outlined under Public Chapter 1112 are included in this new proposed policy “6.415 Applied Behavior Analysis Private Pay Services in Schools.”

A draft of the proposed policy which highlights which sections directly come out of Public Chapter 1112, and which parts come out of requirements provided under Public Chapter 1112 for each LEA to determine, and which includes comments showing how the parts of the proposed policy correspond with the sections of Public Chapter 1112, is being provided to the Board for reference.

Brief justification of why additions or changes are needed or required:

A new policy is needed due to the passage of Tennessee Public Chapter 1112 [*See* <https://publications.tnsosfiles.com/acts/114/pub/pc1112.pdf>] which has since been codified as T. C. A. §§ 49-10-1501 and 49-10-1502 and which requires each LEA to adopt and implement a policy for operationalizing private pay services in the LEA..." *See* T. C. A. § 49-10-1502(h). Public Chapter 1112 required the Tennessee Department of Education ("TDOE") to provide "guidelines and best practices to facilitate the implementation of this section" and to "distribute the guidelines and best practices to each LEA..." *See* T. C. A. § 49-10-1502(j). On or around July 10, 2026, the Tennessee Department of Education released its guidelines and best practices, which can be found here- [Best Practices for Implementation of Private Pay Providers and Behavioral Services in Schools](#). TDOE then provided training sessions on its guidelines and best practices on July 21, 2026, and July 24, 2026. This proposed new policy is in accordance with Public Chapter 1112 as well as the guidelines and best practices provided by TDOE in July 2026.

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
June

Descriptor Term:

Applied Behavior Analysis Private Pay Services in Schools

Descriptor Code:

6.415

Issued Date:

draft

Rescinds:

Issued:

1 GENERAL

2 This policy applies to "private pay providers" who provide private pay services to a student with
3 autism spectrum disorder or developmental delays during the school day in the educational
4 setting.¹ "Private pay provider" means a licensed behavior analyst, registered behavior technician,
5 or licensed assistant behavior analyst, who is not employed or contracted directly by Williamson
6 County Schools ("WCS"), and who is under contract with and compensated privately by a student's
7 family or by an external entity.¹ "Private pay services" means applied behavior analysis (ABA) provided
8 by the private pay provider on the grounds of WCS in which the student receiving the applied behavior
9 analysis is enrolled.¹ "Applied behavior analysis" ("ABA") means the design, implementation, and
10 evaluation of environmental modifications by a behavior analyst to produce socially significant
11 improvements in human behavior.²

12 WCS will allow private pay providers to provide private pay services to students with autism spectrum
13 disorder or developmental delays during the school day to the extent that such services align with the
14 student's educational and developmental needs and do not conflict with a student's educational
15 placement.³ Nothing in this policy shall be interpreted to grant private pay providers decision-making
16 authority regarding a student's educational program, placement, access to educational settings, or
17 operation procedures within the school environment.

18 While on WCS property providing services to students, private pay providers shall adhere to: (1)
19 the requirements and professional expectations established in a fully executed memorandum of
20 understanding ("MOU") with WCS; (2) Williamson County Board of Education policies; and (3)
21 all applicable state and federal laws, rules and regulations.

22 Private pay providers are prohibited from providing services to, collecting data on, or interacting with
23 (other than incidental or naturally occurring interactions) other students on WCS property who are not
24 directly receiving private pay services from that private pay provider. Any interactions with school
25 staff shall not cause disruption to the educational environment or the provision of educational
26 instruction. Private pay providers are required to adhere to student confidentiality laws for any
27 student the private pay provider encounters while providing services in the educational setting. A
28 licensed behavior analyst, provided by the private pay provider, must supervise the private pay
29 services delivered during the school day.³

30 APPROVAL PROCESS/COORDINATION WITH SCHOOL PERSONNEL

31 Parents/legal guardians may request the provision of private pay ABA services for a student with
32 autism spectrum disorder or developmental delays during the school day by providing a written request

to the principal of the school where the student is enrolled. The school principal will direct all such requests to the WCS Student Support Services department. The WCS Student Support Services department will coordinate with the parent/legal guardian and private pay provider regarding the requirements to approve private pay services in the educational setting, including executing an MOU before the provision of private pay services.

