

**WASHINGTON COUNTY
BOARD OF EDUCATION**

June 30, 2022

5:30 PM

Central Office

- I. CALL TO ORDER**
- II. CONSIDERATION OF MEETING AGENDA**
- III. APPROVAL OF MEETING MINUTES**
 - A. June 2, 2022**
 - B. June 14, 2022; Called Meeting**
 - C. June 14, 2022; Workshop**
- IV. ANNOUNCEMENTS**
 - A. June 27, 2022; 6:00 p.m.; County Commission Meeting**
 - B. District Offices Closed July 4th & 5th in observance of Independence Day**
 - C. July 7, 2022; 1:00 p.m.; County Commission HEW Committee Meeting**
 - D. July 21-24, 2022; TSBA Summer Law & Board Retreat; Gatlinburg**
 - E. July 25, 2022; 6:00 p.m.; County Commission Meeting**
 - F. July 26, 2022; 5:00 p.m.; Monthly Workshop**
 - G. July 27, 2022; Teachers Return**
- V. SUPERINTENDENT'S REPORT**
 - A. Enrollment Update**
 - B. Maintenance Report**
 - C. Monthly Financials**
 - D. Personnel Report**
 - E. Grants Report**
 - F. Other**
- VI. CONSIDERATION OF CONSENT AGENDA**
 - A. FY23 Salary Scales & Supplements**
 - B. Approval of Differentiated Pay Plan**
 - C. 2023 Health Insurance Rates**
 - D. Transportation Report (Annual Agenda Item)**
 - E. Purchase Orders**
 - 1. Purchase Order 34318; IXL Learning; Service Site License Upgrade; \$20,671.00; Funded ESSER 3.0; Line Item 937 71100471**
 - 2. Purchase Order 34409; Savvas; License Renewal for SuccessMaker Reading & Math; Jonesborough Elementary; \$62,980.00; Funded ESSER 3.0; Line Item 937 71100471**

3. **Purchase Order 34430; TNTP, Inc.; Early Literacy Support; Contract #CC22040156; \$40,000.00; Funded Early Literacy Networks Grant; Line Item 142E-72210-399-952**
4. **Purchase Order 34384; TNTP, Inc.; ELA Curriculum Implementation Support; System-wide; Contract # CC21090266(April-June 2022); \$19,656.00; Funded by FY2022 HQIM Literacy Implementation Grant; Line Item 72210-399-951**
5. **Purchase Order 33726; N2Y,LLC; Unique Learning System & News2You Programs(addition of users and renewals); SPED System-wide; \$12,159.21; Funded by ESSER 2.0; Line Item 71200-429(934)**
6. **Purchase Order 34433; Instructure; District; Full year(Case Assessments, Mastery Connect,Item Bank,Individual Student Reports); Sole Source; Funded by ESSER 2.0; \$109,663.75; Line Item 142E 71100471934**
7. **Purchase Order 34412 Curriculum Associates,LLC; Ellevation Platform Subscription fees, Ellevation Data/Implementation(Service Fees); ELL-System-wide; Funded by ESSER 2.0; \$7,187.50; Line Item 93472210471**
Purchase Order 34413; Curriculum Associates,LLC; On-line Training; ELL System-wide; Funded by ESSER 2.0; \$4,000.00; Line Item 93472210524
8. **Purchase Order 34414; Pearson Virtual Schools USA; GradPoint Software; System-wide; Funded by ESSER 2.0; \$104,744.64; Line Item 93471100471**
Purchase Order 34415; Pearson Virtual Schools USA; GradPoint Software; Steppen Stone Academy; Funded by Title I-D; \$9,068.80; Line Item 16071100499

F. Purchases

1. **Purchase of a passenger van to replace the current van used by the Board and District Staff; At the start of FY23;will be purchased through state contract; Line item 141E 72710-729**
2. **Pearson - AIMS Web Plus - Monitoring Software for Special Education; It will replace EasyCBM and Star 360 Programs; \$22,045.50; This replacement results in over a \$80,000 savings for the school system; Line Item 141E 72250-399**

G. Approval of Annual Agenda

H. Agreements

1. **Carson Newman University**
2. **Lincoln Memorial University**

VII. DISCUSSIONS/PRESENTATIONS

A. Policy Summary

B. Policy Review - 1st Readings

1. **1.102 Board Members**
2. **1.104 Memberships**
3. **1.105 School Board Legislative Involvement**

4. **1.204 Board Member Development Opportunities**
 5. **2.806 Bids and Quotations**
 6. **3.202 Emergency Preparedness Plan**
 7. **4.101 Instructional Standards**
 8. ***4.210 Credit Recovery**
 9. **4.212 Virtual Education**
 10. **4.402 Reconsideration of Textbooks and Instructional Materials**
 11. **4.403 Library Materials**
 12. **4.406 Use of the Internet**
 13. **4.700 Grading System**
 14. **5.119 Employment of Retirees**
 15. **5.200 Separation Practices for Tenured Teachers**
 16. **5.201 Separation Practices for NonTenured Teachers**
 17. **5.701 Substitute Teachers**
 18. **6.200 Attendance**
 19. ***6.204 Attendance of NonResident Students**
 20. **6.318 Admission of Suspended or Expelled Students**
 21. **6.409 Reporting Child Abuse**
- C. **Policy Review - 2nd Readings**
1. **5.310 Vacations & Holidays**
 2. **5.6101 Supplemental Pay & Schedule**
- D. **Request for paving of Bus Garage lot; Construction Asphalt Paving Surfaces,Inc. (Johnson City,TN) \$97,500.00; Funding from Educational Capital Fund**
- E. **Proposal from Prosim Engineering, Johnson City, TN, for structural inspection at West View Elementary; \$4,250.00; Line Item 141E 72610 399**
- F. **Consider bid for renovation/replacement of the electrical system for the Daniel Boone High & David Crockett High light poles at the football fields: Funded by County Educational Capital Fund upon approval of the County Commission**
- G. **Consider bid,Hoilman Construction; \$167,287.00, for cafeteria equipment updates for Daniel Boone High School: Funded by County Educational Capital Fund up to \$75,990.60; the remaining amount will be funded by the Dietary 143 fund; Line Item 143E 73100 710**
- H. **Temporary Fencing for football fields at Daniel Boone High and David Crockett High: Line Item 141E 72620-399**
- I. **Authorization to present a request to the Health, Education, & Welfare Committee for \$640,000(technology) and \$460,000(buses) from the Educational Capital Funds for FY23.**
- J. **Updated Educational Capital Fund Plan**
- K. **FY23 Bus Driver Salary Schedule**
- L. **Naming of new Jonesborough School**
- M. **Interlocal Agreement with Washington County Commission regarding Boones Creek Athletic Facilities**

VIII. ADJOURNMENT

WASHINGTON COUNTY BOARD OF EDUCATION

June 2, 2022; 5:30 PM; Central Office

Those present were Chairman Jason Day, Mary Beth Dellinger, Whitney Riddle, David Hammond, Keith Ervin, Mitch Meredith, and Superintendent Jerry Boyd. Absent were Annette Buchanan, Vice-Chair Mike Masters, and Chad Fleenor.

I. CALL TO ORDER

Chairman Day called the meeting to order. Following a moment of silence, Mr. Riddle led the pledge to the flag.

II. CONSIDERATION OF MEETING AGENDA

Mitch Meredith moved for approval of the meeting agenda, as amended. Whitney Riddle seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

A. Requested Items to Add under Agenda Item VII. *Discussions/Presentations*

1. School Year 22-23 Meal Prices

2. Budget Amendments

3. Agreement with TCAT/TBR for old Boones Creek Elementary

4. Boones Creek Athletic Fields

B. Request to move *Item VI.B.2. Approval of payment up to \$150,000 to complete the turf installations at Daniel Boone High & David Crockett High; Line Item 141E762 499 00015 (DBHS) & 141E72620 499 00016 (DCHS) to Item VII. Discussions/Presentations*

III. APPROVAL OF MEETING MINUTES

Whitney Riddle moved for approval of the minutes, as presented. David Hammond seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

A. May 5, 2022

B. May 16, 2022

C. May 24, 2022

IV. ANNOUNCEMENTS

A. Public Meetings with Lewis Group Architects(School System Facilities Study)

June 13, 2022; 6:00 p.m.; David Crockett High

June 15, 2022; 6:00 p.m.; Daniel Boone High

B. Monthly Board Workshop

June 21, 2022; 5:00 p.m.

C. County Commission Meeting

June 23, 2022; 5:30

D. Regular County Commission Meeting

June 27, 2022; 6:00

E. Board Meeting (for July)

June 30, 2022; 5:30

Mr. Boyd said the search continues for a Principal at David Crockett High School. He said until a new Principal can be identified, Deputy Chief of Academics, Dr. Ashley Keys, will serve as the Interim Principal.

V. SUPERINTENDENT'S REPORT

A. Enrollment Update

B. Financials

C. Maintenance Report

D. Personnel Report

E. Grants Report

F. Other

1. District Offices/Services Holidays and Closings for SY22-23

VI. CONSIDERATION OF CONSENT AGENDA

Mary Beth Dellinger moved for approval of the consent agenda. Whitney Riddle seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

A. Contracts/Agreements

- 1. Arbiter Sports Agreement(used system-wide for payment of athletic officials); \$3,000.00(annually); Line Item 141E71100-399**
- 2. Inspire Business Interiors, Recommendation to serve as the provider for New Jonesborough School Furnishings**
- 3. BrightRidge Solar Agreement**

B. Purchases/Payments

1. Approval of Purchase Orders

- 1. Purchase Order 34420; Frontier Health; School Based Behavior Counselors; Lamar, Grandview, Sulphur Springs, Fall Branch, Boones Creek, Jonesborough Middle (April); \$25,454.52; Funded with ELC Grant; Line Item 142E72130399940**
 - 2. Purchase Order 34428; Frontier Health; School Based Behavior Counselors (June); Lamar, Grandview, Sulphur Springs, Fall Branch, Boones Creek, Jonesborough Middle; \$25,454.52; Funded with ELC Grant; Line Item 142E72130399940**
 - 3. Purchase Order 34419; Frontier Health; School Based Behavior Counselor; Lamar, Grandview, Sulphur Springs, Fall Branch, Boones Creek, Jonesborough Middle (May); \$25,454.52; Funded with ELC Grant; Line Item 142E72130399940**
 - 4. Purchase Order 5174; Gov Connection; Managed Swith(4), Switch Service(4), Managed Switch Aruba(4), Switch Service(4), Aruba10G(8); System-Wide; State Contract TCPNTN; \$27,015.88; Line Item 72250499**
 - 5. Purchase Order 5462; Grainger; CNC Router & Accessories; David Crockett High; Cooperative Agreement; \$10,649.42; Line Item 71300730**
 - 6. Purchase Order 34339; Grainger; CNC Router & Accessories; David Crockett High; Cooperative Agreement; \$39,855.98; Line Item 71300730-800**
 - 7. Purchase Order 5520: Shooters Technology LLC; Training Equipment; David Crockett High NJROTC Program; Sole Source; Reimbursed by U.S. Navy; \$22,045.00; Line Item 71100-499-00016**
- 2. Approval of payment up to \$150,000 to complete turf installations at Daniel Boone High & David Crockett High; Line Item 141E762 499 00015 (DBHS) & 141E72620 499 00016 (DCHS)**
- 3. Repayment of Rural Debt 2013 in the amount of \$720,000.00; Line Item 141E 99100-590**

C. Overnight Field Trip Requests

- 1. Grandview Elementary
May 20-22, 2022
Austin Peay University (Clarksville, TN)
Track Team Competition**
- 2. David Crockett High School
June 8-10, 2022
Camp Davy Crockett (Whitesburg, TN)
ROTC; Area 9 Sail Academy**

June 15-17, 2022
Erskine College (Due West, SC)
Girls Basketball Team; Competition
June 21-26, 2022
Opryland Hotel (Nashville, TN)
HOSA; Internationals Competition
July 10-13, 2022
Park Vista (Gatlinburg, TN)
Cheer Team; Cheer Conference

D. Gifts & Bequests Report

E. FY23 per diem rates

Per Diem Meal Reimbursement Effect FY23

	<u>Proposed</u>
Breakfast	\$ 10.00
Lunch	\$ 15.00
Supper	<u>\$ 20.00</u>
Total Daily Rate	\$ 45.00

Mileage

Reimbursement

\$ 0.585 Per Mile

F. July 2022-July 2023 Meeting Calendar

**Board Meeting Calendar
2022-2023**

Month	Workshop 5:00	Board Meeting 5:30
July	Agenda Deadline - June 15, 2022 Workshop - June 21, 2022	Agenda Deadline - June 23, 2022 Meeting – June 30, 2022
August	Agenda Deadline - July 20, 2022 Workshop - July 26, 2022	Agenda Deadline - July 28, 2022 Meeting - August 2, 2022
September	Agenda Deadline - August 17, 2022 Workshop - August 23, 2022	Agenda Deadline - August 25, 2022 Meeting - September 1, 2022

October	Agenda Deadline - September 14, 2022 Workshop - September 20, 2022	Agenda Deadline - September 22, 2022 Meeting - September 29, 2022 Meeting is a week ahead due to Fall Break
November	Agenda Deadline - October 19, 2022 Workshop - October 25, 2022	Agenda Deadline - October 27, 2022 Meeting - November 3, 2022
December	Agenda Deadline - November 16, 2022 Workshop - November 22, 2022	Agenda Deadline - November 24, 2022 Meeting - December 1, 2022 Meeting time will be changed to 5:00
January	No Workshop	Agenda Deadline - December 29, 2022 Meeting - January 5, 2023
February	Agenda Deadline - January 18, 2023 Workshop - January 24, 2023	Agenda Deadline - January 26, 2023 Meeting - February 2, 2023
March	Agenda Deadline - February 15, 2023 Workshop - February 21, 2023	Agenda Deadline - February 23, 2023 Meeting - March 2, 2023
April	Agenda Deadline - March 16, 2022 Workshop - March 22, 2022	Agenda Deadline - March 24, 2022 Meeting - April 7, 2022 Meeting is a week later due to Spring Break
May	Agenda Deadline - April 19, 2023 Workshop - April 25, 2023	Agenda Deadline - April 27, 2023 Meeting - May 4, 2023
June	Agenda Deadline - May 17, 2023 Workshop - May 23, 2023	Agenda Deadline - May 25, 2023 Meeting - June 1, 2023

VII. DISCUSSIONS/PRESENTATIONS

A. Award bids for tires and oil

Whitney Riddle moved to award bid to Greeneville Oil & Petroleum Co., Greeneville, TN for the purchase of motor oil at \$11.96 per gallon bulk, delivered, with the appropriate language that the school system would receive 30 day notification of a price increase; Mitch Meredith seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: no
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

Whitney Riddle moved to award bid to Southern Tire Mart; Kingsport, TN for purchase of tires at \$12,917 (\$129.17ea for 100 Firestone TransforceHT2 tires) and \$54,139.50 (\$360.93ea for 150 Firestone FS561A 16 ply tires). David Hammond seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

B. Review of Policies

1. Personnel (Section 5) policy revisions:

- **5.310 (Vacations & Holidays) First Reading**
- **5.6101 (Supplemental Pay & Schedule) First Reading**

Whitney Riddle move for approval of policy 5.310 Vacations & Holidays and 5.6101 Supplemental Pay & Schedule on first reading. David Hammond seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

B. MOU to provide transportation services for the Town of Jonesborough during Jonesborough Days Festival (July 2-3, 2022)

David Hammond moved for approval of the Memorandum of Understanding, as presented, for outside organizations requesting school bus transportation services. Mary Beth Dellinger seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes

- Mitch Meredith: yes

C. Mowing at Boones Creek and new Jonesborough School

Mr. Boyd said the maintenance of the future fields at Boones Creek Elementary and the new Jonesborough Elementary are being worked through. Currently the school system is mowing the areas at Boones Creek Elementary.

D. School Year 22-23 Meal Prices

2022-2023 Meal Prices									
	Breakfast				Lunch				
	Elem	Middle	High	Adult	Elem	Middle	High	Adult	Visitor
Current	\$1.70	\$1.70	\$1.70	\$2.50	\$2.50	\$2.60	\$2.90	\$4.00	
Purposed	\$2.00	\$2.25	\$2.25	\$3.00	\$2.75	\$2.75	\$3.00	\$4.25	\$5.00
Cost Increase	\$0.30	\$0.55	\$0.55	\$0.50	\$0.25	\$0.15	\$0.10	\$0.25	

Whitney Riddle approval of SY22-23 meal prices, as submitted. Mary Beth Dellinger seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

Mr. Ervin requested Caitlin Kite to attend the next workshop and present on menu options.

E. Budget Amendments

Mitch Meredith moved to approve FY22 budget amendments (general fund), as presented. Whitney Riddle seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: no
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

Mitch Meredith moved for approval of dietary end year budget amendment for FY22, as presented. Whitney Riddle seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

F. Agreement with TCAT/TBR for old Boones Creek Elementary

Mr. Boyd said an additional agreement from Tennessee Board of Regents had been received. The agreement included the Board of Education “selling” the property to the State, in order to allow them to perform renovations. The Board would not obtain ownership. Attorney Bennett said statute does not permit the Board to donate the property to the state, the Board could donate the property to the county.

G. Boones Creek Athletic Fields

Mr. Boyd said the task force set by the county government had met. Discussions were held on the Board becoming partners with the county to complete the project.

Mr. Day said questions he would have: Would the county be willing to transfer after completion?, Who is going to take care of fields?, and Could the school system receive payment to provide the maintenance instead the Town of Jonesborough?

Washington County Mayor Joe Grandy was present. He said a resolution had been drafted for the Commission’s consideration to invest additional funds to produce the ball fields and get the project moving. Mayor Grandy said the desire of the task force was for the Board of Education and County Commission to partner to complete the project – the county fund the ball fields and the Board to fund the concessions/restrooms. He continued there is \$2.1 million remaining in the original budget – enough for the fields but not the lights, concessions, and restrooms.

Ms. Dellinger would like for Attorney Bennett to be included on the discussions.

Mr. Riddle suggested Chairman Day and Mr. Boyd work with Mayor Grandy to develop a plan and present to the Board and County Commission.

The Board will have a called meeting in conjunction with the Board workshop on June 21st and request Attorney Bennett to attend.

Attorney Bennett will be present to address both the Athletic Fields at Boones Creek Elementary and the agreement with TCAT/TBR.

H. Approval of payment up to \$150,000 to complete the turf installations at Daniel Boone High & David Crockett High; Line Item 141E762 499 00015 (DBHS) & 141E72620 499 00016 (DCHS)

Whitney Riddle moved for approval of payment up to \$200,000 to complete the turf installations at Daniel Boone High & David Crockett High; Line Item 141E 72620 499. Keith Ervin seconded the motion which carried on roll call vote:

- Annette Buchanan: absent
- Chad Fleenor: absent
- Mike Masters: absent
- Whitney Riddle: yes
- Keith Ervin: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- David Hammond: yes
- Mitch Meredith: yes

VIII. ADJOURNMENT

WASHINGTON COUNTY BOARD OF EDUCATION

June 14, 2022; 6:00 PM; Central Office

Those present were Chairman Jason Day, Vice-Chair Mike Masters, Mary Beth Dellinger, Whitney Riddle, Keith Ervin, Chad Fleenor, Mitch Meredith, Annette Buchanan, and Superintendent Jerry Boyd. Board member David Hammond was absent. Also present was Board Attorney, Scott Bennet.