The private pay provider shall comply with all background check, criminal checks, and fingerprinting requirements pursuant to Williamson County Board of Education policy 5.118, T. C. A. § 49-5-413 and Tenn. Comp. R. & Regs. 0520-01-02-.31(7) prior to the private pay provider starting private pay services in the school setting and shall coordinate with WCS to provide proof of compliance.⁴ Upon providing such proof, the private pay provider shall provide WCS with proof of licensure, certification, and professional insurance that covers the school as an additional insured party before providing any services on WCS premises.⁴

The student's parent/legal guardian must provide: (1) written consent acknowledging that the private pay services have been selected by the parent/legal guardian and are not being provided by the school district; (2) a waiver of liability waiving liability on the school district for acts or omissions arising solely from the private pay provider; and (3) a release of information, on a form approved by WCS, to allow school personnel to communicate directly with the private pay provider.⁵

Upon receipt of parental consent for private pay services, private pay providers shall coordinate with the WCS Student Support Services department to provide the information needed to determine the schedule allowed for private pay services in the school setting. School district personnel, in consultation with the relevant IEP team members for the student (if applicable), will provide the parent with notice of the approval/denial of private pay services, including the schedule for private pay services during the school day and the future contact person for the parent/legal guardian regarding the provision of private pay services.³ Decisions regarding scheduling and location of services shall be individualized and focused on allowing the student to meaningfully access educational opportunities while complying with all requirements to provide a free appropriate public education (FAPE) in the student's least restrictive environment.^{3&6} Private pay services may be limited in time/duration if the private pay services (1) would disrupt the overall classroom environment or the delivery of instruction, (2) would disrupt the student's access to the general curriculum, (3) would fragment the student's schedule in a way that would reduce the student's access to the general education program or the student's core curriculum, (4) conflict with the student's educational and developmental needs, or (5) if applicable, would disrupt the student's ability to receive his/her IEP services required to receive a FAPE in his/her educational placement. For students who have an IEP, private pay services can only supplement, not supplant, any requirements in a student's IEP.^{3&6}

The Superintendent of Schools will develop administrative procedures to implement this policy and in accordance with T. C. A. § 49-10-1502.

TERMINATION OF SERVICES

When a school has objective data or documented observations indicating that the delivery of private pay services is substantially interfering with instruction, student engagement, or classroom

management, the school should convene a meeting with the parent/guardian, designated school personnel, and the private pay provider to discuss the concerns, review relevant data, and identify possible adjustments to the service delivery model designed to reduce disruption while continuing to support the student's needs.⁷

Services of the private pay provider may be discontinued or be terminated for cause.⁷ Termination shall be based on either: violation of the terms of the MOU, violation of Williamson County Board of Education policies, safety concerns, and/or violations of state or federal laws, rules and/or regulations.⁷ If concerns persist despite reasonable corrective efforts, or if the private pay provider's conduct presents an immediate risk to student safety, confidentiality, instruction, or school operations, the private pay services may be discontinued or terminated for cause.⁷ If discontinuation or termination for cause is necessary, the WCS Student Support Services department shall provide the parent/legal guardian with a letter outlining the reason for the termination.

APPEALS PROCESS

If a parent/legal guardian disagrees with a decision of the school district regarding the provision of private pay services, an appeal of such decision may be filed in writing with the Superintendent of Schools.⁷ The Superintendent of Schools or his/her Designee will review the appeal of the parent/legal guardian along with any information provided by WCS staff and make a final determination on the matter within ten (10) school days of receipt of the appeal.

Legal References

1. [T. C. A. § 49-10-1501](#)
2. [T. C. A. § 49-10-1501](#); and [T.C.A. § 68-11-302\(9\)](#)
3. [T. C. A. § 49-10-1502](#)
4. [T. C. A. § 49-10-1502\(i\)](#)
5. [T. C. A. § 49-10-1502\(d\)](#)
6. [20 U.S.C. § 1400, et. seq.](#)
7. [T. C. A. § 49-10-1502\(h\)](#)



MEMORANDUM

To: Williamson County School Board

From: Dr. Dave Allen, Assistant Superintendent of TLA

CC: Leigh Webb, Superintendent

Date: September 8, 2026

Subject: Textbook Adoption, TN Section F: Social Studies and CTE (Human Services and Management and Entrepreneurship)

Please find attached to this memo the names of the recommended teacher representatives for the 2026-27 Textbook Adoption Committee. The teachers listed have been identified by our Human Resources Department as meeting the state-defined criteria to serve on this committee. As per state criteria, educators must have completed 3 years of classroom experience in a public school, must currently be teaching the subject, and must hold a valid Tennessee teaching license. I am submitting these names to you for approval.

The state also requires parent volunteers to participate in this process and be part of this committee. We are submitting the names of parent nominees who have volunteered to serve on our adoption committee.

Staff recommends approval.

Textbook Committee 2026-2027

Social Studies – Elementary

Allendale ES	Lisa Peterson
Amanda North ES	Christie Hoy
Arrington ES	Samantha Foster
Bethesda ES	Allana Phillips
Chapman's Retreat ES	Amy Raleigh
Clovercroft ES	Lindsey Denton
College Grove ES	Kylie Merrell
Creekside ES	Ann Trubey
Crockett ES	Caitlin Moore
Edmondson ES	Peyton Motley
Fairview ES	Becky Hess
Grassland ES	Shelley Ward
Heritage ES	Wendy Millar
Hillsboro (elementary)	Lisa McCullough
Hunters Bend ES	Emily Campbell
Jordan ES	Nate Pearce
Kenrose ES	Ashley Hartfelder
Lipscomb ES	Keely Price
Longview ES	Rachel Haedge
Mill Creek ES	Megan Ford
Nolensville ES	Abby Craig
Oak View ES	Erika Petersen
Pearre Creek ES	Emma Keleghan
Scales ES	Kelli Barnat
Sunset ES	Isabelle Scott
Thompson's Station ES	Shelley Redmon
Trinity ES	Miriam Camargo
Walnut Grove ES	Emily Boggs
Westwood ES	Amanda Wilson
Winstead ES	Katie Young

Social Studies – Middle

Brentwood MS	Ryan Darling
Fairview MS	Sara Pittman
Grassland MS	Mikaela Argo
Heritage MS	Lisa Martin
Hillsboro (middle)	Ryan Miles
Legacy MS	Gabriella Dugger
Mill Creek MS	Ruth Hasty
Page MS	Elaine Pugh
Spring Station MS	Greg Svhilik
Sunset MS	Christian “Mitch” James
Thompson’s Station MS	Matthew Swinea
Woodland MS	Jessica Jackson

Social Studies – High

ALC	Karina King
Brentwood HS	James “Eddie” Walker
Centennial HS	Shelley Stice
Fairview HS	Jessica Clouse
Franklin HS	Jason Tigert
Independence HS	Jennifer Gaujot
Nolensville HS	Rebecca Leeper
Page HS	Jonathan Vandivere
Ravenwood HS	Kaitlin Stefanski
Renaissance HS	Jennifer Henry
Summit HS	Matthew Hoek
Vanguard Virtual HS	Jeremy Edge

CTE

*# of nominations per school varies based on CTE courses offered at each school

Brentwood HS	Melissa Bashore, Hunter Schmeisser
Centennial HS	Missy Salvasta
EIC	Barbara Joines
Independence HS	Elizabeth Grindstaff
Page HS	Robbie Reed
Ravenwood HS	Bryan Stuck
Summit HS	Jennifer Stevenson, Rebekah Brashier

Parents

District 1 - Mitzi De La Cruz
District 2 - Brittani Ruiz
District 3 - Colleen Gramlich
District 4 – Mariruth Van Hall
District 5 - Lucas Everett
District 6 - Sarah Steinlein
District 7 - Susie Bilbo
District 8- Wendy Farley
District 9- Jessica Kelly
District 10 - Jenna Bragg
District 11 - Trisha Shoulders
District 12 - Michelle Sutton
Board Member – Tonja Hibma

Non-Voting Members

ESL: Jo Franklin

ESL: Michaelyn Burnside-Pouncey

SSS: Teri Driver

SSS: Beth von Bieker

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: Leigh Webb
DATE: September 11, 2026
RE: Recommendation for appointment of Management Team for Collaborative Conferencing, PECCA

WCS is in the 2nd year of the Three-Year MOU with the WCEA. This year, we have the responsibility to discuss potential changes related to pay, grievance procedures, 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 2027-2028 school year:

Ashley Slaughter, Assistant Superintendent for Human Resources

Juli Oyer, Assistant Superintendent for Elementary Schools

David Allen, Assistant Superintendent for Teaching, Learning & Assessment

Willie Dickerson, Executive Director of Secondary Schools

Rachel Farmer, Chief Financial Officer

Vickie Robbins, Assistant Chief Financial Officer

Seth Wilson, 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: Leigh Webb

DATE: September 11, 2026

RE: 2027-28 Calendar Parameters

Board Policy 1.800, School Calendar, provides for the Board to consider school calendar parameters by September of each year. In recent years, the Board has elected not to establish specific parameters and instead has reviewed the calendar recommendation developed by the district's calendar committee. For the upcoming calendar cycle, the committee intends to maintain the current calendar framework and will continue its practice of recommending calendar dates for two school years to support long-range planning for families, employees, and district operations.

Should the Board wish to establish calendar parameters, the consensus recommendations from the Board work session will serve as the basis for the agenda item. The Board may then consider adoption or amendment of those parameters at its September 21, 2026, meeting.

Staff recommends approval.

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: Jenny Lopez, Executive Assistant Director TLA

DATE: September 11, 2026

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
Heather Hayes, Executive Director of Middle 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
Angela Fredrick, Nolensville High School
Wilson Boyd, Ravenwood High School & High School Representative
Carrie Gordon, Thompson's Station MS & Middle School Representative
Michelle Kenley, Sunset Elementary & Elementary School Representative

Staff recommends approval of the Calendar Committee members as listed.

CONTRACT OF EMPLOYMENT
Between
Leigh Webb, Ed.D.
and the
Williamson County Board of Education

This Employment Contract (hereinafter "Contract") is entered into this __ day of ____, 2026, by and between the Williamson County Board of Education (hereinafter the "Board"), and Leigh Webb, Ed.D., (hereinafter the "Interim Superintendent"). The Board and the Interim Superintendent, for the consideration herein specified, agree as follows:

TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on the 21st day of September, 2026, hereby employs, and the Interim Superintendent hereby accepts, employment as Interim Superintendent of the Williamson County Schools (hereinafter the "District") for a period of eight (8) months, commencing on the 1st day of October 2026, and ending on the 31st day of May 2027.