I. CALL TO ORDER

Chairman Day called the meeting to order and recognized board member Annette Buchanan, who was attending the meeting by electronic means.

II. Request to release bids for renovation of the electrical system for the Daniel Boone High & David Crockett High light poles at the football fields

Chad Fleenor moved for approval to release bids for renovation and replacements of the electrical system for the Daniel Boone High & David Crockett High light poles located at the football fields. Mike Masters seconded the motion which carried on roll call vote:

- David Hammond: absent
- Mike Masters: yes
- Whitney Riddle: yes
- Keith Ervin: yes
- Annette Buchanan: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- Chad Fleenor: yes
- Mitch Meredith: yes

III. Boones Creek Athletic Fields

Chad Fleenor moved to enter into an interlocal agreement with the County, pursuant to give the title of the old Boones Creek Elementary property to the County, for development of a TCAT program, in exchange for the Boones Creek Athletic Facility and receive 3.1 million from the County to complete the project. Mike Masters seconded the motion which carried on roll call vote:

- David Hammond: absent
- Mike Masters: yes
- Whitney Riddle: yes
- Keith Ervin: yes
- Annette Buchanan: yes
- Jason Day: yes
- Mary Beth Dellinger: yes
- Chad Fleenor: yes
- Mitch Meredith: yes

IV. TCAT/TBR Agreement for old Boones Creek Elementary

V. ADJOURNMENT

WASHINGTON COUNTY BOARD OF EDUCATION

June 14, 2022; 5:00 PM; Board Workshop; Central Office

Those present were Chairman Jason Day, Mike Masters, Mary Beth Dellinger, Whitney Riddle, Keith Ervin, Chad Fleenor, Mitch Meredith, Annette Buchanan, and Superintendent Jerry Boyd. Ms. Buchanan attended the meeting by electronic means. Board member David Hammond was absent.

I. Call to Order

A. Caitlin Kite - School Nutrition Overview

Ms. Kite provided an overview of the current meal program.

II. Academics

A. Lost and Damaged Textbook Report (None submitted)

III. Business/Finance

A. Authorization to make a request to the Health, Education, & Welfare Committee for \$640,000(technology) and \$372,000(buses) from the Educational Capital Funds for FY23.

B. FY23 Salary Scales & Supplements

C. Differentiated Pay Plan

D. 2023 Health Insurance Rates

E. Purchase of a passenger van to replace the current van used by the Board; At the start of FY23

F. Pearson - AIMS Web Plus - Monitoring Software for Special Education; It will replace EasyCBM and Star 360 Programs; \$22,045.50; This replacement results in a \$90,000 savings for the school system.

G. Purchase Orders

1. Purchase Order 34318; IXL Learning; Service Site License Upgrade; \$20,671.00; Funded ESSER 3.0; Line Item 937 71100471

2. Purchase Order 34409; Savvas; License Renewal for SuccessMaker Reading & Math; Jonesborough Elementary; \$62,980.00; Funded ESSER 3.0; Line Item 937 71100471

3. Purchase Order 34430; TNTP, Inc.; Early Literacy Support; Contract #CC22040156; \$40,000.00; Funded Early Literacy Networks Grant; Line Item 142E-72210-399-952

IV. Operations

B. Boones Creek Athletic Fields

Mr. Boyd said the task force established by the County Commission had met. The task force asked for the Board of Education to consider partnering with the county to complete the athletic fields. Ms. Buchanan had asked if the Board could contribute to the project without owning the property.

Present was Board Attorney, Scott Bennett.

Mr. Bennett answered the Board could invest into property not owned by the school system.

In supporting the TCAT project at the old Boones Creek property, a possible alternative would be to swap the property with the county for the athletic facility grounds at Boones Creek Elementary. It was reminded the Board of Education cannot “donate” the property to the state.

Mr. Bennett offered 3 options the Board could consider; an inter-local agreement with the county that both entities contribute funds for the athletic fields completion, to include the school system maintains priority of use, perform the maintenance, and oversee the scheduling; swap the two properties as previously discussed; do nothing.

Board members expressed lighting should be included in an agreement.

C. TCAT/TBR Agreement for old Boones Creek Elementary

The Board convened for a called meeting; 5:00 p.m.

The Board re-convened to the workshop.

D. Naming of new Jonesborough School

Mr. Boyd said the Town would like to proceed with purchasing signage for the new school. He said Board action is required to name the school. The item will be placed on the June 30th agenda for action.

E. Renovations of the electrical system for the Daniel Boone High & David Crockett High light poles at the football fields

F. Facilities Updates

FACILITIES UPDATE

June 2022

- I have not yet accepted the awning replacement at Lamar Elementary. Made contact with the contractor. He will be removing the unaccepted section and repair or replace.
- Practice football field at David Crockett High is in process. Some of the dirt from turf installation is being utilized to fill in for the practice area.
- The Lewis Group will be working up a new cost estimate for the David Crockett High culinary arts department.
- ESG communication lines are complete at David Crockett High; 43 units delivered to David Crockett High. Control modules have been shipped to HSC. BARD units to be shipped to Daniel Boone High early July.
- Turf installation is completed at David Crockett High. Daniel Boone High to be completed week of June 12th.
- Daniel Boone High kitchen specifications are nearly complete and will be let out for bid.
- System wide installation of 40 bottle fill stations are 95% complete.
- Structural Assessment at West View Elementary. Will be contacting structural engineer for the assessment.
- Installation of propane bus fueling station at Daniel Boone High is underway.
- Playground equipment purchase order for Gray Elementary has been issued.

- Basketball goal installation at Daniel Boone High is complete and installation at David Crockett High is ongoing.

- Submitted by, Phillip Patrick, Maintenance Supervisor

G. Transportation Report

V. Student Supports

VI. Superintendent

A. Review of Annual Agenda

B. Policy Summary

C. Policy Review - 1st Readings

1. 1.102 Board Members

2. 1.104 Memberships

3. 1.105 School Board Legislative Involvement

4. 1.204 Board Member Development Opportunities

5. 2.806 Bids and Quotations

6. 3.202 Emergency Preparedness Plan

7. 4.101 Instructional Standards

8. *4.210 Credit Recovery

9. 4.212 Virtual Education

10. 4.402 Reconsideration of Textbooks and Instructional Materials

11. 4.403 Library Materials

12. 4.406 Use of the Internet

13. 4.700 Grading System

14. 5.119 Employment of Retirees

15. 5.200 Separation Practices for Tenured Teachers

16. 5.201 Separation Practices for NonTenured Teachers

17. 5.701 Substitute Teachers

18. 6.200 Attendance

19. *6.204 Attendance of NonResident Students

20. 6.318 Admission of Suspended or Expelled Students

21. 6.409 Reporting Child Abuse

D. Policy Review - 2nd Readings

1. 5.310 Vacations & Holidays

2. 5.6101 Supplemental Pay & Schedule

Discussion of per diem rates occurred. It was noted the Board had approved per diem rates for FY23 with an increase and since Board approval the state rates had increased. The Board will consider action for the rates to be continually in line with the state rates.

Mr. Ervin asked if the propane filling station had been approved by the Board.

E. Minutes

1. June 2, 2022

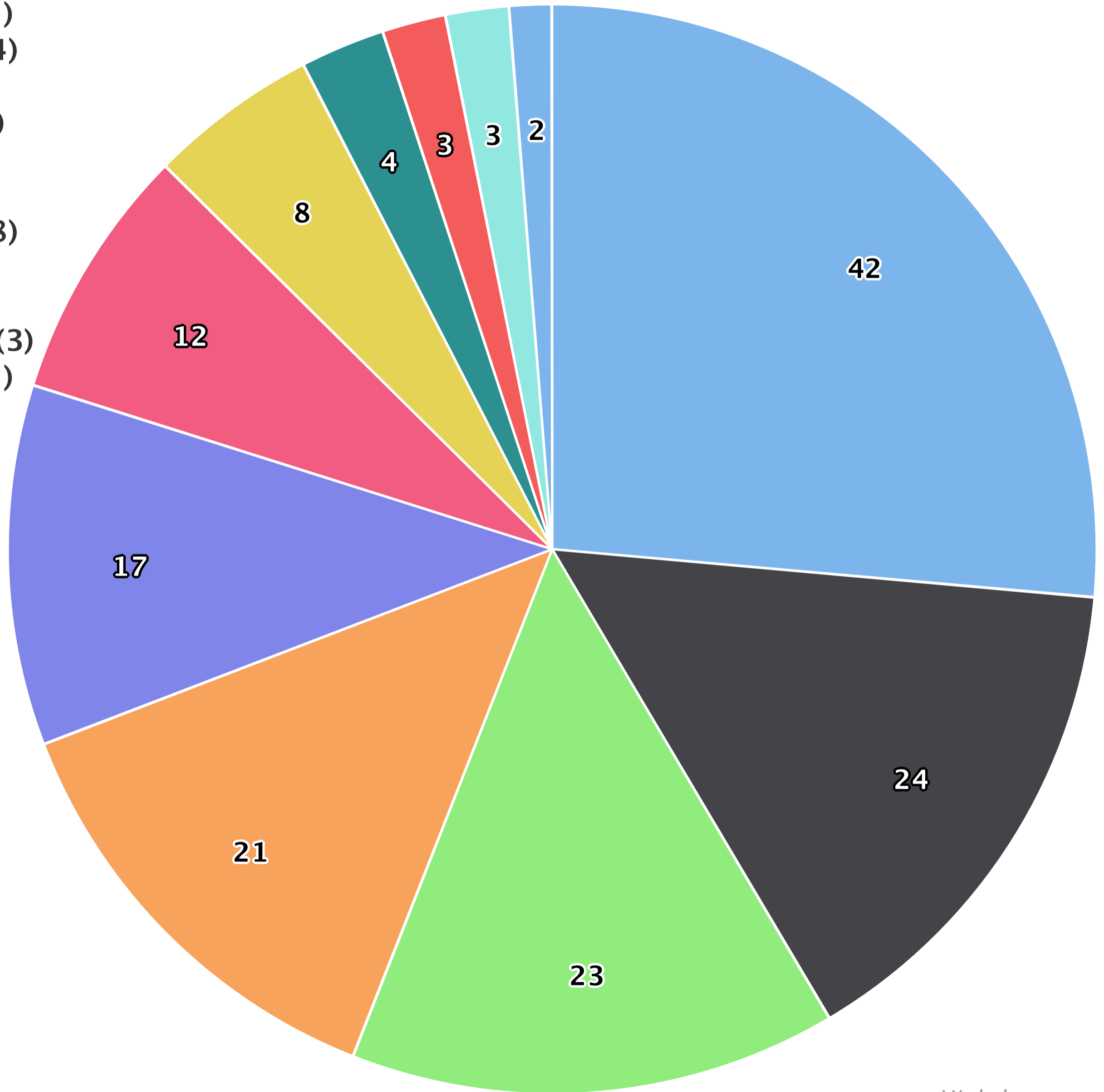
VII. Adjournment

Enrollment Summary as of 8/1/2022 Total Records: 16

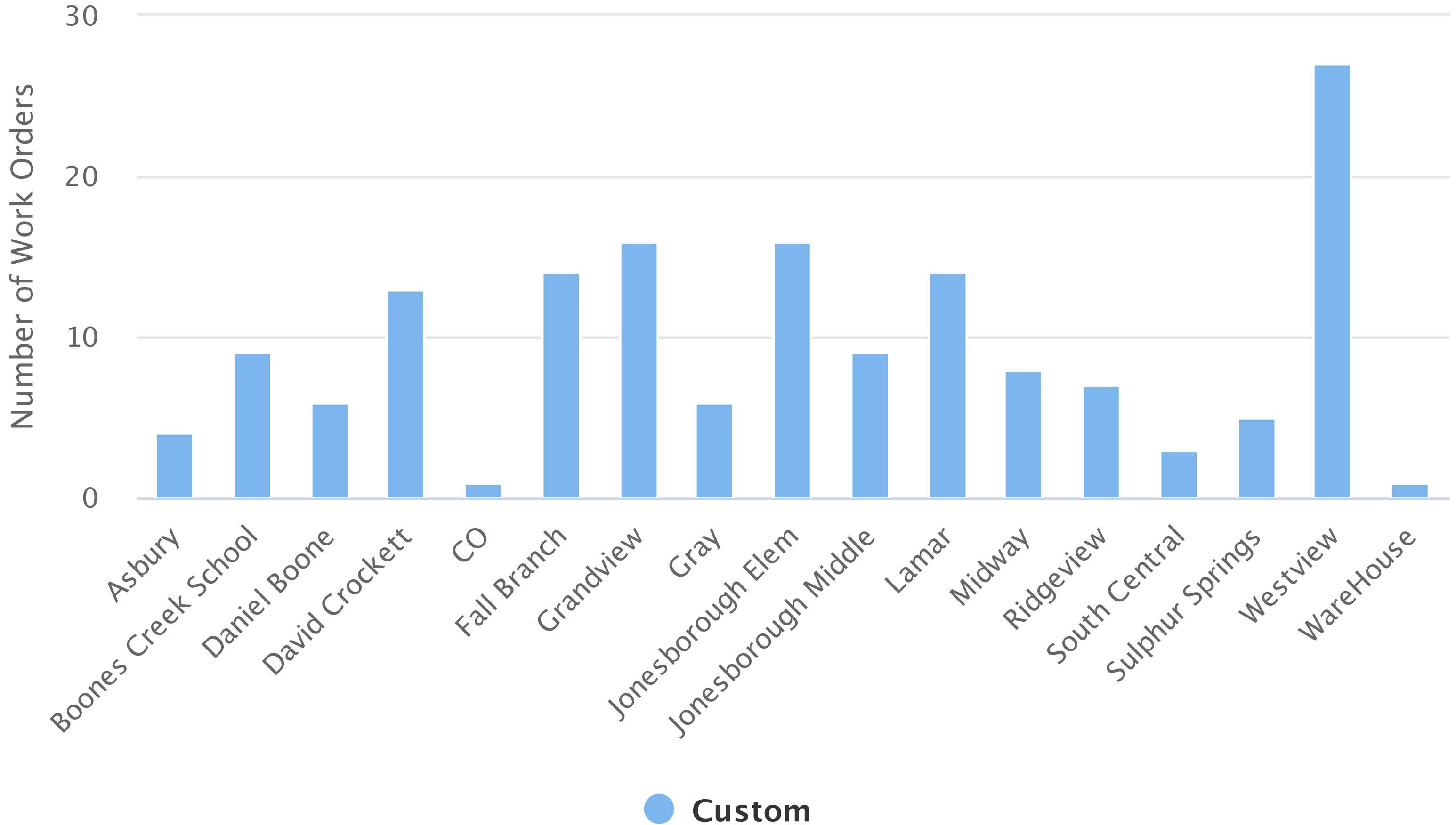
School	-2	-1	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Boones Creek Elementary School		19	67	110	80	110	90	80	76	88	77					797
Daniel Boone High School												284	287	302	350	1223
David Crockett High School												296	312	319	283	1210
Fall Branch Elementary School			9	20	44	22	26	22	31	23	26					223
Gray Elementary School		1	19	57	53	60	48	51	57	47	70					463
Grandview Elementary School	7	11	65	49	67	59	47	71	70	69	64					579
Jonesborough Elementary School			17	93	96	85	96									387
Jonesborough Middle School								85	96	102	105					388
Lamar Elementary School		2	43	56	36	46	40	36	38	44	47					388
Ridgeview Elementary School	10	15	52	71	77	59	86	101	82	92	71					716
South Central Elementary School			9	30	20	21	11	15	18	32	23					179
Sulphur Springs Elementary School		2	33	40	33	44	40	32	32	35	38					329
University School			3	19	22	20	24	46	49	53	52	84	73	71	80	596
West View Elementary School		1	29	28	33	37	26	40	36	38	41					309
Tennessee Virtual Learning Academy										4	4	6	18	13	19	64
Total	17	51	346	573	561	563	534	579	585	627	618	670	690	705	732	7851

Service Categories

- Plumbing (42)
- Carpentry (24)
- Supplies (23)
- Electrical (21)
- Heat/Air (17)
- Grounds (12)
- Door Locks (8)
- Painting (4)
- Custodial (3)
- Pest Control (3)
- Roof Leaks (2)