DUTIES

The Interim Superintendent shall perform the duties and have all such authority as specified in the Tennessee Code Annotated for a Director of Schools, as well as those listed in the policies of the Board as adopted by the Board for a Superintendent, which may be amended by the Board during the term of this Contract following its policies and procedures on adoption and amendment of Board policies. Such duties and authorities are hereby incorporated in this Contract by reference as if fully restated herein. Further, the Interim Superintendent shall perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the Board from time to time.

The Interim Superintendent shall devote such time and energies as are necessary to perform these duties. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Interim Superintendent to work during times other than normal business hours.

The Interim Superintendent agrees to conduct herself in an ethical and professional manner at all times in the execution of her duties and shall be responsible for establishing a culture of ethical and professional conduct within the District.

In the event the Interim Superintendent is arrested or charged with any crime or subpoenaed by any court or grand jury, the Interim Superintendent shall immediately notify the Board through the Board Chair.

REFERRALS TO INTERIM SUPERINTENDENT

The Board, collectively or individually, shall promptly refer to the Interim Superintendent for

study and recommendation all criticisms, complaints, and suggestions called to their attention relative to the Interim Superintendent or the District. The Interim Superintendent shall share with the Board, wherever and whenever possible and as appropriate, criticisms, complaints, and suggestions concerning the District that come to the attention of the Interim Superintendent.

LOYALTY

The Interim Superintendent shall devote full time, attention, knowledge, and skills, solely and exclusively, to the business and interests of the Board and the District. The Interim Superintendent may, however, undertake consulting work, speaking engagements, writing, lecturing, or other activities which do not interfere with the discharge of the Interim Superintendent's duties and responsibilities. Any such activities undertaken by the Interim Superintendent shall be reported to the Board. The determination of the Board as to whether such other work interferes with the discharge of the Interim Superintendent's duties and responsibilities shall be conclusive.

COMPENSATION

The annual salary of the Interim Superintendent for the term of this Contract shall be \$295,000.00 ("salary"). The salary of the Interim Superintendent shall be paid in accordance with the Board payroll policy and prorated in accordance with the Term of this Contract. In no event shall the Interim Superintendent's salary be reduced, except as provided by law.

Any adjustments to the salary during the term of this Contract shall be in writing and shall be in the form of an amendment or addendum to this Contract. If an adjustment in salary is made during the term of this Contract, it shall not be deemed by either party that a new contract has been formed or that the termination date for the existing contract has been extended.

AUTOMOBILE EXPENSES

The Board shall provide the Interim Superintendent with an automobile and all expenses involved in use of said automobile, including but not limited to insurance, for the Interim Superintendent to carry out her official duties.

TECHNOLOGY EXPENSES

The Board shall reimburse the Interim Superintendent for use of a cellular phone in order for the Interim Superintendent to maintain communication with staff, the Board, and other critical stakeholders. Reimbursement shall not include additional payment for the phone itself or for any additional family plans.

INSURANCE BENEFITS

The Interim Superintendent shall maintain her current insurance benefits through the District.

Should the Interim Superintendent elect no coverage under the school system insurance plan, no other benefit or salary shall be paid in lieu thereof.

MEMBERSHIP DUES

The Board shall pay all dues for the Tennessee Organization of School Superintendents. The Board shall reimburse the Interim Superintendent for expenses in attending related functions provided, however, that the Board must first approve membership except for those organizations listed by name in this paragraph.

PROFESSIONAL LIABILITY

The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and of the Interim Superintendent in the scope of her employment with the Board. The Board shall, to the extent permitted by law, directly and/or through insurance, defend the Interim Superintendent, bear defense costs, and indemnify and hold the Interim Superintendent harmless on demands, claims, suits, and legal proceedings brought by third parties against the Interim Superintendent in her official capacity as agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct. In no event will individual Board members be considered liable for indemnifying the Interim Superintendent against such demands, claims, suits, and legal proceedings.

PROFESSIONAL GROWTH

The Board encourages and expects the Interim Superintendent to participate in professional growth and development activities including attendance at professional conferences at the local, state, and national levels. The necessary expenses of said attendance shall be paid by the Board in accordance with Board policies. Written approval of the Chair of the Board, which shall not be unreasonably withheld, shall constitute Board approval for leave to attend such activities.

ANNUAL LEAVE

The Interim Superintendent shall receive annual leave in accordance with Board policy for district administrators.

SICK LEAVE

The Interim Superintendent shall receive sick leave in accordance with Board policy for district administrators.

WORKYEAR

The office of the Interim Superintendent is a full-time, twelve (12) month position. Days upon which the Interim Superintendent shall not be required to be in attendance at work include the regular school system holidays provided for in statute and any day for which the District is closed in accordance with the school calendar and/or policies established by the Board (e.g., inclement weather, dangerous conditions, safety concerns, etc.), as well as annual leave or sick leave as described above.