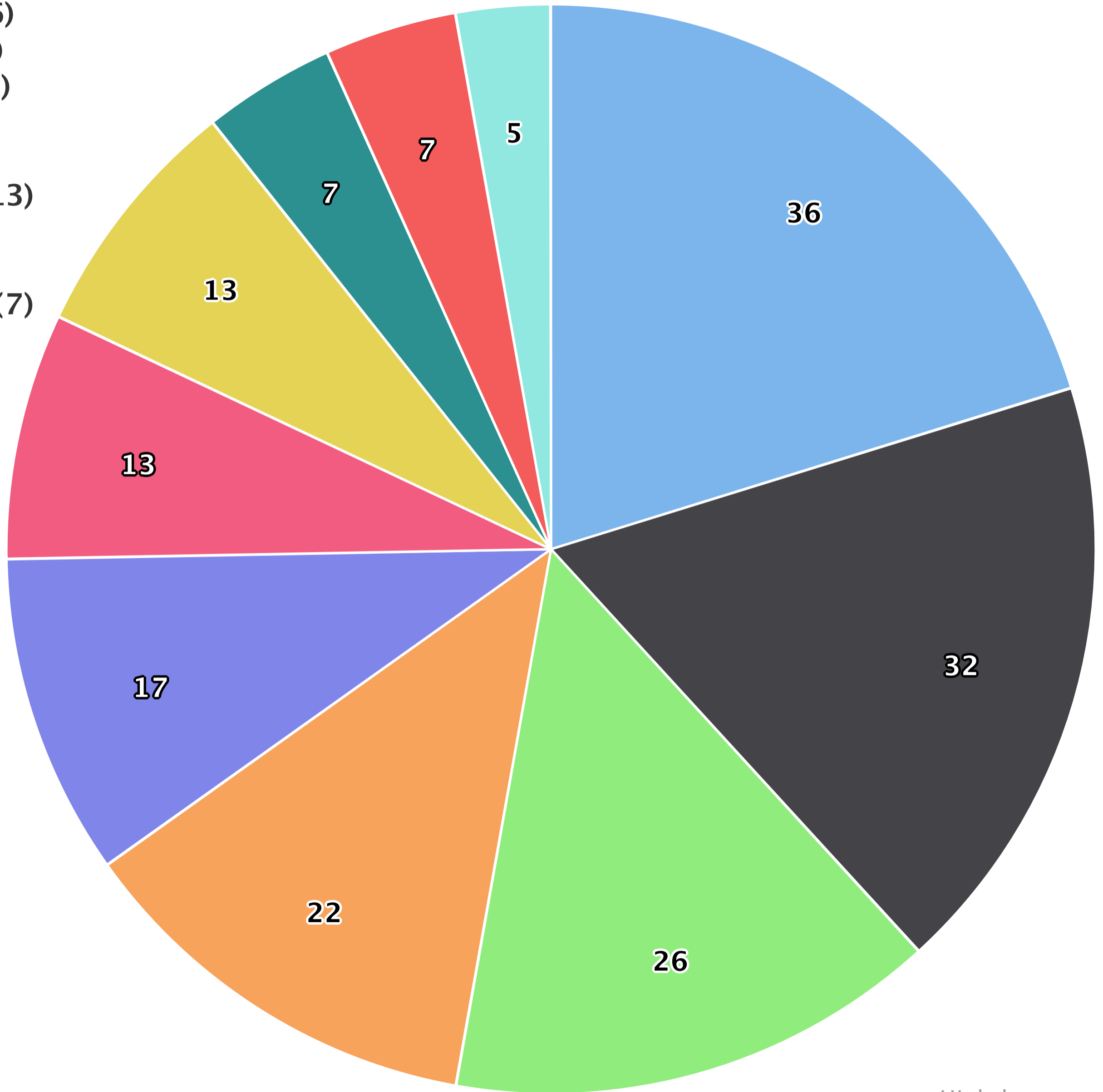


Work Orders By Location

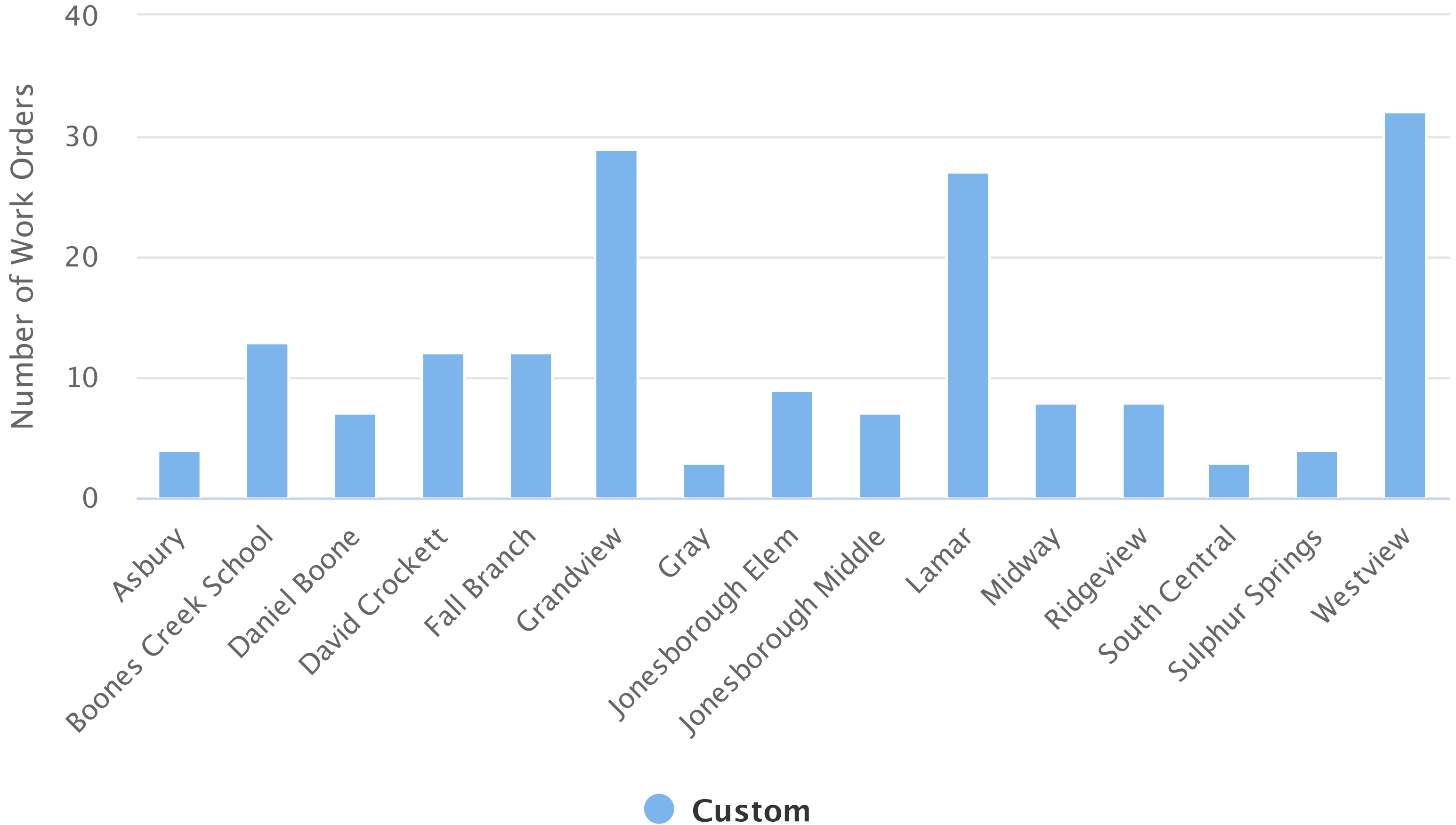


Service Categories

- Carpentry (36)
- Electrical (32)
- Plumbing (26)
- Supplies (22)
- Heat/Air (17)
- Door Locks (13)
- Grounds (13)
- Custodial (7)
- Pest Control (7)
- Painting (5)



Work Orders By Location



EMPLOYEE NAME	REASON	LOCATION/POSITION	Old Rate	New Rate
Jamie Love	BS+29 to MA	DB	\$38,908.00	\$42,638.00
Heather Dennis	BS+24 to MA	GV	\$48,052.00	\$53,637.00
Gregory Greene	Sub to Full Time	Lamar/Custodian	\$9.35 per hour	\$9.92 per hour
Kimberly Allison	MA+30 to MA+57	UH Sped Teacher	\$56,428.00	\$57,515.00
Michelle Depew	Guidance to Asst. Principal	Gray, Asst. Principal	\$59,420.00	\$68,041.00
John Good	BS+20 to MA	DB Sped Teacher	\$46,117.00	\$50,656.00
Sydney Whiteside	BS + 57 to MA	FB Guidance	\$40,465.00	\$44,344.00
Dustin Ford	MA+30 to MA+51	DB Teacher	\$54,302.00	\$55,431.00
Jenna Saura	BS+32 to MA	BCE SpEd Teacher	\$40,465.00	\$44,344.00

Intent to Apply/Research	Grant Report July 2022										
School Violence Provention Program (COPS) U.S. Dept. of Justice	To assist Operations Department in supporting more school bus radios and proximity access card reader and software										
looking for funding	Play ground equipment										
School Uplift Program	Designated schools will participate in the program to reduce energy costs and inform energy efficiency, after completing the year program schools will earn \$10,000, and may qualify for a larger grant amount										
Grants Awarded											
Waiting on results											
Grants Managed											
East TN Clean Fuels Propane Bus Rebate Grant	Washington County Government awarded \$76,000	Managing reports of two previous rewards for propane buses. Manage current requirements for new grant reward.		WORKING ON GRANT MANAGEMENT							
BEST FOR ALL GRANT	\$250,000 awarded due to participating in TN ALL Corps and spending 50% ESSER 3.0 award amount (across budgets for ESSER 1.0, 2.0, 3.0) on activities directly related to improving student academic achievement.				Work with design team in the development of CTE Connections Lab at the middle school level.		Do purchases and communication on grant items under a strategic rollout plan, plus documentation support.	closing for fiscal year			
Battelle/TVA STEM Classroom Grants, DBHS, DCHS, SCES	STEM Classroom Projects total= \$9500	Congratulate JES on their win also for \$5000.	Do all purchases and communication about items.	FOLLOW THROUGH ON THEIR GRANT MANAGEMENT		closing for the fiscal year					
ARP 2.0 Homeless Grant	3 year term	\$108,626.44	In collaboration with Director of Attendance and Chief Students Supports Officer.		Providing purchasing and documentation support.	HELP WITH REPORTING	closing for the fiscal year				
ELC Epidemiology & Laboratory Capacity Grant	Epidemiology - the branch of medicine which deals with the incidence, distribution, and possible control of diseases and other factors relating to health.			\$1,421,745.48		In collaboration with Director of Coordinated School Health...new information from state department about the extension of the management on grant.	Assist with purchases closing for the fiscal year				
Middle School CTE Career Exploration Grant and STEM Start-Up & Exploration Grant	\$18,503.06	in collaboration with Director of CTE including Sulphur Springs 8th grade Science Teacher and DBHS Electrical		Expanding CTE/STEM project to West View middle school teacher with identical grant funded items for project.		Assist with purchases	closing for the fiscal year				

LEAPS	Documents, Financial, Timesheets, Preparing Budget for routine approval	\$50,000 plus roll over of \$20,476.40	EPlan financial desktop and on-campus program monitoring (TDOE).	All monitoring has been approved and completed, will start a aftersummer school program for the month of June.	closing for the fiscal year		
Science materials	Continue support for middle science materials and resources. During Spring Semester will perform inventory.						
TSIN STEM Designation application process with 2 elementary schools that will serve as the pilot	Sulphur Springs	West View	will start back this year to become STEM Designation, provide assistance when needed.				
ESSER Planning Grant (2 years)	Education Elements partnership pertaining to DATA Monitoring		Participate with Ed Elements and keep up with contract/funding.	Continue contract July 2022			
Civics grant	Providing districtwide PD, educational experiences pertaining to civic standards and purchases.		Start final report of grant.	Final report submitted	Closed for fiscal year		
TN ALL Corps	ePlan				closing for fiscal year		

Approved FY23 Certified Pay Scale

Years	B.S.	BS+10	BS+20	M.A.	MA+10	MA+20	MA+30	MA+40	EDS	MA + 50	MA + 60	ED D
0	41,273	41,900	42,465	46,344	46,344	46,344	48,190	48,758	48,991	49,322	49,886	53,383
1	42,348	42,975	43,540	47,419	47,419	47,419	49,265	49,833	50,066	50,397	50,961	54,458
2	43,423	44,050	44,615	48,494	48,494	48,494	50,340	50,908	51,141	51,472	52,036	55,533
3	44,498	45,125	45,690	49,569	49,569	49,569	51,415	51,983	52,216	52,547	53,111	56,608
4	45,573	46,200	46,765	50,644	50,644	50,644	52,490	53,058	53,291	53,622	54,186	57,683
5	46,648	47,275	47,840	51,719	51,719	51,719	53,565	54,133	54,366	54,697	55,261	58,758
6	47,723	48,350	48,915	52,794	52,794	52,794	54,640	55,208	55,441	55,772	56,336	59,833
7	48,798	49,425	49,990	53,869	53,869	53,869	55,715	56,283	56,516	56,847	57,411	60,908
8	49,873	50,500	51,065	54,944	54,944	54,944	56,790	57,358	57,591	57,922	58,486	61,983
9	50,948	51,575	52,140	56,019	56,019	56,019	57,865	58,433	58,666	58,997	59,561	63,058
10	52,023	52,650	53,215	57,094	57,094	57,094	58,940	59,508	59,741	60,072	60,636	64,133
11	53,098	53,725	54,290	58,169	58,169	58,169	60,015	60,583	60,816	61,147	61,711	65,208
12	54,173	54,800	55,365	59,244	59,244	59,244	61,090	61,658	61,891	62,222	62,786	66,283
13	55,248	55,875	56,440	60,319	60,319	60,319	62,165	62,733	62,966	63,297	63,861	67,358
14	56,323	56,950	57,515	61,394	61,394	61,394	63,240	63,808	64,041	64,372	64,936	68,433
15	57,398	58,025	58,590	62,469	62,469	62,469	64,315	64,883	65,116	65,447	66,011	69,508
16	57,998	58,625	59,190	63,069	63,069	63,069	64,915	65,483	65,716	66,047	66,611	70,108
17	58,598	59,225	59,790	63,669	63,669	63,669	65,515	66,083	66,316	66,647	67,211	70,708
18	59,198	59,825	60,390	64,269	64,269	64,269	66,115	66,683	66,916	67,247	67,811	71,308
19	59,798	60,425	60,990	64,869	64,869	64,869	66,715	67,283	67,516	67,847	68,411	71,908
20	60,398	61,025	61,590	65,469	65,469	65,469	67,315	67,883	68,116	68,447	69,011	72,508
21	60,998	61,625	62,190	66,069	66,069	66,069	67,915	68,483	68,716	69,047	69,611	73,108
22	61,598	62,225	62,790	66,669	66,669	66,669	68,515	69,083	69,316	69,647	70,211	73,708
23	62,198	62,825	63,390	67,269	67,269	67,269	69,115	69,683	69,916	70,247	70,811	74,308
24	62,798	63,425	63,990	67,869	67,869	67,869	69,715	70,283	70,516	70,847	71,411	74,908
25	63,398	64,025	64,590	68,469	68,469	68,469	70,315	70,883	71,116	71,447	72,011	75,508

Food Service Assistants 22-23		
Years	INDEX	RATE
0	Base	\$ 11.24
1	1.0100	\$ 11.35
2	1.0200	\$ 11.46
3	1.0300	\$ 11.58
4	1.0400	\$ 11.69
5	1.0500	\$ 11.80
6	1.0600	\$ 11.91
7	1.0700	\$ 12.03
8	1.0800	\$ 12.14
9	1.0900	\$ 12.25
10	1.1000	\$ 12.36
11	1.1100	\$ 12.48
12	1.1200	\$ 12.59
13	1.1300	\$ 12.70
14	1.1400	\$ 12.81
15	1.1500	\$ 12.93
16	1.1600	\$ 13.04
17	1.1700	\$ 13.15
18	1.1800	\$ 13.26
19	1.1900	\$ 13.38
20	1.2000	\$ 13.49
21	1.2100	\$ 13.60
22	1.2200	\$ 13.71
23	1.2300	\$ 13.83
24	1.2400	\$ 13.94
25	1.2500	\$ 14.05

Food Service Truck Drivers 22-23		
Years	INDEX	RATE
0	Base	\$ 11.77
1	1.0100	\$ 11.89
2	1.0200	\$ 12.01
3	1.0300	\$ 12.12
4	1.0400	\$ 12.24
5	1.0500	\$ 12.36
6	1.0600	\$ 12.48
7	1.0700	\$ 12.59
8	1.0800	\$ 12.71
9	1.0900	\$ 12.83
10	1.1000	\$ 12.95
11	1.1100	\$ 13.06
12	1.1200	\$ 13.18
13	1.1300	\$ 13.30
14	1.1400	\$ 13.42
15	1.1500	\$ 13.54
16	1.1600	\$ 13.65
17	1.1700	\$ 13.77
18	1.1800	\$ 13.89
19	1.1900	\$ 14.01
20	1.2000	\$ 14.12
21	1.2100	\$ 14.24
22	1.2200	\$ 14.36
23	1.2300	\$ 14.48
24	1.2400	\$ 14.59
25	1.2500	\$ 14.71

Food Service Central Office			
22-23			
Years	INDEX	RATE	
0	Base	\$ 17.46	
1	1.0100	\$ 17.63	
2	1.0200	\$ 17.81	
3	1.0300	\$ 17.98	
4	1.0400	\$ 18.16	
5	1.0500	\$ 18.33	
6	1.0600	\$ 18.51	
7	1.0700	\$ 18.68	
8	1.0800	\$ 18.86	
9	1.0900	\$ 19.03	
10	1.1000	\$ 19.21	
11	1.1100	\$ 19.38	
12	1.1200	\$ 19.56	
13	1.1300	\$ 19.73	
14	1.1400	\$ 19.90	
15	1.1500	\$ 20.08	
16	1.1600	\$ 20.25	
17	1.1700	\$ 20.43	
18	1.1800	\$ 20.60	
19	1.1900	\$ 20.78	
20	1.2000	\$ 20.95	
21	1.2100	\$ 21.13	
22	1.2200	\$ 21.30	
23	1.2300	\$ 21.48	
24	1.2400	\$ 21.65	
25	1.2500	\$ 21.83	

Food Service Central Office (4-Yr Degree)			
22-23			
Years	INDEX	RATE	9.39%
0	Base	\$ 19.10	
1	1.0100	\$ 19.29	
2	1.0200	\$ 19.48	
3	1.0300	\$ 19.67	
4	1.0400	\$ 19.86	
5	1.0500	\$ 20.06	
6	1.0600	\$ 20.25	
7	1.0700	\$ 20.44	
8	1.0800	\$ 20.63	
9	1.0900	\$ 20.82	
10	1.1000	\$ 21.01	
11	1.1100	\$ 21.20	
12	1.1200	\$ 21.39	
13	1.1300	\$ 21.58	
14	1.1400	\$ 21.77	
15	1.1500	\$ 21.97	
16	1.1600	\$ 22.16	
17	1.1700	\$ 22.35	
18	1.1800	\$ 22.54	
19	1.1900	\$ 22.73	
20	1.2000	\$ 22.92	
21	1.2100	\$ 23.11	
22	1.2200	\$ 23.30	
23	1.2300	\$ 23.49	
24	1.2400	\$ 23.68	
25	1.2500	\$ 23.88	

Food Service Sat. Managers			
22-23			
Years	INDEX	RATE	
0	Base	\$ 12.99	
1	1.0100	\$ 13.12	
2	1.0200	\$ 13.25	
3	1.0300	\$ 13.38	
4	1.0400	\$ 13.51	
5	1.0500	\$ 13.64	
6	1.0600	\$ 13.77	
7	1.0700	\$ 13.90	
8	1.0800	\$ 14.03	
9	1.0900	\$ 14.16	
10	1.1000	\$ 14.29	
11	1.1100	\$ 14.42	
12	1.1200	\$ 14.55	
13	1.1300	\$ 14.68	
14	1.1400	\$ 14.81	
15	1.1500	\$ 14.94	
16	1.1600	\$ 15.07	
17	1.1700	\$ 15.20	
18	1.1800	\$ 15.33	
19	1.1900	\$ 15.46	
20	1.2000	\$ 15.59	
21	1.2100	\$ 15.72	
22	1.2200	\$ 15.85	
23	1.2300	\$ 15.98	
24	1.2400	\$ 16.11	
25	1.2500	\$ 16.24	

Base Kitchen Manager			
22-23			
Years	INDEX	RATE	
0	Base	\$ 16.81	
1	1.0100	\$ 16.98	
2	1.0200	\$ 17.15	
3	1.0300	\$ 17.31	
4	1.0400	\$ 17.48	
5	1.0500	\$ 17.65	
6	1.0600	\$ 17.82	
7	1.0700	\$ 17.99	
8	1.0800	\$ 18.15	
9	1.0900	\$ 18.32	
10	1.1000	\$ 18.49	
11	1.1100	\$ 18.66	
12	1.1200	\$ 18.83	
13	1.1300	\$ 19.00	
14	1.1400	\$ 19.16	
15	1.1500	\$ 19.33	
16	1.1600	\$ 19.50	
17	1.1700	\$ 19.67	
18	1.1800	\$ 19.84	
19	1.1900	\$ 20.00	
20	1.2000	\$ 20.17	
21	1.2100	\$ 20.34	
22	1.2200	\$ 20.51	
23	1.2300	\$ 20.68	
24	1.2400	\$ 20.84	
25	1.2500	\$ 21.01	