EXPENSES

The Board shall reimburse the Interim Superintendent for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this Contract, subject to such limitations as provided by law and by Board policy.

RETURN TO PREVIOUS POSITION

Upon termination of this Contract by mutual agreement, resignation, unilateral termination by the Board or upon expiration of the term, the Board shall offer the Interim Superintendent to return to her previous position within the school system without loss of status or benefits that would have been due or accrued by the Interim Superintendent in said previous position, including with no loss or impact to the tenure status obtained in her previous position, and guaranteed to remain in this position through the end of the 2027-2028 school year with the option of continuing in this position thereafter if agreeable with her and the Superintendent. Nothing within this clause, or any other provision within this Contract, shall prevent the Interim Superintendent from seeking and applying for the role of Superintendent, from the Board considering the Interim Superintendent as part of its Superintendent search, and/or from the Board offering, and the Interim Superintendent accepting, the role of Superintendent at any point within the terms of this Contract.

ANY OTHER CONTRACT SUPERSEDED

This Contract sets forth the terms of employment of the Interim Superintendent by the Board during the stated term and supersedes any other contract that the Board may have previously negotiated with the Interim Superintendent.

CONTRACT TERMINATION

Mutual Agreement. This Contract may be terminated by mutual agreement of the parties, which may include, but is not limited to, retirement, disability, or death of the Interim Superintendent. If this Contract is terminated by mutual agreement, the Interim Superintendent shall be entitled to no further benefits or compensation under the terms of this Contract. In the

event of such termination by mutual agreement, the Board shall reassign the Interim Superintendent to her previous position within the school district, as outlined above.

For Cause. This contract may be terminated by the Board for cause upon proof of improper or unprofessional conduct or misconduct, or an act of moral turpitude, dishonesty, fraud, inefficiency, incompetence, insubordination, or neglect of duty as defined in Title 49, Chapter 5 of the Tennessee Code Annotated as enacted or hereafter amended, material breach of this contract, failure to follow Board policies or directives, violation of local, state, or federal law, or for any reason established by state law. If the Board terminates this contract for cause, the Interim Superintendent shall be entitled to no further benefits or compensation under this Contract nor shall the Interim Superintendent retain any right of reinstatement to her former position.

Removal from Office. This contract shall be terminated if the State Board of Education, in accordance with the provisions of Title 49, Chapter 1 of Tennessee Code Annotated as enacted or hereafter amended, orders the removal of the Interim Superintendent. If such removal is ordered, the Interim Superintendent shall be entitled to no further benefits or compensation under the terms of this contract nor shall the Director retain any right of reinstatement to her former position.

Resignation. The Interim Superintendent may resign by providing written notice of at least fifteen (15) days to the Chair of the Board. This requirement may be waived at the discretion of the Board. In the event of such resignation, the Board shall reassign the Interim Superintendent to her previous position within the school district, as outlined above.

Unilateral Termination. The Board may, at any time, unilaterally terminate this contract after giving fifteen (15) days' notice. In the event of such termination, the Board shall reassign the Interim Superintendent to her previous position within the school district, as outlined above.

SUPERINTENDENT SEARCH

The Interim Superintendent understands and acknowledges that there is no expectation of employment as Interim Superintendent beyond the term of this Contract. The Interim Superintendent agrees that the Board is entitled to take any action it deems appropriate in furtherance of its search for a permanent Superintendent. If, during the term of this contract, the Board desires to conduct a Superintendent search or otherwise takes steps in furtherance of its goal of appointing a permanent Superintendent, the Board shall not be deemed to have breached, terminated, and/or anticipatorily breached or terminated this contract nor shall the Board be deemed to have created or declared a vacancy in the position of Interim Superintendent. Additionally, the Interim Superintendent agrees that if the Board decides to conduct a Superintendent search during the term of this Contract, said action shall not be deemed to trigger any entitlement by the Interim Superintendent to any payment or other remedy under this Contract.

AMENDMENTS

Any modification to this Contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this Contract.

ENTIRE AGREEMENT

This Contract constitutes the entire agreement between the parties. The parties acknowledge that neither party has relied upon any oral representation or any agreements by the other; that no such oral representations or agreements shall in any way affect the terms of this Contract; and that this Contract may not be modified or changed except by written instrument executed by the parties.

CONTROLLING LAW AND JURISDICTION

This Contract shall be interpreted and enforced in accordance with the laws of the State of Tennessee. In the event of litigation arising from the breach or enforcement of this contract, the parties agree that the proper jurisdiction and venue shall rest with the trial courts of Williamson County, Tennessee.

SEVERABILITY

The Board and the Interim Superintendent agree that, in the event any part or clause of this Contract is made invalid, unenforceable, or illegal under federal or state law or held to be invalid, unenforceable, or illegal by any court of competent jurisdiction, the remainder of this contract shall not be affected by such ruling, finding, enactment, or holding. The remainder of this Contract shall continue in full force and effect with such part or clause stricken to the extent of its invalidity, unenforceability, or illegality.