Base Kitchen Asst. Managers				
22-23				
Years	INDEX	RATE		
0	Base	\$ 14.78		
1	1.0100	\$ 14.93		
2	1.0200	\$ 15.08		
3	1.0300	\$ 15.22		
4	1.0400	\$ 15.37		
5	1.0500	\$ 15.52		
6	1.0600	\$ 15.67		
7	1.0700	\$ 15.81		
8	1.0800	\$ 15.96		
9	1.0900	\$ 16.11		
10	1.1000	\$ 16.26		
11	1.1100	\$ 16.41		
12	1.1200	\$ 16.55		
13	1.1300	\$ 16.70		
14	1.1400	\$ 16.85		
15	1.1500	\$ 17.00		
16	1.1600	\$ 17.14		
17	1.1700	\$ 17.29		
18	1.1800	\$ 17.44		
19	1.1900	\$ 17.59		
20	1.2000	\$ 17.74		
21	1.2100	\$ 17.88		
22	1.2200	\$ 18.03		
23	1.2300	\$ 18.18		
24	1.2400	\$ 18.33		
25	1.2500	\$ 18.48		

**Support Salary Schedule
2022-2023**

Inst. Asst. (without cert.)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 10.31	7.5	185	\$ 14,305
1	1.0100	\$ 10.42	7.5	185	\$ 14,458
2	1.0200	\$ 10.52	7.5	185	\$ 14,597
3	1.0300	\$ 10.62	7.5	185	\$ 14,735
4	1.0400	\$ 10.73	7.5	185	\$ 14,888
5	1.0500	\$ 10.83	7.5	185	\$ 15,027
6	1.0600	\$ 10.93	7.5	185	\$ 15,165
7	1.0700	\$ 11.04	7.5	185	\$ 15,318
8	1.0800	\$ 11.14	7.5	185	\$ 15,457
9	1.0900	\$ 11.24	7.5	185	\$ 15,596
10	1.1000	\$ 11.35	7.5	185	\$ 15,748
11	1.1100	\$ 11.45	7.5	185	\$ 15,887
12	1.1200	\$ 11.55	7.5	185	\$ 16,026
13	1.1300	\$ 11.66	7.5	185	\$ 16,178
14	1.1400	\$ 11.76	7.5	185	\$ 16,317
15	1.1500	\$ 11.86	7.5	185	\$ 16,456
16	1.1600	\$ 11.96	7.5	185	\$ 16,595
17	1.1700	\$ 12.07	7.5	185	\$ 16,747
18	1.1800	\$ 12.17	7.5	185	\$ 16,886
19	1.1900	\$ 12.27	7.5	185	\$ 17,025
20	1.2000	\$ 12.38	7.5	185	\$ 17,177
21	1.2100	\$ 12.48	7.5	185	\$ 17,316
22	1.2200	\$ 12.58	7.5	185	\$ 17,455
23	1.2300	\$ 12.69	7.5	185	\$ 17,607
24	1.2400	\$ 12.79	7.5	185	\$ 17,746
25	1.2500	\$ 12.89	7.5	185	\$ 17,885

Inst. Asst. (with cert.)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 11.44	7.5	185	\$ 15,873
1	1.0100	\$ 11.56	7.5	185	\$ 16,040
2	1.0200	\$ 11.67	7.5	185	\$ 16,192
3	1.0300	\$ 11.79	7.5	185	\$ 16,359
4	1.0400	\$ 11.90	7.5	185	\$ 16,511
5	1.0500	\$ 12.02	7.5	185	\$ 16,678
6	1.0600	\$ 12.13	7.5	185	\$ 16,830
7	1.0700	\$ 12.25	7.5	185	\$ 16,997
8	1.0800	\$ 12.36	7.5	185	\$ 17,150
9	1.0900	\$ 12.47	7.5	185	\$ 17,302
10	1.1000	\$ 12.59	7.5	185	\$ 17,469
11	1.1100	\$ 12.70	7.5	185	\$ 17,621
12	1.1200	\$ 12.82	7.5	185	\$ 17,788
13	1.1300	\$ 12.93	7.5	185	\$ 17,940
14	1.1400	\$ 13.05	7.5	185	\$ 18,107
15	1.1500	\$ 13.16	7.5	185	\$ 18,260
16	1.1600	\$ 13.28	7.5	185	\$ 18,426
17	1.1700	\$ 13.39	7.5	185	\$ 18,579
18	1.1800	\$ 13.50	7.5	185	\$ 18,731
19	1.1900	\$ 13.62	7.5	185	\$ 18,898
20	1.2000	\$ 13.73	7.5	185	\$ 19,050
21	1.2100	\$ 13.85	7.5	185	\$ 19,217
22	1.2200	\$ 13.96	7.5	185	\$ 19,370
23	1.2300	\$ 14.08	7.5	185	\$ 19,536
24	1.2400	\$ 14.19	7.5	185	\$ 19,689
25	1.2500	\$ 14.30	7.5	185	\$ 19,841

**Support Salary Schedule
2022-2023**

Inst. Asst. SPED (without cert.)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 10.82	7.5	185	\$ 15,013
1	1.0100	\$ 10.93	7.5	185	\$ 15,165
2	1.0200	\$ 11.04	7.5	185	\$ 15,318
3	1.0300	\$ 11.15	7.5	185	\$ 15,471
4	1.0400	\$ 11.26	7.5	185	\$ 15,623
5	1.0500	\$ 11.37	7.5	185	\$ 15,776
6	1.0600	\$ 11.47	7.5	185	\$ 15,915
7	1.0700	\$ 11.58	7.5	185	\$ 16,067
8	1.0800	\$ 11.69	7.5	185	\$ 16,220
9	1.0900	\$ 11.80	7.5	185	\$ 16,373
10	1.1000	\$ 11.91	7.5	185	\$ 16,525
11	1.1100	\$ 12.02	7.5	185	\$ 16,678
12	1.1200	\$ 12.12	7.5	185	\$ 16,817
13	1.1300	\$ 12.23	7.5	185	\$ 16,969
14	1.1400	\$ 12.34	7.5	185	\$ 17,122
15	1.1500	\$ 12.45	7.5	185	\$ 17,274
16	1.1600	\$ 12.56	7.5	185	\$ 17,427
17	1.1700	\$ 12.66	7.5	185	\$ 17,566
18	1.1800	\$ 12.77	7.5	185	\$ 17,718
19	1.1900	\$ 12.88	7.5	185	\$ 17,871
20	1.2000	\$ 12.99	7.5	185	\$ 18,024
21	1.2100	\$ 13.10	7.5	185	\$ 18,176
22	1.2200	\$ 13.21	7.5	185	\$ 18,329
23	1.2300	\$ 13.31	7.5	185	\$ 18,468
24	1.2400	\$ 13.42	7.5	185	\$ 18,620
25	1.2500	\$ 13.53	7.5	185	\$ 18,773

Inst. Asst. SPED (with cert.)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 12.00	7.5	185	\$ 16,650
1	1.0100	\$ 12.12	7.5	185	\$ 16,817
2	1.0200	\$ 12.24	7.5	185	\$ 16,983
3	1.0300	\$ 12.36	7.5	185	\$ 17,150
4	1.0400	\$ 12.48	7.5	185	\$ 17,316
5	1.0500	\$ 12.60	7.5	185	\$ 17,483
6	1.0600	\$ 12.72	7.5	185	\$ 17,649
7	1.0700	\$ 12.84	7.5	185	\$ 17,816
8	1.0800	\$ 12.96	7.5	185	\$ 17,982
9	1.0900	\$ 13.08	7.5	185	\$ 18,149
10	1.1000	\$ 13.20	7.5	185	\$ 18,315
11	1.1100	\$ 13.32	7.5	185	\$ 18,482
12	1.1200	\$ 13.44	7.5	185	\$ 18,648
13	1.1300	\$ 13.56	7.5	185	\$ 18,815
14	1.1400	\$ 13.68	7.5	185	\$ 18,981
15	1.1500	\$ 13.80	7.5	185	\$ 19,148
16	1.1600	\$ 13.92	7.5	185	\$ 19,314
17	1.1700	\$ 14.04	7.5	185	\$ 19,481
18	1.1800	\$ 14.16	7.5	185	\$ 19,647
19	1.1900	\$ 14.28	7.5	185	\$ 19,814
20	1.2000	\$ 14.40	7.5	185	\$ 19,980
21	1.2100	\$ 14.52	7.5	185	\$ 20,147
22	1.2200	\$ 14.64	7.5	185	\$ 20,313
23	1.2300	\$ 14.76	7.5	185	\$ 20,480
24	1.2400	\$ 14.88	7.5	185	\$ 20,646
25	1.2500	\$ 15.00	7.5	185	\$ 20,813

**Support Salary Schedule
2022-2023**

Inst. Asst. Office Assistant (without cert.)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 11.20	7.5	185	\$ 15,540
1	1.0100	\$ 11.32	7.5	185	\$ 15,707
2	1.0200	\$ 11.43	7.5	185	\$ 15,859
3	1.0300	\$ 11.54	7.5	185	\$ 16,012
4	1.0400	\$ 11.65	7.5	185	\$ 16,164
5	1.0500	\$ 11.76	7.5	185	\$ 16,317
6	1.0600	\$ 11.88	7.5	185	\$ 16,484
7	1.0700	\$ 11.99	7.5	185	\$ 16,636
8	1.0800	\$ 12.10	7.5	185	\$ 16,789
9	1.0900	\$ 12.21	7.5	185	\$ 16,941
10	1.1000	\$ 12.32	7.5	185	\$ 17,094
11	1.1100	\$ 12.44	7.5	185	\$ 17,261
12	1.1200	\$ 12.55	7.5	185	\$ 17,413
13	1.1300	\$ 12.66	7.5	185	\$ 17,566
14	1.1400	\$ 12.77	7.5	185	\$ 17,718
15	1.1500	\$ 12.88	7.5	185	\$ 17,871
16	1.1600	\$ 13.00	7.5	185	\$ 18,038
17	1.1700	\$ 13.11	7.5	185	\$ 18,190
18	1.1800	\$ 13.22	7.5	185	\$ 18,343
19	1.1900	\$ 13.33	7.5	185	\$ 18,495
20	1.2000	\$ 13.44	7.5	185	\$ 18,648
21	1.2100	\$ 13.56	7.5	185	\$ 18,815
22	1.2200	\$ 13.67	7.5	185	\$ 18,967
23	1.2300	\$ 13.78	7.5	185	\$ 19,120
24	1.2400	\$ 13.89	7.5	185	\$ 19,272
25	1.2500	\$ 14.00	7.5	185	\$ 19,425

Inst. Asst. Office Assistant with 4 yr degree					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 12.32	7.5	185	\$ 17,094
1	1.0100	\$ 12.45	7.5	185	\$ 17,274
2	1.0200	\$ 12.57	7.5	185	\$ 17,441
3	1.0300	\$ 12.69	7.5	185	\$ 17,607
4	1.0400	\$ 12.82	7.5	185	\$ 17,788
5	1.0500	\$ 12.94	7.5	185	\$ 17,954
6	1.0600	\$ 13.06	7.5	185	\$ 18,121
7	1.0700	\$ 13.19	7.5	185	\$ 18,301
8	1.0800	\$ 13.31	7.5	185	\$ 18,468
9	1.0900	\$ 13.43	7.5	185	\$ 18,634
10	1.1000	\$ 13.56	7.5	185	\$ 18,815
11	1.1100	\$ 13.68	7.5	185	\$ 18,981
12	1.1200	\$ 13.80	7.5	185	\$ 19,148
13	1.1300	\$ 13.93	7.5	185	\$ 19,328
14	1.1400	\$ 14.05	7.5	185	\$ 19,494
15	1.1500	\$ 14.17	7.5	185	\$ 19,661
16	1.1600	\$ 14.30	7.5	185	\$ 19,841
17	1.1700	\$ 14.42	7.5	185	\$ 20,008
18	1.1800	\$ 14.54	7.5	185	\$ 20,174
19	1.1900	\$ 14.67	7.5	185	\$ 20,355
20	1.2000	\$ 14.79	7.5	185	\$ 20,521
21	1.2100	\$ 14.91	7.5	185	\$ 20,688
22	1.2200	\$ 15.04	7.5	185	\$ 20,868
23	1.2300	\$ 15.16	7.5	185	\$ 21,035
24	1.2400	\$ 15.28	7.5	185	\$ 21,201
25	1.2500	\$ 15.40	7.5	185	\$ 21,368

**Support Salary Schedule
2022-2023**

LPN, 0-300 Students					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 15.51	7.5	185	\$ 21,520
1	1.0100	\$ 15.67	7.5	185	\$ 21,742
2	1.0200	\$ 15.83	7.5	185	\$ 21,964
3	1.0300	\$ 15.98	7.5	185	\$ 22,172
4	1.0400	\$ 16.14	7.5	185	\$ 22,394
5	1.0500	\$ 16.29	7.5	185	\$ 22,602
6	1.0600	\$ 16.45	7.5	185	\$ 22,824
7	1.0700	\$ 16.60	7.5	185	\$ 23,033
8	1.0800	\$ 16.76	7.5	185	\$ 23,255
9	1.0900	\$ 16.91	7.5	185	\$ 23,463
10	1.1000	\$ 17.07	7.5	185	\$ 23,685
11	1.1100	\$ 17.22	7.5	185	\$ 23,893
12	1.1200	\$ 17.38	7.5	185	\$ 24,115
13	1.1300	\$ 17.53	7.5	185	\$ 24,323
14	1.1400	\$ 17.69	7.5	185	\$ 24,545
15	1.1500	\$ 17.84	7.5	185	\$ 24,753
16	1.1600	\$ 18.00	7.5	185	\$ 24,975
17	1.1700	\$ 18.15	7.5	185	\$ 25,183
18	1.1800	\$ 18.31	7.5	185	\$ 25,405
19	1.1900	\$ 18.46	7.5	185	\$ 25,613
20	1.2000	\$ 18.62	7.5	185	\$ 25,835
21	1.2100	\$ 18.77	7.5	185	\$ 26,043
22	1.2200	\$ 18.93	7.5	185	\$ 26,265
23	1.2300	\$ 19.08	7.5	185	\$ 26,474
24	1.2400	\$ 19.24	7.5	185	\$ 26,696
25	1.2500	\$ 19.39	7.5	185	\$ 26,904

LPN, 301-600 Students					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 15.95	7.5	185	\$ 22,131
1	1.0100	\$ 16.11	7.5	185	\$ 22,353
2	1.0200	\$ 16.27	7.5	185	\$ 22,575
3	1.0300	\$ 16.43	7.5	185	\$ 22,797
4	1.0400	\$ 16.59	7.5	185	\$ 23,019
5	1.0500	\$ 16.75	7.5	185	\$ 23,241
6	1.0600	\$ 16.91	7.5	185	\$ 23,463
7	1.0700	\$ 17.07	7.5	185	\$ 23,685
8	1.0800	\$ 17.23	7.5	185	\$ 23,907
9	1.0900	\$ 17.39	7.5	185	\$ 24,129
10	1.1000	\$ 17.55	7.5	185	\$ 24,351
11	1.1100	\$ 17.71	7.5	185	\$ 24,573
12	1.1200	\$ 17.87	7.5	185	\$ 24,795
13	1.1300	\$ 18.03	7.5	185	\$ 25,017
14	1.1400	\$ 18.19	7.5	185	\$ 25,239
15	1.1500	\$ 18.35	7.5	185	\$ 25,461
16	1.1600	\$ 18.51	7.5	185	\$ 25,683
17	1.1700	\$ 18.67	7.5	185	\$ 25,905
18	1.1800	\$ 18.83	7.5	185	\$ 26,127
19	1.1900	\$ 18.99	7.5	185	\$ 26,349
20	1.2000	\$ 19.14	7.5	185	\$ 26,557
21	1.2100	\$ 19.30	7.5	185	\$ 26,779
22	1.2200	\$ 19.46	7.5	185	\$ 27,001
23	1.2300	\$ 19.62	7.5	185	\$ 27,223
24	1.2400	\$ 19.78	7.5	185	\$ 27,445
25	1.2500	\$ 19.94	7.5	185	\$ 27,667

**Support Salary Schedule
2022-2023**

LPN, 601-900 Students					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 16.41	7.5	185	\$ 22,769
1	1.0100	\$ 16.58	7.5	185	\$ 23,005
2	1.0200	\$ 16.74	7.5	185	\$ 23,227
3	1.0300	\$ 16.91	7.5	185	\$ 23,463
4	1.0400	\$ 17.07	7.5	185	\$ 23,685
5	1.0500	\$ 17.24	7.5	185	\$ 23,921
6	1.0600	\$ 17.40	7.5	185	\$ 24,143
7	1.0700	\$ 17.56	7.5	185	\$ 24,365
8	1.0800	\$ 17.73	7.5	185	\$ 24,600
9	1.0900	\$ 17.89	7.5	185	\$ 24,822
10	1.1000	\$ 18.06	7.5	185	\$ 25,058
11	1.1100	\$ 18.22	7.5	185	\$ 25,280
12	1.1200	\$ 18.38	7.5	185	\$ 25,502
13	1.1300	\$ 18.55	7.5	185	\$ 25,738
14	1.1400	\$ 18.71	7.5	185	\$ 25,960
15	1.1500	\$ 18.88	7.5	185	\$ 26,196
16	1.1600	\$ 19.04	7.5	185	\$ 26,418
17	1.1700	\$ 19.20	7.5	185	\$ 26,640
18	1.1800	\$ 19.37	7.5	185	\$ 26,876
19	1.1900	\$ 19.53	7.5	185	\$ 27,098
20	1.2000	\$ 19.70	7.5	185	\$ 27,334
21	1.2100	\$ 19.86	7.5	185	\$ 27,556
22	1.2200	\$ 20.03	7.5	185	\$ 27,792
23	1.2300	\$ 20.19	7.5	185	\$ 28,014
24	1.2400	\$ 20.35	7.5	185	\$ 28,236
25	1.2500	\$ 20.52	7.5	185	\$ 28,472

LPN, 901 and Above					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 16.86	7.5	185	\$ 23,393
1	1.0100	\$ 17.03	7.5	185	\$ 23,629
2	1.0200	\$ 17.20	7.5	185	\$ 23,865
3	1.0300	\$ 17.37	7.5	185	\$ 24,101
4	1.0400	\$ 17.54	7.5	185	\$ 24,337
5	1.0500	\$ 17.71	7.5	185	\$ 24,573
6	1.0600	\$ 17.88	7.5	185	\$ 24,809
7	1.0700	\$ 18.05	7.5	185	\$ 25,044
8	1.0800	\$ 18.21	7.5	185	\$ 25,266
9	1.0900	\$ 18.38	7.5	185	\$ 25,502
10	1.1000	\$ 18.55	7.5	185	\$ 25,738
11	1.1100	\$ 18.72	7.5	185	\$ 25,974
12	1.1200	\$ 18.89	7.5	185	\$ 26,210
13	1.1300	\$ 19.06	7.5	185	\$ 26,446
14	1.1400	\$ 19.23	7.5	185	\$ 26,682
15	1.1500	\$ 19.39	7.5	185	\$ 26,904
16	1.1600	\$ 19.56	7.5	185	\$ 27,140
17	1.1700	\$ 19.73	7.5	185	\$ 27,375
18	1.1800	\$ 19.90	7.5	185	\$ 27,611
19	1.1900	\$ 20.07	7.5	185	\$ 27,847
20	1.2000	\$ 20.24	7.5	185	\$ 28,083
21	1.2100	\$ 20.41	7.5	185	\$ 28,319
22	1.2200	\$ 20.57	7.5	185	\$ 28,541
23	1.2300	\$ 20.74	7.5	185	\$ 28,777
24	1.2400	\$ 20.91	7.5	185	\$ 29,013
25	1.2500	\$ 21.08	7.5	185	\$ 29,249

**Support Salary Schedule
2022-2023**

RN Payscale, 0-300 Students					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 18.86	7.5	185	\$ 26,168
1	1.0100	\$ 19.05	7.5	185	\$ 26,432
2	1.0200	\$ 19.24	7.5	185	\$ 26,696
3	1.0300	\$ 19.43	7.5	185	\$ 26,959
4	1.0400	\$ 19.62	7.5	185	\$ 27,223
5	1.0500	\$ 19.81	7.5	185	\$ 27,486
6	1.0600	\$ 20.00	7.5	185	\$ 27,750
7	1.0700	\$ 20.19	7.5	185	\$ 28,014
8	1.0800	\$ 20.37	7.5	185	\$ 28,263
9	1.0900	\$ 20.56	7.5	185	\$ 28,527
10	1.1000	\$ 20.75	7.5	185	\$ 28,791
11	1.1100	\$ 20.94	7.5	185	\$ 29,054
12	1.1200	\$ 21.13	7.5	185	\$ 29,318
13	1.1300	\$ 21.32	7.5	185	\$ 29,582
14	1.1400	\$ 21.51	7.5	185	\$ 29,845
15	1.1500	\$ 21.69	7.5	185	\$ 30,095
16	1.1600	\$ 21.88	7.5	185	\$ 30,359
17	1.1700	\$ 22.07	7.5	185	\$ 30,622
18	1.1800	\$ 22.26	7.5	185	\$ 30,886
19	1.1900	\$ 22.45	7.5	185	\$ 31,149
20	1.2000	\$ 22.64	7.5	185	\$ 31,413
21	1.2100	\$ 22.83	7.5	185	\$ 31,677
22	1.2200	\$ 23.01	7.5	185	\$ 31,926
23	1.2300	\$ 23.20	7.5	185	\$ 32,190
24	1.2400	\$ 23.39	7.5	185	\$ 32,454
25	1.2500	\$ 23.58	7.5	185	\$ 32,717

RN Payscale, 301-600 Students					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 19.43	7.5	185	\$ 26,959
1	1.0100	\$ 19.63	7.5	185	\$ 27,237
2	1.0200	\$ 19.82	7.5	185	\$ 27,500
3	1.0300	\$ 20.02	7.5	185	\$ 27,778
4	1.0400	\$ 20.21	7.5	185	\$ 28,041
5	1.0500	\$ 20.41	7.5	185	\$ 28,319
6	1.0600	\$ 20.60	7.5	185	\$ 28,583
7	1.0700	\$ 20.80	7.5	185	\$ 28,860
8	1.0800	\$ 20.99	7.5	185	\$ 29,124
9	1.0900	\$ 21.18	7.5	185	\$ 29,387
10	1.1000	\$ 21.38	7.5	185	\$ 29,665
11	1.1100	\$ 21.57	7.5	185	\$ 29,928
12	1.1200	\$ 21.77	7.5	185	\$ 30,206
13	1.1300	\$ 21.96	7.5	185	\$ 30,470
14	1.1400	\$ 22.16	7.5	185	\$ 30,747
15	1.1500	\$ 22.35	7.5	185	\$ 31,011
16	1.1600	\$ 22.54	7.5	185	\$ 31,274
17	1.1700	\$ 22.74	7.5	185	\$ 31,552
18	1.1800	\$ 22.93	7.5	185	\$ 31,815
19	1.1900	\$ 23.13	7.5	185	\$ 32,093
20	1.2000	\$ 23.32	7.5	185	\$ 32,357
21	1.2100	\$ 23.52	7.5	185	\$ 32,634
22	1.2200	\$ 23.71	7.5	185	\$ 32,898
23	1.2300	\$ 23.90	7.5	185	\$ 33,161
24	1.2400	\$ 24.10	7.5	185	\$ 33,439
25	1.2500	\$ 24.29	7.5	185	\$ 33,702

**Support Salary Schedule
2022-2023**

RN Payscale, 601-900 Students					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 20.01	7.5	185	\$ 27,764
1	1.0100	\$ 20.22	7.5	185	\$ 28,055
2	1.0200	\$ 20.42	7.5	185	\$ 28,333
3	1.0300	\$ 20.62	7.5	185	\$ 28,610
4	1.0400	\$ 20.82	7.5	185	\$ 28,888
5	1.0500	\$ 21.02	7.5	185	\$ 29,165
6	1.0600	\$ 21.22	7.5	185	\$ 29,443
7	1.0700	\$ 21.42	7.5	185	\$ 29,720
8	1.0800	\$ 21.62	7.5	185	\$ 29,998
9	1.0900	\$ 21.82	7.5	185	\$ 30,275
10	1.1000	\$ 22.02	7.5	185	\$ 30,553
11	1.1100	\$ 22.22	7.5	185	\$ 30,830
12	1.1200	\$ 22.42	7.5	185	\$ 31,108
13	1.1300	\$ 22.62	7.5	185	\$ 31,385
14	1.1400	\$ 22.82	7.5	185	\$ 31,663
15	1.1500	\$ 23.02	7.5	185	\$ 31,940
16	1.1600	\$ 23.22	7.5	185	\$ 32,218
17	1.1700	\$ 23.42	7.5	185	\$ 32,495
18	1.1800	\$ 23.62	7.5	185	\$ 32,773
19	1.1900	\$ 23.82	7.5	185	\$ 33,050
20	1.2000	\$ 24.02	7.5	185	\$ 33,328
21	1.2100	\$ 24.22	7.5	185	\$ 33,605
22	1.2200	\$ 24.42	7.5	185	\$ 33,883
23	1.2300	\$ 24.62	7.5	185	\$ 34,160
24	1.2400	\$ 24.82	7.5	185	\$ 34,438
25	1.2500	\$ 25.02	7.5	185	\$ 34,715

RN Payscale, 901 Students and Above					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 20.60	7.5	185	\$ 28,583
1	1.0100	\$ 20.81	7.5	185	\$ 28,874
2	1.0200	\$ 21.02	7.5	185	\$ 29,165
3	1.0300	\$ 21.22	7.5	185	\$ 29,443
4	1.0400	\$ 21.43	7.5	185	\$ 29,734
5	1.0500	\$ 21.63	7.5	185	\$ 30,012
6	1.0600	\$ 21.84	7.5	185	\$ 30,303
7	1.0700	\$ 22.05	7.5	185	\$ 30,594
8	1.0800	\$ 22.25	7.5	185	\$ 30,872
9	1.0900	\$ 22.46	7.5	185	\$ 31,163
10	1.1000	\$ 22.66	7.5	185	\$ 31,441
11	1.1100	\$ 22.87	7.5	185	\$ 31,732
12	1.1200	\$ 23.08	7.5	185	\$ 32,024
13	1.1300	\$ 23.28	7.5	185	\$ 32,301
14	1.1400	\$ 23.49	7.5	185	\$ 32,592
15	1.1500	\$ 23.69	7.5	185	\$ 32,870
16	1.1600	\$ 23.90	7.5	185	\$ 33,161
17	1.1700	\$ 24.11	7.5	185	\$ 33,453
18	1.1800	\$ 24.31	7.5	185	\$ 33,730
19	1.1900	\$ 24.52	7.5	185	\$ 34,022
20	1.2000	\$ 24.72	7.5	185	\$ 34,299
21	1.2100	\$ 24.93	7.5	185	\$ 34,590
22	1.2200	\$ 25.14	7.5	185	\$ 34,882
23	1.2300	\$ 25.34	7.5	185	\$ 35,159
24	1.2400	\$ 25.55	7.5	185	\$ 35,451
25	1.2500	\$ 25.75	7.5	185	\$ 35,728

**Support Salary Schedule
2022-2023**

Exc. Sec.					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 25.37	8	260	\$ 52,770
1	1.0100	\$ 25.63	8	260	\$ 53,310
2	1.0200	\$ 25.88	8	260	\$ 53,830
3	1.0300	\$ 26.14	8	260	\$ 54,371
4	1.0400	\$ 26.39	8	260	\$ 54,891
5	1.0500	\$ 26.64	8	260	\$ 55,411
6	1.0600	\$ 26.90	8	260	\$ 55,952
7	1.0700	\$ 27.15	8	260	\$ 56,472
8	1.0800	\$ 27.40	8	260	\$ 56,992
9	1.0900	\$ 27.66	8	260	\$ 57,533
10	1.1000	\$ 27.91	8	260	\$ 58,053
11	1.1100	\$ 28.17	8	260	\$ 58,594
12	1.1200	\$ 28.42	8	260	\$ 59,114
13	1.1300	\$ 28.67	8	260	\$ 59,634
14	1.1400	\$ 28.93	8	260	\$ 60,174
15	1.1500	\$ 29.18	8	260	\$ 60,694
16	1.1600	\$ 29.43	8	260	\$ 61,214
17	1.1700	\$ 29.69	8	260	\$ 61,755
18	1.1800	\$ 29.94	8	260	\$ 62,275
19	1.1900	\$ 30.20	8	260	\$ 62,816
20	1.2000	\$ 30.45	8	260	\$ 63,336
21	1.2100	\$ 30.70	8	260	\$ 63,856
22	1.2200	\$ 30.96	8	260	\$ 64,397
23	1.2300	\$ 31.21	8	260	\$ 64,917
24	1.2400	\$ 31.46	8	260	\$ 65,437
25	1.2500	\$ 31.72	8	260	\$ 65,978

CO Sec					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 13.52	8	260	\$ 28,122
1	1.0100	\$ 13.66	8	260	\$ 28,413
2	1.0200	\$ 13.80	8	260	\$ 28,704
3	1.0300	\$ 13.93	8	260	\$ 28,974
4	1.0400	\$ 14.07	8	260	\$ 29,266
5	1.0500	\$ 14.20	8	260	\$ 29,536
6	1.0600	\$ 14.34	8	260	\$ 29,827
7	1.0700	\$ 14.47	8	260	\$ 30,098
8	1.0800	\$ 14.61	8	260	\$ 30,389
9	1.0900	\$ 14.74	8	260	\$ 30,659
10	1.1000	\$ 14.88	8	260	\$ 30,950
11	1.1100	\$ 15.01	8	260	\$ 31,221
12	1.1200	\$ 15.15	8	260	\$ 31,512
13	1.1300	\$ 15.28	8	260	\$ 31,782
14	1.1400	\$ 15.42	8	260	\$ 32,074
15	1.1500	\$ 15.55	8	260	\$ 32,344
16	1.1600	\$ 15.69	8	260	\$ 32,635
17	1.1700	\$ 15.82	8	260	\$ 32,906
18	1.1800	\$ 15.96	8	260	\$ 33,197
19	1.1900	\$ 16.09	8	260	\$ 33,467
20	1.2000	\$ 16.23	8	260	\$ 33,758
21	1.2100	\$ 16.36	8	260	\$ 34,029
22	1.2200	\$ 16.50	8	260	\$ 34,320
23	1.2300	\$ 16.63	8	260	\$ 34,590
24	1.2400	\$ 16.77	8	260	\$ 34,882
25	1.2500	\$ 16.90	8	260	\$ 35,152

**Support Salary Schedule
2022-2023**

CO HR Generalist					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 15.86	8	260	\$ 32,989
1	1.0100	\$ 16.02	8	260	\$ 33,322
2	1.0200	\$ 16.18	8	260	\$ 33,654
3	1.0300	\$ 16.34	8	260	\$ 33,987
4	1.0400	\$ 16.50	8	260	\$ 34,320
5	1.0500	\$ 16.66	8	260	\$ 34,653
6	1.0600	\$ 16.82	8	260	\$ 34,986
7	1.0700	\$ 16.98	8	260	\$ 35,318
8	1.0800	\$ 17.13	8	260	\$ 35,630
9	1.0900	\$ 17.29	8	260	\$ 35,963
10	1.1000	\$ 17.45	8	260	\$ 36,296
11	1.1100	\$ 17.61	8	260	\$ 36,629
12	1.1200	\$ 17.77	8	260	\$ 36,962
13	1.1300	\$ 17.93	8	260	\$ 37,294
14	1.1400	\$ 18.09	8	260	\$ 37,627
15	1.1500	\$ 18.24	8	260	\$ 37,939
16	1.1600	\$ 18.40	8	260	\$ 38,272
17	1.1700	\$ 18.56	8	260	\$ 38,605
18	1.1800	\$ 18.72	8	260	\$ 38,938
19	1.1900	\$ 18.88	8	260	\$ 39,270
20	1.2000	\$ 19.04	8	260	\$ 39,603
21	1.2100	\$ 19.20	8	260	\$ 39,936
22	1.2200	\$ 19.35	8	260	\$ 40,248
23	1.2300	\$ 19.51	8	260	\$ 40,581
24	1.2400	\$ 19.67	8	260	\$ 40,914
25	1.2500	\$ 19.83	8	260	\$ 41,246

*Added 1/1/19

**Support Salary Schedule
2022-2023**

Data Clerks & Bookkeepers (Up to 300 Students), Sch Secretaries.					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 12.08	8	200	\$ 19,328
1	1.0100	\$ 12.21	8	200	\$ 19,536
2	1.0200	\$ 12.33	8	200	\$ 19,728
3	1.0300	\$ 12.45	8	200	\$ 19,920
4	1.0400	\$ 12.57	8	200	\$ 20,112
5	1.0500	\$ 12.69	8	200	\$ 20,304
6	1.0600	\$ 12.81	8	200	\$ 20,496
7	1.0700	\$ 12.93	8	200	\$ 20,688
8	1.0800	\$ 13.05	8	200	\$ 20,880
9	1.0900	\$ 13.17	8	200	\$ 21,072
10	1.1000	\$ 13.29	8	200	\$ 21,264
11	1.1100	\$ 13.41	8	200	\$ 21,456
12	1.1200	\$ 13.53	8	200	\$ 21,648
13	1.1300	\$ 13.66	8	200	\$ 21,856
14	1.1400	\$ 13.78	8	200	\$ 22,048
15	1.1500	\$ 13.90	8	200	\$ 22,240
16	1.1600	\$ 14.02	8	200	\$ 22,432
17	1.1700	\$ 14.14	8	200	\$ 22,624
18	1.1800	\$ 14.26	8	200	\$ 22,816
19	1.1900	\$ 14.38	8	200	\$ 23,008
20	1.2000	\$ 14.50	8	200	\$ 23,200
21	1.2100	\$ 14.62	8	200	\$ 23,392
22	1.2200	\$ 14.74	8	200	\$ 23,584
23	1.2300	\$ 14.86	8	200	\$ 23,776
24	1.2400	\$ 14.98	8	200	\$ 23,968
25	1.2500	\$ 15.10	8	200	\$ 24,160

Data Clerks & Bookkeepers (301 to 600 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 12.47	8	200	\$ 19,952
1	1.0100	\$ 12.60	8	200	\$ 20,160
2	1.0200	\$ 12.72	8	200	\$ 20,352
3	1.0300	\$ 12.85	8	200	\$ 20,560
4	1.0400	\$ 12.97	8	200	\$ 20,752
5	1.0500	\$ 13.10	8	200	\$ 20,960
6	1.0600	\$ 13.22	8	200	\$ 21,152
7	1.0700	\$ 13.35	8	200	\$ 21,360
8	1.0800	\$ 13.47	8	200	\$ 21,552
9	1.0900	\$ 13.60	8	200	\$ 21,760
10	1.1000	\$ 13.72	8	200	\$ 21,952
11	1.1100	\$ 13.85	8	200	\$ 22,160
12	1.1200	\$ 13.97	8	200	\$ 22,352
13	1.1300	\$ 14.10	8	200	\$ 22,560
14	1.1400	\$ 14.22	8	200	\$ 22,752
15	1.1500	\$ 14.35	8	200	\$ 22,960
16	1.1600	\$ 14.47	8	200	\$ 23,152
17	1.1700	\$ 14.59	8	200	\$ 23,344
18	1.1800	\$ 14.72	8	200	\$ 23,552
19	1.1900	\$ 14.84	8	200	\$ 23,744
20	1.2000	\$ 14.97	8	200	\$ 23,952
21	1.2100	\$ 15.09	8	200	\$ 24,144
22	1.2200	\$ 15.22	8	200	\$ 24,352
23	1.2300	\$ 15.34	8	200	\$ 24,544
24	1.2400	\$ 15.47	8	200	\$ 24,752
25	1.2500	\$ 15.59	8	200	\$ 24,944

**Support Salary Schedule
2022-2023**

Data Clerks & Bookkeepers (601 to 900 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 12.83	8	200	\$ 20,528
1	1.0100	\$ 12.96	8	200	\$ 20,736
2	1.0200	\$ 13.09	8	200	\$ 20,944
3	1.0300	\$ 13.22	8	200	\$ 21,152
4	1.0400	\$ 13.35	8	200	\$ 21,360
5	1.0500	\$ 13.48	8	200	\$ 21,568
6	1.0600	\$ 13.60	8	200	\$ 21,760
7	1.0700	\$ 13.73	8	200	\$ 21,968
8	1.0800	\$ 13.86	8	200	\$ 22,176
9	1.0900	\$ 13.99	8	200	\$ 22,384
10	1.1000	\$ 14.12	8	200	\$ 22,592
11	1.1100	\$ 14.25	8	200	\$ 22,800
12	1.1200	\$ 14.37	8	200	\$ 22,992
13	1.1300	\$ 14.50	8	200	\$ 23,200
14	1.1400	\$ 14.63	8	200	\$ 23,408
15	1.1500	\$ 14.76	8	200	\$ 23,616
16	1.1600	\$ 14.89	8	200	\$ 23,824
17	1.1700	\$ 15.02	8	200	\$ 24,032
18	1.1800	\$ 15.14	8	200	\$ 24,224
19	1.1900	\$ 15.27	8	200	\$ 24,432
20	1.2000	\$ 15.40	8	200	\$ 24,640
21	1.2100	\$ 15.53	8	200	\$ 24,848
22	1.2200	\$ 15.66	8	200	\$ 25,056
23	1.2300	\$ 15.79	8	200	\$ 25,264
24	1.2400	\$ 15.91	8	200	\$ 25,456
25	1.2500	\$ 16.04	8	200	\$ 25,664