HEADINGS

The headings used throughout this Contract are for the convenience of the parties and are not intended to be used to interpret any term or condition hereof.

NO ASSIGNMENT

This Contract is a contract for personal services and shall not be subject to assignment or transfer in any manner.

Made and executed by the parties this the ____ day of _____, 2026.

Williamson County Board of Education

Leigh Webb, Ed.D.

By: _____
Chairperson

WCS Vision

WCS will provide a supportive environment where students are challenged to pursue excellence in academics, athletics, and the arts.

WCS Mission

We exist to provide all students with a quality education that supports their intellectual, physical, emotional, and social development.

2023-2028 WCS Strategic Commitments

- **Preparing Students for Life After WCS**
- **Team Quality**
- **Learning Environment**

Strategic Commitment #1: Preparing Students for Life After WCS

Williamson County Schools will ensure that all students have the academic preparation and skills necessary for postsecondary success. WCS will provide students with learning experiences that help them explore and select from multiple pathways. WCS recognizes that this preparation begins in elementary school and continues through high school.

Goals:

- Increase in the percentage of students meeting college-ready benchmarks on the ACT.
- Increase in the percentage of students reaching the Ready Graduate benchmark (ACT, EPSO, ASVAB).
- Increase in the percentage of students participating in at least one extracurricular activity in athletics, arts, or academics.

Objectives:

1. Increase the percentage of students meeting and exceeding state expectations on state end of year assessments.
2. Increase opportunities for student participation in extracurricular activities at all grade levels.
3. Increase awareness and enrollment in CTE programs and adjust offerings to align with relevant job trends and connect to college and technical pathways.
4. Increase job engagement with local for-profit and non-profit businesses to provide students with increased exposure to career opportunities.

5. Increase the opportunities for students with disabilities to participate in pre-employment transition services in middle and high schools.
6. Rewrite and conduct an annual review of the personal finance course to ensure that it remains relevant and that students can demonstrate proficiency in managing their personal finances.
7. Provide earlier student awareness of requirements to prepare for college and career.

Strategic Commitment #2: Team Quality

Williamson County Schools will invest time, expertise, and resources to attract, retain, and provide ongoing development and training to ensure high-quality team members in all roles.

Goals:

- Create competitive compensation and benefits packages that attract and retain high-performing faculty and staff.
- Increase in teacher retention.
- Increase in overall employee retention.
- Increase in faculty and staff job satisfaction.

Objectives:

1. Improve or develop competitive compensation to recruit the highest quality candidates for all roles.
2. Improve or develop competitive benefits to recruit the highest quality candidates for all roles.
3. Support and advocate for attainable workforce housing options for the WCS team.
4. Provide new WCS team members with differentiated mentoring and coaching.
5. Expand opportunities for professional development and coaching for all with a focus on relevancy, leadership, differentiated offerings, and outcomes.
6. Continuously improve the implementation of educator team collaboration focused on student learning.
7. Increase the diversity of the WCS team.
8. Recognize and honor excellence across all team roles in WCS.
9. Develop and sustain succession planning for senior leadership.

10. Evaluate and maintain the most effective staffing ratios or staffing standards for all roles based on changing student needs and best practices.
11. Continue to find creative ways to recruit and reward hard to fill positions.
12. Continue to find ways to increase efficiencies and streamline administrative tasks for all WCS team roles.

Strategic Commitment #3: Learning Environment

Williamson County Schools will enhance and sustain an all-inclusive, encouraging school environment that supports the individual needs of all students.

Goals:

- Discipline data reflects consistency of implementation districtwide.
- Reduction in instances of threats, bullying, harassment, and discrimination.
- Reduction in repeat discipline infractions
- Improve and continue to implement safety and security plans.
- Improve and continue to implement best practices in supporting mental health.
- Reduction in chronic absenteeism

Objectives:

1. Create a district-wide culture where all students and all WCS team members have a place of belonging and are included, supported, and respected.
2. Continually assess and improve the state of school facilities to ensure they are properly maintained and appropriate for student enrollment, services, and activities.
3. Invest in appropriate resources and technologies to improve the security of facilities and strengthen the physical safety of all students and staff.
4. Implement appropriate strategies to support the mental health and emotional well-being of staff and students.
5. Provide ongoing training to staff and students in safety and security best practices to ensure proper implementation of emergency protocols throughout the district.
6. Consistently educate students, WCS team members, and families about bullying, harassment, and non-discrimination expectations to ensure appropriate reporting.
7. Train WCS team members to identify and report bullying, harassment, and discrimination in order to provide appropriate and uniform discipline.
8. Ensure students are able to learn by improving systems of support and interventions in order to address individual student needs and behaviors.

9. Analyze and evaluate school start times to assess their impact on students and on the objectives of this strategic plan.