Data Clerks & Bookkeepers (Above 900 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 13.19	8	200	\$ 21,104
1	1.0100	\$ 13.33	8	200	\$ 21,328
2	1.0200	\$ 13.46	8	200	\$ 21,536
3	1.0300	\$ 13.59	8	200	\$ 21,744
4	1.0400	\$ 13.72	8	200	\$ 21,952
5	1.0500	\$ 13.85	8	200	\$ 22,160
6	1.0600	\$ 13.99	8	200	\$ 22,384
7	1.0700	\$ 14.12	8	200	\$ 22,592
8	1.0800	\$ 14.25	8	200	\$ 22,800
9	1.0900	\$ 14.38	8	200	\$ 23,008
10	1.1000	\$ 14.51	8	200	\$ 23,216
11	1.1100	\$ 14.65	8	200	\$ 23,440
12	1.1200	\$ 14.78	8	200	\$ 23,648
13	1.1300	\$ 14.91	8	200	\$ 23,856
14	1.1400	\$ 15.04	8	200	\$ 24,064
15	1.1500	\$ 15.17	8	200	\$ 24,272
16	1.1600	\$ 15.31	8	200	\$ 24,496
17	1.1700	\$ 15.44	8	200	\$ 24,704
18	1.1800	\$ 15.57	8	200	\$ 24,912
19	1.1900	\$ 15.70	8	200	\$ 25,120
20	1.2000	\$ 15.83	8	200	\$ 25,328
21	1.2100	\$ 15.96	8	200	\$ 25,536
22	1.2200	\$ 16.10	8	200	\$ 25,760
23	1.2300	\$ 16.23	8	200	\$ 25,968
24	1.2400	\$ 16.36	8	200	\$ 26,176
25	1.2500	\$ 16.49	8	200	\$ 26,384

Support Salary Schedule 2022-2023

*high school paid here

Data Clerks & Bookkeepers (Above 900 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 13.19	8	240	\$ 25,325
1	1.0100	\$ 13.33	8	240	\$ 25,594
2	1.0200	\$ 13.46	8	240	\$ 25,843
3	1.0300	\$ 13.59	8	240	\$ 26,093
4	1.0400	\$ 13.72	8	240	\$ 26,342
5	1.0500	\$ 13.85	8	240	\$ 26,592
6	1.0600	\$ 13.99	8	240	\$ 26,861
7	1.0700	\$ 14.12	8	240	\$ 27,110
8	1.0800	\$ 14.25	8	240	\$ 27,360
9	1.0900	\$ 14.38	8	240	\$ 27,610
10	1.1000	\$ 14.51	8	240	\$ 27,859
11	1.1100	\$ 14.65	8	240	\$ 28,128
12	1.1200	\$ 14.78	8	240	\$ 28,378
13	1.1300	\$ 14.91	8	240	\$ 28,627
14	1.1400	\$ 15.04	8	240	\$ 28,877
15	1.1500	\$ 15.17	8	240	\$ 29,126
16	1.1600	\$ 15.31	8	240	\$ 29,395
17	1.1700	\$ 15.44	8	240	\$ 29,645
18	1.1800	\$ 15.57	8	240	\$ 29,894
19	1.1900	\$ 15.70	8	240	\$ 30,144
20	1.2000	\$ 15.83	8	240	\$ 30,394
21	1.2100	\$ 15.96	8	240	\$ 30,643
22	1.2200	\$ 16.10	8	240	\$ 30,912
23	1.2300	\$ 16.23	8	240	\$ 31,162
24	1.2400	\$ 16.36	8	240	\$ 31,411
25	1.2500	\$ 16.49	8	240	\$ 31,661

4yr-Data Clerks & Bookkeeper(Up to 300 Students), 4yr Sch Secretaries					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 13.20	8	200	\$ 21,120
1	1.0100	\$ 13.34	8	200	\$ 21,344
2	1.0200	\$ 13.47	8	200	\$ 21,552
3	1.0300	\$ 13.60	8	200	\$ 21,760
4	1.0400	\$ 13.73	8	200	\$ 21,968
5	1.0500	\$ 13.86	8	200	\$ 22,176
6	1.0600	\$ 14.00	8	200	\$ 22,400
7	1.0700	\$ 14.13	8	200	\$ 22,608
8	1.0800	\$ 14.26	8	200	\$ 22,816
9	1.0900	\$ 14.39	8	200	\$ 23,024
10	1.1000	\$ 14.52	8	200	\$ 23,232
11	1.1100	\$ 14.66	8	200	\$ 23,456
12	1.1200	\$ 14.79	8	200	\$ 23,664
13	1.1300	\$ 14.92	8	200	\$ 23,872
14	1.1400	\$ 15.05	8	200	\$ 24,080
15	1.1500	\$ 15.18	8	200	\$ 24,288
16	1.1600	\$ 15.32	8	200	\$ 24,512
17	1.1700	\$ 15.45	8	200	\$ 24,720
18	1.1800	\$ 15.58	8	200	\$ 24,928
19	1.1900	\$ 15.71	8	200	\$ 25,136
20	1.2000	\$ 15.84	8	200	\$ 25,344
21	1.2100	\$ 15.98	8	200	\$ 25,568
22	1.2200	\$ 16.11	8	200	\$ 25,776
23	1.2300	\$ 16.24	8	200	\$ 25,984
24	1.2400	\$ 16.37	8	200	\$ 26,192
25	1.2500	\$ 16.50	8	200	\$ 26,400

**Support Salary Schedule
2022-2023**

4yr-Data Clerks & Bookkeepers (301 to 600 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 13.60	8	200	\$ 21,760
1	1.0100	\$ 13.74	8	200	\$ 21,984
2	1.0200	\$ 13.88	8	200	\$ 22,208
3	1.0300	\$ 14.01	8	200	\$ 22,416
4	1.0400	\$ 14.15	8	200	\$ 22,640
5	1.0500	\$ 14.28	8	200	\$ 22,848
6	1.0600	\$ 14.42	8	200	\$ 23,072
7	1.0700	\$ 14.56	8	200	\$ 23,296
8	1.0800	\$ 14.69	8	200	\$ 23,504
9	1.0900	\$ 14.83	8	200	\$ 23,728
10	1.1000	\$ 14.96	8	200	\$ 23,936
11	1.1100	\$ 15.10	8	200	\$ 24,160
12	1.1200	\$ 15.24	8	200	\$ 24,384
13	1.1300	\$ 15.37	8	200	\$ 24,592
14	1.1400	\$ 15.51	8	200	\$ 24,816
15	1.1500	\$ 15.64	8	200	\$ 25,024
16	1.1600	\$ 15.78	8	200	\$ 25,248
17	1.1700	\$ 15.92	8	200	\$ 25,472
18	1.1800	\$ 16.05	8	200	\$ 25,680
19	1.1900	\$ 16.19	8	200	\$ 25,904
20	1.2000	\$ 16.32	8	200	\$ 26,112
21	1.2100	\$ 16.46	8	200	\$ 26,336
22	1.2200	\$ 16.60	8	200	\$ 26,560
23	1.2300	\$ 16.73	8	200	\$ 26,768
24	1.2400	\$ 16.87	8	200	\$ 26,992
25	1.2500	\$ 17.00	8	200	\$ 27,200

4-yr Data Clerks & Bookkeepers (601 to 900 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 13.99	8	200	\$ 22,384
1	1.0100	\$ 14.13	8	200	\$ 22,608
2	1.0200	\$ 14.27	8	200	\$ 22,832
3	1.0300	\$ 14.41	8	200	\$ 23,056
4	1.0400	\$ 14.55	8	200	\$ 23,280
5	1.0500	\$ 14.69	8	200	\$ 23,504
6	1.0600	\$ 14.83	8	200	\$ 23,728
7	1.0700	\$ 14.97	8	200	\$ 23,952
8	1.0800	\$ 15.11	8	200	\$ 24,176
9	1.0900	\$ 15.25	8	200	\$ 24,400
10	1.1000	\$ 15.39	8	200	\$ 24,624
11	1.1100	\$ 15.53	8	200	\$ 24,848
12	1.1200	\$ 15.67	8	200	\$ 25,072
13	1.1300	\$ 15.81	8	200	\$ 25,296
14	1.1400	\$ 15.95	8	200	\$ 25,520
15	1.1500	\$ 16.09	8	200	\$ 25,744
16	1.1600	\$ 16.23	8	200	\$ 25,968
17	1.1700	\$ 16.37	8	200	\$ 26,192
18	1.1800	\$ 16.51	8	200	\$ 26,416
19	1.1900	\$ 16.65	8	200	\$ 26,640
20	1.2000	\$ 16.79	8	200	\$ 26,864
21	1.2100	\$ 16.93	8	200	\$ 27,088
22	1.2200	\$ 17.07	8	200	\$ 27,312
23	1.2300	\$ 17.21	8	200	\$ 27,536
24	1.2400	\$ 17.35	8	200	\$ 27,760
25	1.2500	\$ 17.49	8	200	\$ 27,984

**Support Salary Schedule
2022-2023**

*4 Year high school paid here

4 yr-Data Clerks & Bookkeepers (Above 900 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 14.38	8	200	\$ 23,008
1	1.0100	\$ 14.53	8	200	\$ 23,248
2	1.0200	\$ 14.67	8	200	\$ 23,472
3	1.0300	\$ 14.82	8	200	\$ 23,712
4	1.0400	\$ 14.96	8	200	\$ 23,936
5	1.0500	\$ 15.10	8	200	\$ 24,160
6	1.0600	\$ 15.25	8	200	\$ 24,400
7	1.0700	\$ 15.39	8	200	\$ 24,624
8	1.0800	\$ 15.54	8	200	\$ 24,864
9	1.0900	\$ 15.68	8	200	\$ 25,088
10	1.1000	\$ 15.82	8	200	\$ 25,312
11	1.1100	\$ 15.97	8	200	\$ 25,552
12	1.1200	\$ 16.11	8	200	\$ 25,776
13	1.1300	\$ 16.25	8	200	\$ 26,000
14	1.1400	\$ 16.40	8	200	\$ 26,240
15	1.1500	\$ 16.54	8	200	\$ 26,464
16	1.1600	\$ 16.69	8	200	\$ 26,704
17	1.1700	\$ 16.83	8	200	\$ 26,928
18	1.1800	\$ 16.97	8	200	\$ 27,152
19	1.1900	\$ 17.12	8	200	\$ 27,392
20	1.2000	\$ 17.26	8	200	\$ 27,616
21	1.2100	\$ 17.40	8	200	\$ 27,840
22	1.2200	\$ 17.55	8	200	\$ 28,080
23	1.2300	\$ 17.69	8	200	\$ 28,304
24	1.2400	\$ 17.84	8	200	\$ 28,544
25	1.2500	\$ 17.98	8	200	\$ 28,768

4 yr-Data Clerks & Bookkeepers (Above 900 Students)					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 14.38	8	240	\$ 27,610
1	1.0100	\$ 14.53	8	240	\$ 27,898
2	1.0200	\$ 14.67	8	240	\$ 28,166
3	1.0300	\$ 14.82	8	240	\$ 28,454
4	1.0400	\$ 14.96	8	240	\$ 28,723
5	1.0500	\$ 15.10	8	240	\$ 28,992
6	1.0600	\$ 15.25	8	240	\$ 29,280
7	1.0700	\$ 15.39	8	240	\$ 29,549
8	1.0800	\$ 15.54	8	240	\$ 29,837
9	1.0900	\$ 15.68	8	240	\$ 30,106
10	1.1000	\$ 15.82	8	240	\$ 30,374
11	1.1100	\$ 15.97	8	240	\$ 30,662
12	1.1200	\$ 16.11	8	240	\$ 30,931
13	1.1300	\$ 16.25	8	240	\$ 31,200
14	1.1400	\$ 16.40	8	240	\$ 31,488
15	1.1500	\$ 16.54	8	240	\$ 31,757
16	1.1600	\$ 16.69	8	240	\$ 32,045
17	1.1700	\$ 16.83	8	240	\$ 32,314
18	1.1800	\$ 16.97	8	240	\$ 32,582
19	1.1900	\$ 17.12	8	240	\$ 32,870
20	1.2000	\$ 17.26	8	240	\$ 33,139
21	1.2100	\$ 17.40	8	240	\$ 33,408
22	1.2200	\$ 17.55	8	240	\$ 33,696
23	1.2300	\$ 17.69	8	240	\$ 33,965
24	1.2400	\$ 17.84	8	240	\$ 34,253
25	1.2500	\$ 17.98	8	240	\$ 34,522

**Support Salary Schedule
2022-2023**

Sch Sec	Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
	0	Base	\$ 12.09	8	220	\$ 21,278
	1	1.0100	\$ 12.22	8	220	\$ 21,507
	2	1.0200	\$ 12.34	8	220	\$ 21,718
	3	1.0300	\$ 12.46	8	220	\$ 21,930
	4	1.0400	\$ 12.58	8	220	\$ 22,141
	5	1.0500	\$ 12.70	8	220	\$ 22,352
	6	1.0600	\$ 12.82	8	220	\$ 22,563
	7	1.0700	\$ 12.94	8	220	\$ 22,774
	8	1.0800	\$ 13.06	8	220	\$ 22,986
	9	1.0900	\$ 13.18	8	220	\$ 23,197
	10	1.1000	\$ 13.30	8	220	\$ 23,408
	11	1.1100	\$ 13.42	8	220	\$ 23,619
	12	1.1200	\$ 13.55	8	220	\$ 23,848
	13	1.1300	\$ 13.67	8	220	\$ 24,059
	14	1.1400	\$ 13.79	8	220	\$ 24,270
	15	1.1500	\$ 13.91	8	220	\$ 24,482
	16	1.1600	\$ 14.03	8	220	\$ 24,693
	17	1.1700	\$ 14.15	8	220	\$ 24,904
	18	1.1800	\$ 14.27	8	220	\$ 25,115
	19	1.1900	\$ 14.39	8	220	\$ 25,326
	20	1.2000	\$ 14.51	8	220	\$ 25,538
	21	1.2100	\$ 14.63	8	220	\$ 25,749
	22	1.2200	\$ 14.75	8	220	\$ 25,960
	23	1.2300	\$ 14.88	8	220	\$ 26,189
	24	1.2400	\$ 15.00	8	220	\$ 26,400
	25	1.2500	\$ 15.12	8	220	\$ 26,611

Sch Sec	Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
	0	Base	\$ 12.09	8	240	\$ 23,213
	1	1.0100	\$ 12.22	8	240	\$ 23,462
	2	1.0200	\$ 12.34	8	240	\$ 23,693
	3	1.0300	\$ 12.46	8	240	\$ 23,923
	4	1.0400	\$ 12.58	8	240	\$ 24,154
	5	1.0500	\$ 12.70	8	240	\$ 24,384
	6	1.0600	\$ 12.82	8	240	\$ 24,614
	7	1.0700	\$ 12.94	8	240	\$ 24,845
	8	1.0800	\$ 13.06	8	240	\$ 25,075
	9	1.0900	\$ 13.18	8	240	\$ 25,306
	10	1.1000	\$ 13.30	8	240	\$ 25,536
	11	1.1100	\$ 13.42	8	240	\$ 25,766
	12	1.1200	\$ 13.55	8	240	\$ 26,016
	13	1.1300	\$ 13.67	8	240	\$ 26,246
	14	1.1400	\$ 13.79	8	240	\$ 26,477
	15	1.1500	\$ 13.91	8	240	\$ 26,707
	16	1.1600	\$ 14.03	8	240	\$ 26,938
	17	1.1700	\$ 14.15	8	240	\$ 27,168
	18	1.1800	\$ 14.27	8	240	\$ 27,398
	19	1.1900	\$ 14.39	8	240	\$ 27,629
	20	1.2000	\$ 14.51	8	240	\$ 27,859
	21	1.2100	\$ 14.63	8	240	\$ 28,090
	22	1.2200	\$ 14.75	8	240	\$ 28,320
	23	1.2300	\$ 14.88	8	240	\$ 28,570
	24	1.2400	\$ 15.00	8	240	\$ 28,800
	25	1.2500	\$ 15.12	8	240	\$ 29,030

**Support Salary Schedule
2022-2023**

Cust. Years	12 mths INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 10.83	8	260	\$ 22,526
1	1.0100	\$ 10.94	8	260	\$ 22,755
2	1.0200	\$ 11.05	8	260	\$ 22,984
3	1.0300	\$ 11.16	8	260	\$ 23,213
4	1.0400	\$ 11.27	8	260	\$ 23,442
5	1.0500	\$ 11.38	8	260	\$ 23,670
6	1.0600	\$ 11.48	8	260	\$ 23,898
7	1.0700	\$ 11.59	8	260	\$ 24,127
8	1.0800	\$ 11.70	8	260	\$ 24,356
9	1.0900	\$ 11.81	8	260	\$ 24,585
10	1.1000	\$ 11.92	8	260	\$ 24,814
11	1.1100	\$ 12.03	8	260	\$ 25,042
12	1.1200	\$ 12.13	8	260	\$ 25,270
13	1.1300	\$ 12.24	8	260	\$ 25,499
14	1.1400	\$ 12.35	8	260	\$ 25,727
15	1.1500	\$ 12.46	8	260	\$ 25,956
16	1.1600	\$ 12.57	8	260	\$ 26,184
17	1.1700	\$ 12.68	8	260	\$ 26,413
18	1.1800	\$ 12.78	8	260	\$ 26,641
19	1.1900	\$ 12.89	8	260	\$ 26,870
20	1.2000	\$ 13.00	8	260	\$ 27,098
21	1.2100	\$ 13.11	8	260	\$ 27,327
22	1.2200	\$ 13.22	8	260	\$ 27,555
23	1.2300	\$ 13.33	8	260	\$ 27,784
24	1.2400	\$ 13.43	8	260	\$ 28,012
25	1.2500	\$ 13.54	8	260	\$ 28,241

Cust. Years	10 mths INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 10.83	8	200	\$ 17,328
1	1.0100	\$ 10.94	8	200	\$ 17,504
2	1.0200	\$ 11.05	8	200	\$ 17,680
3	1.0300	\$ 11.16	8	200	\$ 17,856
4	1.0400	\$ 11.27	8	200	\$ 18,032
5	1.0500	\$ 11.38	8	200	\$ 18,208
6	1.0600	\$ 11.48	8	200	\$ 18,384
7	1.0700	\$ 11.59	8	200	\$ 18,560
8	1.0800	\$ 11.70	8	200	\$ 18,736
9	1.0900	\$ 11.81	8	200	\$ 18,912
10	1.1000	\$ 11.92	8	200	\$ 19,088
11	1.1100	\$ 12.03	8	200	\$ 19,264
12	1.1200	\$ 12.13	8	200	\$ 19,440
13	1.1300	\$ 12.24	8	200	\$ 19,616
14	1.1400	\$ 12.35	8	200	\$ 19,792
15	1.1500	\$ 12.46	8	200	\$ 19,968
16	1.1600	\$ 12.57	8	200	\$ 20,144
17	1.1700	\$ 12.68	8	200	\$ 20,320
18	1.1800	\$ 12.78	8	200	\$ 20,496
19	1.1900	\$ 12.89	8	200	\$ 20,672
20	1.2000	\$ 13.00	8	200	\$ 20,848
21	1.2100	\$ 13.11	8	200	\$ 21,024
22	1.2200	\$ 13.22	8	200	\$ 21,200
23	1.2300	\$ 13.33	8	200	\$ 21,376
24	1.2400	\$ 13.43	8	200	\$ 21,552
25	1.2500	\$ 13.54	8	200	\$ 21,728

**Support Salary Schedule
2022-2023**

Mech Years	Level1				
	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 14.51	8	260	\$ 30,181
1	1.0100	\$ 14.66	8	260	\$ 30,493
2	1.0200	\$ 14.81	8	260	\$ 30,805
3	1.0300	\$ 14.95	8	260	\$ 31,096
4	1.0400	\$ 15.10	8	260	\$ 31,408
5	1.0500	\$ 15.24	8	260	\$ 31,699
6	1.0600	\$ 15.39	8	260	\$ 32,011
7	1.0700	\$ 15.53	8	260	\$ 32,302
8	1.0800	\$ 15.68	8	260	\$ 32,614
9	1.0900	\$ 15.82	8	260	\$ 32,906
10	1.1000	\$ 15.97	8	260	\$ 33,218
11	1.1100	\$ 16.11	8	260	\$ 33,509
12	1.1200	\$ 16.26	8	260	\$ 33,821
13	1.1300	\$ 16.40	8	260	\$ 34,112
14	1.1400	\$ 16.55	8	260	\$ 34,424
15	1.1500	\$ 16.69	8	260	\$ 34,715
16	1.1600	\$ 16.84	8	260	\$ 35,027
17	1.1700	\$ 16.98	8	260	\$ 35,318
18	1.1800	\$ 17.13	8	260	\$ 35,630
19	1.1900	\$ 17.27	8	260	\$ 35,922
20	1.2000	\$ 17.42	8	260	\$ 36,234
21	1.2100	\$ 17.56	8	260	\$ 36,525
22	1.2200	\$ 17.71	8	260	\$ 36,837
23	1.2300	\$ 17.85	8	260	\$ 37,128
24	1.2400	\$ 18.00	8	260	\$ 37,440
25	1.2500	\$ 18.14	8	260	\$ 37,731

Mech. Years	Level 2				
	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 15.89	8	260	\$ 33,051
1	1.0100	\$ 16.05	8	260	\$ 33,384
2	1.0200	\$ 16.21	8	260	\$ 33,717
3	1.0300	\$ 16.37	8	260	\$ 34,050
4	1.0400	\$ 16.53	8	260	\$ 34,382
5	1.0500	\$ 16.69	8	260	\$ 34,715
6	1.0600	\$ 16.85	8	260	\$ 35,048
7	1.0700	\$ 17.01	8	260	\$ 35,381
8	1.0800	\$ 17.17	8	260	\$ 35,714
9	1.0900	\$ 17.33	8	260	\$ 36,046
10	1.1000	\$ 17.48	8	260	\$ 36,358
11	1.1100	\$ 17.64	8	260	\$ 36,691
12	1.1200	\$ 17.80	8	260	\$ 37,024
13	1.1300	\$ 17.96	8	260	\$ 37,357
14	1.1400	\$ 18.12	8	260	\$ 37,690
15	1.1500	\$ 18.28	8	260	\$ 38,022
16	1.1600	\$ 18.44	8	260	\$ 38,355
17	1.1700	\$ 18.60	8	260	\$ 38,688
18	1.1800	\$ 18.76	8	260	\$ 39,021
19	1.1900	\$ 18.91	8	260	\$ 39,333
20	1.2000	\$ 19.07	8	260	\$ 39,666
21	1.2100	\$ 19.23	8	260	\$ 39,998
22	1.2200	\$ 19.39	8	260	\$ 40,331
23	1.2300	\$ 19.55	8	260	\$ 40,664
24	1.2400	\$ 19.71	8	260	\$ 40,997
25	1.2500	\$ 19.87	8	260	\$ 41,330

**Support Salary Schedule
2022-2023**

Mech	Level 3				
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 16.51	8	260	\$ 34,341
1	1.0100	\$ 16.68	8	260	\$ 34,694
2	1.0200	\$ 16.85	8	260	\$ 35,048
3	1.0300	\$ 17.01	8	260	\$ 35,381
4	1.0400	\$ 17.18	8	260	\$ 35,734
5	1.0500	\$ 17.34	8	260	\$ 36,067
6	1.0600	\$ 17.51	8	260	\$ 36,421
7	1.0700	\$ 17.67	8	260	\$ 36,754
8	1.0800	\$ 17.84	8	260	\$ 37,107
9	1.0900	\$ 18.00	8	260	\$ 37,440
10	1.1000	\$ 18.17	8	260	\$ 37,794
11	1.1100	\$ 18.33	8	260	\$ 38,126
12	1.1200	\$ 18.50	8	260	\$ 38,480
13	1.1300	\$ 18.66	8	260	\$ 38,813
14	1.1400	\$ 18.83	8	260	\$ 39,166
15	1.1500	\$ 18.99	8	260	\$ 39,499
16	1.1600	\$ 19.16	8	260	\$ 39,853
17	1.1700	\$ 19.32	8	260	\$ 40,186
18	1.1800	\$ 19.49	8	260	\$ 40,539
19	1.1900	\$ 19.65	8	260	\$ 40,872
20	1.2000	\$ 19.82	8	260	\$ 41,226
21	1.2100	\$ 19.98	8	260	\$ 41,558
22	1.2200	\$ 20.15	8	260	\$ 41,912
23	1.2300	\$ 20.31	8	260	\$ 42,245
24	1.2400	\$ 20.48	8	260	\$ 42,598
25	1.2500	\$ 20.64	8	260	\$ 42,931

Lead Mech.					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 17.80	8	260	\$ 37,024
1	1.0100	\$ 17.98	8	260	\$ 37,398
2	1.0200	\$ 18.16	8	260	\$ 37,773
3	1.0300	\$ 18.34	8	260	\$ 38,147
4	1.0400	\$ 18.52	8	260	\$ 38,522
5	1.0500	\$ 18.69	8	260	\$ 38,875
6	1.0600	\$ 18.87	8	260	\$ 39,250
7	1.0700	\$ 19.05	8	260	\$ 39,624
8	1.0800	\$ 19.23	8	260	\$ 39,998
9	1.0900	\$ 19.41	8	260	\$ 40,373
10	1.1000	\$ 19.58	8	260	\$ 40,726
11	1.1100	\$ 19.76	8	260	\$ 41,101
12	1.1200	\$ 19.94	8	260	\$ 41,475
13	1.1300	\$ 20.12	8	260	\$ 41,850
14	1.1400	\$ 20.30	8	260	\$ 42,224
15	1.1500	\$ 20.47	8	260	\$ 42,578
16	1.1600	\$ 20.65	8	260	\$ 42,952
17	1.1700	\$ 20.83	8	260	\$ 43,326
18	1.1800	\$ 21.01	8	260	\$ 43,701
19	1.1900	\$ 21.19	8	260	\$ 44,075
20	1.2000	\$ 21.36	8	260	\$ 44,429
21	1.2100	\$ 21.54	8	260	\$ 44,803
22	1.2200	\$ 21.72	8	260	\$ 45,178
23	1.2300	\$ 21.90	8	260	\$ 45,552
24	1.2400	\$ 22.08	8	260	\$ 45,926
25	1.2500	\$ 22.25	8	260	\$ 46,280

**Support Salary Schedule
2022-2023**

Maint. Years	Level 1				
	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 15.60	8	260	\$ 32,448
1	1.0100	\$ 15.76	8	260	\$ 32,781
2	1.0200	\$ 15.92	8	260	\$ 33,114
3	1.0300	\$ 16.07	8	260	\$ 33,426
4	1.0400	\$ 16.23	8	260	\$ 33,758
5	1.0500	\$ 16.38	8	260	\$ 34,070
6	1.0600	\$ 16.54	8	260	\$ 34,403
7	1.0700	\$ 16.70	8	260	\$ 34,736
8	1.0800	\$ 16.85	8	260	\$ 35,048
9	1.0900	\$ 17.01	8	260	\$ 35,381
10	1.1000	\$ 17.16	8	260	\$ 35,693
11	1.1100	\$ 17.32	8	260	\$ 36,026
12	1.1200	\$ 17.48	8	260	\$ 36,358
13	1.1300	\$ 17.63	8	260	\$ 36,670
14	1.1400	\$ 17.79	8	260	\$ 37,003
15	1.1500	\$ 17.94	8	260	\$ 37,315
16	1.1600	\$ 18.10	8	260	\$ 37,648
17	1.1700	\$ 18.26	8	260	\$ 37,981
18	1.1800	\$ 18.41	8	260	\$ 38,293
19	1.1900	\$ 18.57	8	260	\$ 38,626
20	1.2000	\$ 18.72	8	260	\$ 38,938
21	1.2100	\$ 18.88	8	260	\$ 39,270
22	1.2200	\$ 19.04	8	260	\$ 39,603
23	1.2300	\$ 19.19	8	260	\$ 39,915
24	1.2400	\$ 19.35	8	260	\$ 40,248
25	1.2500	\$ 19.50	8	260	\$ 40,560

Maint Years	Level 2				
	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 15.94	8	260	\$ 33,155
1	1.0100	\$ 16.10	8	260	\$ 33,488
2	1.0200	\$ 16.26	8	260	\$ 33,821
3	1.0300	\$ 16.42	8	260	\$ 34,154
4	1.0400	\$ 16.58	8	260	\$ 34,486
5	1.0500	\$ 16.74	8	260	\$ 34,819
6	1.0600	\$ 16.90	8	260	\$ 35,152
7	1.0700	\$ 17.06	8	260	\$ 35,485
8	1.0800	\$ 17.22	8	260	\$ 35,818
9	1.0900	\$ 17.38	8	260	\$ 36,150
10	1.1000	\$ 17.54	8	260	\$ 36,483
11	1.1100	\$ 17.70	8	260	\$ 36,816
12	1.1200	\$ 17.86	8	260	\$ 37,149
13	1.1300	\$ 18.02	8	260	\$ 37,482
14	1.1400	\$ 18.18	8	260	\$ 37,814
15	1.1500	\$ 18.34	8	260	\$ 38,147
16	1.1600	\$ 18.50	8	260	\$ 38,480
17	1.1700	\$ 18.65	8	260	\$ 38,792
18	1.1800	\$ 18.81	8	260	\$ 39,125
19	1.1900	\$ 18.97	8	260	\$ 39,458
20	1.2000	\$ 19.13	8	260	\$ 39,790
21	1.2100	\$ 19.29	8	260	\$ 40,123
22	1.2200	\$ 19.45	8	260	\$ 40,456
23	1.2300	\$ 19.61	8	260	\$ 40,789
24	1.2400	\$ 19.77	8	260	\$ 41,122
25	1.2500	\$ 19.93	8	260	\$ 41,454

**Support Salary Schedule
2022-2023**

Maint		Level 3				
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual	
0	Base	\$ 17.08	8	260	\$ 35,526	
1	1.0100	\$ 17.26	8	260	\$ 35,901	
2	1.0200	\$ 17.43	8	260	\$ 36,254	
3	1.0300	\$ 17.60	8	260	\$ 36,608	
4	1.0400	\$ 17.77	8	260	\$ 36,962	
5	1.0500	\$ 17.94	8	260	\$ 37,315	
6	1.0600	\$ 18.11	8	260	\$ 37,669	
7	1.0700	\$ 18.28	8	260	\$ 38,022	
8	1.0800	\$ 18.45	8	260	\$ 38,376	
9	1.0900	\$ 18.62	8	260	\$ 38,730	
10	1.1000	\$ 18.79	8	260	\$ 39,083	
11	1.1100	\$ 18.96	8	260	\$ 39,437	
12	1.1200	\$ 19.13	8	260	\$ 39,790	
13	1.1300	\$ 19.31	8	260	\$ 40,165	
14	1.1400	\$ 19.48	8	260	\$ 40,518	
15	1.1500	\$ 19.65	8	260	\$ 40,872	
16	1.1600	\$ 19.82	8	260	\$ 41,226	
17	1.1700	\$ 19.99	8	260	\$ 41,579	
18	1.1800	\$ 20.16	8	260	\$ 41,933	
19	1.1900	\$ 20.33	8	260	\$ 42,286	
20	1.2000	\$ 20.50	8	260	\$ 42,640	
21	1.2100	\$ 20.67	8	260	\$ 42,994	
22	1.2200	\$ 20.84	8	260	\$ 43,347	
23	1.2300	\$ 21.01	8	260	\$ 43,701	
24	1.2400	\$ 21.18	8	260	\$ 44,054	
25	1.2500	\$ 21.35	8	260	\$ 44,408	

Maint Lead						
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual	
0	Base	\$ 18.03	8	260	\$ 37,502	
1	1.0100	\$ 18.22	8	260	\$ 37,898	
2	1.0200	\$ 18.40	8	260	\$ 38,272	
3	1.0300	\$ 18.58	8	260	\$ 38,646	
4	1.0400	\$ 18.76	8	260	\$ 39,021	
5	1.0500	\$ 18.94	8	260	\$ 39,395	
6	1.0600	\$ 19.12	8	260	\$ 39,770	
7	1.0700	\$ 19.30	8	260	\$ 40,144	
8	1.0800	\$ 19.48	8	260	\$ 40,518	
9	1.0900	\$ 19.66	8	260	\$ 40,893	
10	1.1000	\$ 19.84	8	260	\$ 41,267	
11	1.1100	\$ 20.02	8	260	\$ 41,642	
12	1.1200	\$ 20.20	8	260	\$ 42,016	
13	1.1300	\$ 20.38	8	260	\$ 42,390	
14	1.1400	\$ 20.56	8	260	\$ 42,765	
15	1.1500	\$ 20.74	8	260	\$ 43,139	
16	1.1600	\$ 20.92	8	260	\$ 43,514	
17	1.1700	\$ 21.10	8	260	\$ 43,888	
18	1.1800	\$ 21.28	8	260	\$ 44,262	
19	1.1900	\$ 21.46	8	260	\$ 44,637	
20	1.2000	\$ 21.64	8	260	\$ 45,011	
21	1.2100	\$ 21.82	8	260	\$ 45,386	
22	1.2200	\$ 22.00	8	260	\$ 45,760	
23	1.2300	\$ 22.18	8	260	\$ 46,134	
24	1.2400	\$ 22.36	8	260	\$ 46,509	
25	1.2500	\$ 22.54	8	260	\$ 46,883	

**Support Salary Schedule
2022-2023**

SACC Years	INDEX	Caregivers RATE
0	Base	\$ 10.60
1	0.10	\$ 10.70
2	0.10	\$ 10.80
3	0.10	\$ 10.90
4	0.10	\$ 11.00
5	0.10	\$ 11.10
6	0.10	\$ 11.20
7	0.10	\$ 11.30
8	0.10	\$ 11.40
9	0.10	\$ 11.50
10	0.10	\$ 11.60
11	0.10	\$ 11.70
12	0.10	\$ 11.80
13	0.10	\$ 11.90
14	0.10	\$ 12.00
15	0.10	\$ 12.10
16	0.10	\$ 12.20
17	0.10	\$ 12.30
18	0.10	\$ 12.40
19	0.10	\$ 12.50
20	0.10	\$ 12.60
21	0.10	\$ 12.70
22	0.10	\$ 12.80
23	0.10	\$ 12.90
24	0.10	\$ 13.00
25	0.10	\$ 13.10

SACC Years	INDEX	Before Care RATE
0	Base	\$ 12.72
1	0.10	\$ 12.82
2	0.10	\$ 12.92
3	0.10	\$ 13.02
4	0.10	\$ 13.12
5	0.10	\$ 13.22
6	0.10	\$ 13.32
7	0.10	\$ 13.42
8	0.10	\$ 13.52
9	0.10	\$ 13.62
10	0.10	\$ 13.72
11	0.10	\$ 13.82
12	0.10	\$ 13.92
13	0.10	\$ 14.02
14	0.10	\$ 14.12
15	0.10	\$ 14.22
16	0.10	\$ 14.32
17	0.10	\$ 14.42
18	0.10	\$ 14.52
19	0.10	\$ 14.62
20	0.10	\$ 14.72
21	0.10	\$ 14.82
22	0.10	\$ 14.92
23	0.10	\$ 15.02
24	0.10	\$ 15.12
25	0.10	\$ 15.22

SACC Years	INDEX	Site Director RATE
0	Base	\$ 12.72
1	0.20	\$ 12.92
2	0.20	\$ 13.12
3	0.20	\$ 13.32
4	0.20	\$ 13.52
5	0.20	\$ 13.72
6	0.20	\$ 13.92
7	0.20	\$ 14.12
8	0.20	\$ 14.32
9	0.20	\$ 14.52
10	0.20	\$ 14.72
11	0.20	\$ 14.92
12	0.20	\$ 15.12
13	0.20	\$ 15.32
14	0.20	\$ 15.52
15	0.20	\$ 15.72
16	0.20	\$ 15.92
17	0.20	\$ 16.12
18	0.20	\$ 16.32
19	0.20	\$ 16.52
20	0.20	\$ 16.72
21	0.20	\$ 16.92
22	0.20	\$ 17.12
23	0.20	\$ 17.32
24	0.20	\$ 17.52
25	0.20	\$ 17.72

**Support Salary Schedule
2022-2023**

Technician					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 19.35	8	260	\$ 40,248
1	1.0100	\$ 19.55	8	260	\$ 40,664
2	1.0200	\$ 19.74	8	260	\$ 41,059
3	1.0300	\$ 19.94	8	260	\$ 41,475
4	1.0400	\$ 20.13	8	260	\$ 41,870
5	1.0500	\$ 20.32	8	260	\$ 42,266
6	1.0600	\$ 20.52	8	260	\$ 42,682
7	1.0700	\$ 20.71	8	260	\$ 43,077
8	1.0800	\$ 20.90	8	260	\$ 43,472
9	1.0900	\$ 21.10	8	260	\$ 43,888
10	1.1000	\$ 21.29	8	260	\$ 44,283
11	1.1100	\$ 21.48	8	260	\$ 44,678
12	1.1200	\$ 21.68	8	260	\$ 45,094
13	1.1300	\$ 21.87	8	260	\$ 45,490
14	1.1400	\$ 22.06	8	260	\$ 45,885
15	1.1500	\$ 22.26	8	260	\$ 46,301
16	1.1600	\$ 22.45	8	260	\$ 46,696
17	1.1700	\$ 22.64	8	260	\$ 47,091
18	1.1800	\$ 22.84	8	260	\$ 47,507
19	1.1900	\$ 23.03	8	260	\$ 47,902
20	1.2000	\$ 23.22	8	260	\$ 48,298
21	1.2100	\$ 23.42	8	260	\$ 48,714
22	1.2200	\$ 23.61	8	260	\$ 49,109
23	1.2300	\$ 23.81	8	260	\$ 49,525
24	1.2400	\$ 24.00	8	260	\$ 49,920
25	1.2500	\$ 24.19	8	260	\$ 50,315