Williamson County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Code of Conduct for School Board Members	Descriptor Code: 1.2021	Issued Date: 11/28/22
		Rescinds: 1.1061	Issued: 11/15/21

ARTICLE I. MY RELATIONS TO OUR STUDENTS

Section 1. I will at all times think in terms of "students first," always determining other important things according to how they affect the education and development of students.

Section 2. I will seek to provide equal opportunities for all students in academics, the arts, and athletics.

ARTICLE II. MY RELATIONS WITH OUR COMMUNITY

Section 1. I will fairly appraise and support both present and future educational needs.

Section 2. I will represent at all times the entire school community and refuse to represent special interests or partisan politics.

Section 3. I will maintain open lines of communication with the community.

Section 4. I will refrain from using district resources to actively campaign for any candidate for elected office.

Section 5. I will refer to other board members, staff, students, and the public with respect including when using social media.

ARTICLE III. MY RELATIONS TO OUR DISTRICT EMPLOYEES

Section 1. I will support the employment of those persons best qualified to serve in our district.

Section 2. I will strive to secure resources that allow our employees to perform with excellence.

Section 3. I will celebrate employee accomplishments and refrain from public critique.

ARTICLE IV. MY RELATIONS WITH OTHER BOARD MEMBERS

Section 1. I will recognize that authority rests only with the Board in official meetings and that the individual member has no legal status outside of such meetings.

Section 2. I will at all times comply with the Tennessee Open Meetings Act (the "Sunshine Law").

Section 3. I will make final decisions only after full discussion of matters at a Board meeting.

Section 4. I will respect the opinion of other members and will accept the principle of "majority rule."

1 **Section 5.** I will attend all regularly scheduled Board meetings, insofar as possible, and become
informed concerning the issues to be considered at those meetings.

2 **Section 6.** I will work with other Board members to establish effective Board policies and to delegate
authority for the administration of the schools to the Superintendent.

3 **Section 7.** I will refrain from public critique of fellow board members, outside of Board deliberations,
4 in any other public forum, including social media.

5 **ARTICLE V. MY RELATIONS WITH OUR SUPERINTENDENT**

6 **Section 1.** I will support full administrative authority as well as responsibility for the Superintendent to
properly discharge all professional duties.

7 **Section 2.** I will support Superintendent accountability for working and requiring staff to work within
8 the framework of policies set by the Board.

9 **Section 3.** I will refer all complaints and concerns to the Superintendent.

10 **Section 4.** I will refrain from public critique of the Superintendent, outside of Board deliberations, in
11 any other public forum, including social media.

16 **ARTICLE VI. MY RELATIONS TO MYSELF**

17 **Section 1.** I will inform myself about my duties and responsibilities and current educational issues by
18 individual study and through participation in programs providing needed information.

19 **Section 2.** I will avoid being placed in a position of conflict of interest.

20 **Section 3.** I will refrain from using my position on the Board for personal or partisan gain.

21 **Section 4.** I will take no action that will compromise the Board, the District or administration.

22 **Section 5.** I will respect the confidentiality of information that is privileged under applicable law.

23 **Section 6.** I will avoid putting myself in situations that might give the appearance of speaking for the
24 entire Board. However, the Board Chair shall speak for the Board when acting as the official
25 spokesperson pursuant to WCSB policy 1.502.

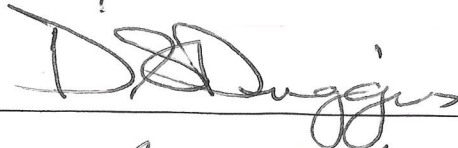
District 1 Tony Bostic



District 2 Randy Allen



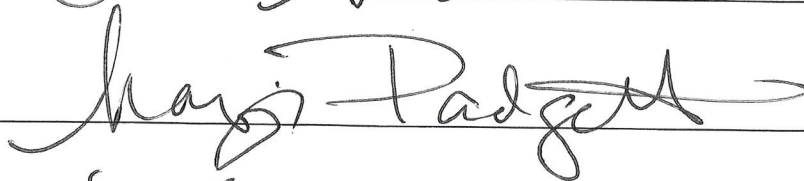
District 3 Dennis Driggers



District 4 Traci Anderson



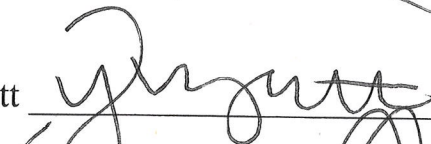
District 5 Margie Padgett



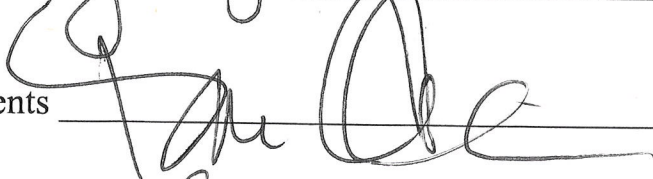
District 6 Kimberly Calcote



District 7 Melissa Wyatt



District 8 Donna Clements



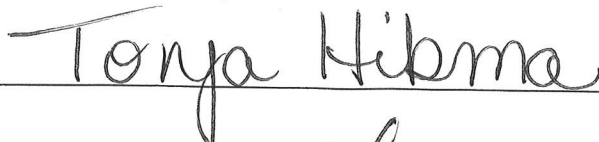
District 9 Claire Reeves



District 10 Jennifer Konyn



District 11 Tonja Hibma



District 12 Jessica Lucyshyn



AMENDMENT:

**APPROPRIATING \$52,080 FOR TUTORS AND RELATED EXPENSES FROM
UNITED WAY GRANT FOR 2026-2027**

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 fifteenth year the United Way is giving the board up to \$52,080 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-to-60-minute sessions twice weekly during out of school time in reading only; and

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on September 21, 2026, approve the above noted grant and amend the **2026-2027** General Purpose School Fund budget as follows:

Revenue

141.40000.449900.388.00.31.G5121	United Way Grant	\$52,080
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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	4,025
141.71100.521200.388.00.00.G5121	Employer Medicare	647
		\$52,080 \$52,080

ACTION TAKEN:

School Board Vote

Yes_____ No_____

09.26.UNITED WAY

Amendment:

**AMENDING THE 2026-2027 GENERAL PURPOSE SCHOOL BUDGET
\$45,223.50 FOR DONATIONS FOR ATHLETICS**

WHEREAS, Williamson County Schools looks to pursue excellence in athletics; and

WHEREAS, Teall Properties Group, LLC has donated \$25,223.50 and PlayOn has donated \$20,000 to help with the cost of the WILCO Awards Athletic Event; and

WHEREAS, there is not a requirement for match of local funds;

NOW, THEREFORE BE IT RESOLVED that the Williamson County Board of Education meeting in regular session on September 21, 2026, approve and amend the **2026-2027** General Purpose School Fund budget as follows:

Revenue

141.40000-445700-350-P3123	Contributions & Gifts	\$45,223.50
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Expenditure

141.72210-549900-350-P3123	Other Supplies & Materials	\$45,223.50
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	\$45,223.50	\$45,223.50

School Board Vote

Yes_____ No_____

9.26. ATHLETIC DONATIONS

Resolution No. _____
Requested by: Board of Education

**RESOLUTION AMENDING THE 2026-2027 GENERAL PURPOSE SCHOOL FUND
BUDGET \$3,367,130 FOR THE PURCHASE OF BUSES**

WHEREAS, it has been determined there is a need to purchase fifteen replacement General Education buses and four replacement Special Education buses for a total estimated cost of **\$3,367,130**; and

WHEREAS, buses must be here by the time school starts in mid-August, and a 9-10-month turnaround is necessary to bid and receive buses after ordering; and

WHEREAS, fund balance can be used for this purchase;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on October 12, 2026, approves **\$3,367,130** for the above request and amends the **2026-2027** General Purpose School Fund as follows:

Revenue

141.39000

Fund Balance

\$3,367,130

Expenditure

141.72710.572900

Equipment-
Transportation

\$3,367,130

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

Commission Chairman

Andrew E. Marshall, County Mayor

Date

**Williamson County Board of Education
2027-2028 Budget Preparation Timeline**

Dates	Process	Responsible Parties
2026		
SEPTEMBER		
September Staff Meeting	Superintendent guidelines for budget prep to staff aligning to boards strategic plan	Superintendent
September 15th	Open General Purpose Budget Entry in Munis for Director input	CFO
September Work Session (9/17/26)	Presentation of timeline for consideration	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 16th	Dept. Heads final day for operational input (in Munis)	Dept. Directors/Managers
November 23rd	Drop dead date for Student Enrollment projections to <u>Cabinet</u> for use in personnel calculations	Zoning Specialist
November 30th	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 7th and 14th	Assistant Supers Meet with Leigh, Ashley and Rachel - bring in departmental leads if needed	Super/HR/CFO/Individual Assist. Super
2027		
JANUARY		
January 8th	Final day that Maintenance, Technology, Safety Capital requests reviewed with Asst. Superintendents for their input/cuts and approval.	IT and Maintenance/Asst Superintendents
Second Week of January	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 11th	Distribution of budget to the board at work session preliminary budget	CFO
Last Week of February	BUDGET REVIEW PER SCHOOL BOARD MEMBERS AS REQUESTED	Board/Cabinet
MARCH		
March 22, 2027	Regular School Board meeting (Budget approval)	Board
APRIL		
April 1, 2027	Submit to Co. Mayor	CFO
April-May to be determined by County	Education and Budget Committees of Commission First Review of Budget	Committees/Superintendent/CFO
to be determined by County	2nd Review of budget by Education Committee	Education Committee/Superintendent/CFO
MAY		
to be determined by County	2nd Review of budget by Budget Committee	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