Lead Tech					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 20.60	8	260	\$ 42,848
1	1.0100	\$ 20.81	8	260	\$ 43,285
2	1.0200	\$ 21.02	8	260	\$ 43,722
3	1.0300	\$ 21.22	8	260	\$ 44,138
4	1.0400	\$ 21.43	8	260	\$ 44,574
5	1.0500	\$ 21.63	8	260	\$ 44,990
6	1.0600	\$ 21.84	8	260	\$ 45,427
7	1.0700	\$ 22.05	8	260	\$ 45,864
8	1.0800	\$ 22.25	8	260	\$ 46,280
9	1.0900	\$ 22.46	8	260	\$ 46,717
10	1.1000	\$ 22.66	8	260	\$ 47,133
11	1.1100	\$ 22.87	8	260	\$ 47,570
12	1.1200	\$ 23.08	8	260	\$ 48,006
13	1.1300	\$ 23.28	8	260	\$ 48,422
14	1.1400	\$ 23.49	8	260	\$ 48,859
15	1.1500	\$ 23.69	8	260	\$ 49,275
16	1.1600	\$ 23.90	8	260	\$ 49,712
17	1.1700	\$ 24.11	8	260	\$ 50,149
18	1.1800	\$ 24.31	8	260	\$ 50,565
19	1.1900	\$ 24.52	8	260	\$ 51,002
20	1.2000	\$ 24.72	8	260	\$ 51,418
21	1.2100	\$ 24.93	8	260	\$ 51,854
22	1.2200	\$ 25.14	8	260	\$ 52,291
23	1.2300	\$ 25.34	8	260	\$ 52,707
24	1.2400	\$ 25.55	8	260	\$ 53,144
25	1.2500	\$ 25.75	8	260	\$ 53,560

**Support Salary Schedule
2022-2023**

Dept Financial Admin Analyst <u>Non Degree</u>					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 16.30	8	260	\$ 33,904
1	1.0100	\$ 16.47	8	260	\$ 34,258
2	1.0200	\$ 16.63	8	260	\$ 34,590
3	1.0300	\$ 16.79	8	260	\$ 34,923
4	1.0400	\$ 16.96	8	260	\$ 35,277
5	1.0500	\$ 17.12	8	260	\$ 35,610
6	1.0600	\$ 17.28	8	260	\$ 35,942
7	1.0700	\$ 17.45	8	260	\$ 36,296
8	1.0800	\$ 17.61	8	260	\$ 36,629
9	1.0900	\$ 17.77	8	260	\$ 36,962
10	1.1000	\$ 17.93	8	260	\$ 37,294
11	1.1100	\$ 18.10	8	260	\$ 37,648
12	1.1200	\$ 18.26	8	260	\$ 37,981
13	1.1300	\$ 18.42	8	260	\$ 38,314
14	1.1400	\$ 18.59	8	260	\$ 38,667
15	1.1500	\$ 18.75	8	260	\$ 39,000
16	1.1600	\$ 18.91	8	260	\$ 39,333
17	1.1700	\$ 19.08	8	260	\$ 39,686
18	1.1800	\$ 19.24	8	260	\$ 40,019
19	1.1900	\$ 19.40	8	260	\$ 40,352
20	1.2000	\$ 19.56	8	260	\$ 40,685
21	1.2100	\$ 19.73	8	260	\$ 41,038
22	1.2200	\$ 19.89	8	260	\$ 41,371
23	1.2300	\$ 20.05	8	260	\$ 41,704
24	1.2400	\$ 20.22	8	260	\$ 42,058
25	1.2500	\$ 20.38	8	260	\$ 42,390

Dept Financial Admin Analyst <u>4-Year Degree</u>					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 17.85	8	260	\$ 37,128
1	1.0100	\$ 18.03	8	260	\$ 37,502
2	1.0200	\$ 18.21	8	260	\$ 37,877
3	1.0300	\$ 18.39	8	260	\$ 38,251
4	1.0400	\$ 18.57	8	260	\$ 38,626
5	1.0500	\$ 18.75	8	260	\$ 39,000
6	1.0600	\$ 18.93	8	260	\$ 39,374
7	1.0700	\$ 19.10	8	260	\$ 39,728
8	1.0800	\$ 19.28	8	260	\$ 40,102
9	1.0900	\$ 19.46	8	260	\$ 40,477
10	1.1000	\$ 19.64	8	260	\$ 40,851
11	1.1100	\$ 19.82	8	260	\$ 41,226
12	1.1200	\$ 20.00	8	260	\$ 41,600
13	1.1300	\$ 20.18	8	260	\$ 41,974
14	1.1400	\$ 20.35	8	260	\$ 42,328
15	1.1500	\$ 20.53	8	260	\$ 42,702
16	1.1600	\$ 20.71	8	260	\$ 43,077
17	1.1700	\$ 20.89	8	260	\$ 43,451
18	1.1800	\$ 21.07	8	260	\$ 43,826
19	1.1900	\$ 21.25	8	260	\$ 44,200
20	1.2000	\$ 21.42	8	260	\$ 44,554
21	1.2100	\$ 21.60	8	260	\$ 44,928
22	1.2200	\$ 21.78	8	260	\$ 45,302
23	1.2300	\$ 21.96	8	260	\$ 45,677
24	1.2400	\$ 22.14	8	260	\$ 46,051
25	1.2500	\$ 22.32	8	260	\$ 46,426

**Support Salary Schedule
2022-2023**

Acct Clerk <u>Non Degree</u>					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 16.86	8	260	\$ 35,069
1	1.0100	\$ 17.03	8	260	\$ 35,422
2	1.0200	\$ 17.20	8	260	\$ 35,776
3	1.0300	\$ 17.37	8	260	\$ 36,130
4	1.0400	\$ 17.54	8	260	\$ 36,483
5	1.0500	\$ 17.71	8	260	\$ 36,837
6	1.0600	\$ 17.88	8	260	\$ 37,190
7	1.0700	\$ 18.05	8	260	\$ 37,544
8	1.0800	\$ 18.21	8	260	\$ 37,877
9	1.0900	\$ 18.38	8	260	\$ 38,230
10	1.1000	\$ 18.55	8	260	\$ 38,584
11	1.1100	\$ 18.72	8	260	\$ 38,938
12	1.1200	\$ 18.89	8	260	\$ 39,291
13	1.1300	\$ 19.06	8	260	\$ 39,645
14	1.1400	\$ 19.23	8	260	\$ 39,998
15	1.1500	\$ 19.39	8	260	\$ 40,331
16	1.1600	\$ 19.56	8	260	\$ 40,685
17	1.1700	\$ 19.73	8	260	\$ 41,038
18	1.1800	\$ 19.90	8	260	\$ 41,392
19	1.1900	\$ 20.07	8	260	\$ 41,746
20	1.2000	\$ 20.24	8	260	\$ 42,099
21	1.2100	\$ 20.41	8	260	\$ 42,453
22	1.2200	\$ 20.57	8	260	\$ 42,786
23	1.2300	\$ 20.74	8	260	\$ 43,139
24	1.2400	\$ 20.91	8	260	\$ 43,493
25	1.2500	\$ 21.08	8	260	\$ 43,846

Acct Clerk <u>4-Year Degree</u>					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 18.74	8	260	\$ 38,979
1	1.0100	\$ 18.93	8	260	\$ 39,374
2	1.0200	\$ 19.12	8	260	\$ 39,770
3	1.0300	\$ 19.31	8	260	\$ 40,165
4	1.0400	\$ 19.49	8	260	\$ 40,539
5	1.0500	\$ 19.68	8	260	\$ 40,934
6	1.0600	\$ 19.87	8	260	\$ 41,330
7	1.0700	\$ 20.06	8	260	\$ 41,725
8	1.0800	\$ 20.24	8	260	\$ 42,099
9	1.0900	\$ 20.43	8	260	\$ 42,494
10	1.1000	\$ 20.62	8	260	\$ 42,890
11	1.1100	\$ 20.81	8	260	\$ 43,285
12	1.1200	\$ 20.99	8	260	\$ 43,659
13	1.1300	\$ 21.18	8	260	\$ 44,054
14	1.1400	\$ 21.37	8	260	\$ 44,450
15	1.1500	\$ 21.56	8	260	\$ 44,845
16	1.1600	\$ 21.74	8	260	\$ 45,219
17	1.1700	\$ 21.93	8	260	\$ 45,614
18	1.1800	\$ 22.12	8	260	\$ 46,010
19	1.1900	\$ 22.31	8	260	\$ 46,405
20	1.2000	\$ 22.49	8	260	\$ 46,779
21	1.2100	\$ 22.68	8	260	\$ 47,174
22	1.2200	\$ 22.87	8	260	\$ 47,570
23	1.2300	\$ 23.06	8	260	\$ 47,965
24	1.2400	\$ 23.24	8	260	\$ 48,339
25	1.2500	\$ 23.43	8	260	\$ 48,734

**Support Salary Schedule
2022-2023**

Department Director					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 33.89	8	260	\$ 70,491
1	1.0100	\$ 34.23	8	260	\$ 71,198
2	1.0200	\$ 34.57	8	260	\$ 71,906
3	1.0300	\$ 34.91	8	260	\$ 72,613
4	1.0400	\$ 35.25	8	260	\$ 73,320
5	1.0500	\$ 35.59	8	260	\$ 74,027
6	1.0600	\$ 35.93	8	260	\$ 74,734
7	1.0700	\$ 36.27	8	260	\$ 75,442
8	1.0800	\$ 36.61	8	260	\$ 76,149
9	1.0900	\$ 36.95	8	260	\$ 76,856
10	1.1000	\$ 37.28	8	260	\$ 77,562
11	1.1100	\$ 37.62	8	260	\$ 78,269
12	1.1200	\$ 37.96	8	260	\$ 78,975
13	1.1300	\$ 38.30	8	260	\$ 79,682
14	1.1400	\$ 38.64	8	260	\$ 80,388
15	1.1500	\$ 38.98	8	260	\$ 81,095
16	1.1600	\$ 39.32	8	260	\$ 81,801
17	1.1700	\$ 39.66	8	260	\$ 82,508
18	1.1800	\$ 40.00	8	260	\$ 83,214
19	1.1900	\$ 40.33	8	260	\$ 83,921
20	1.2000	\$ 40.67	8	260	\$ 84,627
21	1.2100	\$ 41.01	8	260	\$ 85,334
22	1.2200	\$ 41.35	8	260	\$ 86,040
23	1.2300	\$ 41.69	8	260	\$ 86,747
24	1.2400	\$ 42.03	8	260	\$ 87,453
25	1.2500	\$ 42.37	8	260	\$ 88,160

12 Month Supervisor					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 25.71	8	260	\$ 53,477
1	1.0100	\$ 25.97	8	260	\$ 54,018
2	1.0200	\$ 26.23	8	260	\$ 54,558
3	1.0300	\$ 26.49	8	260	\$ 55,099
4	1.0400	\$ 26.74	8	260	\$ 55,639
5	1.0500	\$ 27.00	8	260	\$ 56,180
6	1.0600	\$ 27.26	8	260	\$ 56,721
7	1.0700	\$ 27.51	8	260	\$ 57,261
8	1.0800	\$ 27.77	8	260	\$ 57,802
9	1.0900	\$ 28.03	8	260	\$ 58,343
10	1.1000	\$ 28.29	8	260	\$ 58,884
11	1.1100	\$ 28.54	8	260	\$ 59,425
12	1.1200	\$ 28.80	8	260	\$ 59,966
13	1.1300	\$ 29.06	8	260	\$ 60,507
14	1.1400	\$ 29.31	8	260	\$ 61,048
15	1.1500	\$ 29.57	8	260	\$ 61,589
16	1.1600	\$ 29.83	8	260	\$ 62,130
17	1.1700	\$ 30.09	8	260	\$ 62,671
18	1.1800	\$ 30.34	8	260	\$ 63,212
19	1.1900	\$ 30.60	8	260	\$ 63,753
20	1.2000	\$ 30.86	8	260	\$ 64,294
21	1.2100	\$ 31.11	8	260	\$ 64,835
22	1.2200	\$ 31.37	8	260	\$ 65,376
23	1.2300	\$ 31.63	8	260	\$ 65,917
24	1.2400	\$ 31.89	8	260	\$ 66,458
25	1.2500	\$ 32.14	8	260	\$ 66,999

**Support Salary Schedule
2022-2023**

Asst. Director of Finance					
Years	INDEX	RATE	Hrs. per day	Days per yr.	Annual
0	Base	\$ 23.66	8	260	\$ 49,213
1	1.0100	\$ 23.90	8	260	\$ 49,712
2	1.0200	\$ 24.14	8	260	\$ 50,211
3	1.0300	\$ 24.37	8	260	\$ 50,690
4	1.0400	\$ 24.61	8	260	\$ 51,189
5	1.0500	\$ 24.85	8	260	\$ 51,688
6	1.0600	\$ 25.08	8	260	\$ 52,166
7	1.0700	\$ 25.32	8	260	\$ 52,666
8	1.0800	\$ 25.56	8	260	\$ 53,165
9	1.0900	\$ 25.79	8	260	\$ 53,643
10	1.1000	\$ 26.03	8	260	\$ 54,142
11	1.1100	\$ 26.27	8	260	\$ 54,642
12	1.1200	\$ 26.50	8	260	\$ 55,120
13	1.1300	\$ 26.74	8	260	\$ 55,619
14	1.1400	\$ 26.98	8	260	\$ 56,118
15	1.1500	\$ 27.21	8	260	\$ 56,597
16	1.1600	\$ 27.45	8	260	\$ 57,096
17	1.1700	\$ 27.69	8	260	\$ 57,595
18	1.1800	\$ 27.92	8	260	\$ 58,074
19	1.1900	\$ 28.16	8	260	\$ 58,573
20	1.2000	\$ 28.40	8	260	\$ 59,072
21	1.2100	\$ 28.63	8	260	\$ 59,550
22	1.2200	\$ 28.87	8	260	\$ 60,050
23	1.2300	\$ 29.11	8	260	\$ 60,549
24	1.2400	\$ 29.34	8	260	\$ 61,027
25	1.2500	\$ 29.58	8	260	\$ 61,526

APPROVED 2022-2023 DISTRICT AND SCHOOL ADMINISTRATOR SALARY SCHEDULES										
CHIEF STAGE SALARY*	A \$95,000	B \$96,290	C \$97,580	D \$98,870	E \$100,160	F \$101,450	G \$102,740	H \$104,030	I \$105,320	J \$106,610
DEPUTY CHIEF STAGE SALARY*	A \$87,500	B \$88,790	C \$90,080	D \$91,370	E \$92,660	F \$93,950	G \$95,240	H \$96,530	I \$97,820	J \$99,110
HIGH SCHOOL(HS) STAGE SALARY*	A \$85,750	B \$87,040	C \$88,330	D \$89,620	E \$90,910	F \$92,200	G \$93,490	H \$94,780	I \$96,070	J \$97,360
K-8: Large550+(L) STAGE SALARY*	A \$78,500	B \$79,790	C \$81,080	D \$82,370	E \$83,660	F \$84,950	G \$86,240	H \$87,530	I \$88,820	J \$90,110
K-8: Medium300 - 549(M) STAGE SALARY*	A \$76,000	B \$77,290	C \$78,580	D \$79,870	E \$81,160	F \$82,450	G \$83,740	H \$85,030	I \$86,320	J \$87,610
HS, K-8, Alt.: Small <300 (S) STAGE SALARY*	A \$74,500	B \$75,790	C \$77,080	D \$78,370	E \$79,660	F \$80,950	G \$82,240	H \$83,530	I \$84,820	J \$86,110
Supervisor/ Program Director STAGE SALARY*	A \$70,250	B \$71,540	C \$72,830	D \$74,120	E \$75,410	F \$76,700	G \$77,990	H \$79,280	I \$80,570	J \$81,860
ASSISTANTPRINCIPAL STAGE SALARY*	A \$64,750	B \$65,879	C \$67,008	D \$68,136	E \$69,265	F \$70,394	G \$71,523	H \$72,651	I \$73,780	J \$74,909

Note Advance Degree Supplement

\$ 3,000.00 Supplement for EDS degree
 \$ 6,000.00 Supplement for EDD degree

2022-23 Differentiated Pay Plan Submission

On May 24, 2017, the State Board of Education passed the new Strategic Compensation Policy which provides greater clarity on the qualifications for differentiated pay plans. Each LEA shall report annually on the implementation of its differentiated pay plan. Implementation of differentiated pay requires that districts compensate eligible educators as outlined by the approved district plan for the year in which they are reporting. Creating a plan in which there are no eligible educators to meet the criteria will not be considered for approval. When determining funding scenarios, districts should examine all applicable federal, state, and local funding received to determine what sources will fund the differentiated pay plan.

Each differentiated pay plan submitted to the department shall include compensation for educators based on, at minimum, one of the following criteria:

- High-needs subject areas and schools, sometimes referred to as hard-to-staff subjects or schools
- Instructional roles and/or responsibilities
- Performance

Each district should submit their plans by **5 p.m. CT, Friday, July 1**. Submission includes:

- 2022-23 Differentiated Pay Plan (this complete form)
- Implementation Update on 2021-22 Differentiated Pay Plan (based on payouts to teachers during the 2021-22 school year)
- 2022-23 Salary Schedule (upload in excel format)

The following items are optional, but do not meet the above-differentiated pay criteria:

- Responsibilities that support student organizations or extracurricular activities
- Attendance bonuses
- National board certification
- School and district administrator compensation

Submission tips and guidelines:

1. *You may advance through the application without completing all required fields on a page.*
2. *You may use the "Save and Resume Later" function to save your work and come back later. However, any file uploads will not be saved.*
3. *All required fields must be completed in order to submit the application.*

The deadline for submission is 5 p.m. CT, Friday, July 1.

District Name*

WASHINGTON COUNTY--900

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Contact Information

Please provide your contact information in the event that we need to follow up with any questions.

Name*

Jerry Whitaker

Role in District Office*

Other

Please list your role here

Deputy Chief Finance and Business Officer

Email Address*

whitakerj@wcde.org

Phone*

(423) 753-1106

CORE Region*

First

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Hard-to-Staff Schools, Subjects, and/or Grades

- High-needs schools are defined as schools with significant populations of historically disadvantaged students (low income, special education, racial/ethnic subgroups), schools with significant populations of Below Basic/Basic (or Below/Approaching) students, schools with low teacher retention rates or high teacher turnover, and schools with equity gaps/effective teaching gaps.
- High-needs subject areas are defined as content or grade levels that districts struggle to recruit and retain effective educators for positions. Metrics to determine this could include any positions not filled by July 1, shifting effective teachers to priority areas, etc.
- The Every Student Succeeds Act (ESSA) outlines the necessity for providing a well-rounded education which means high-needs subject areas are **NOT** limited to reading or math, but could include fine arts, special education, foreign language, career/technical educators, etc.

Is your district implementing a Hard-to-Staff component for the 2022-23 school year?*

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Instructional Roles and Responsibilities

Instructional roles and/or responsibilities are defined as duties assigned to educators that allow them to build leadership capacity and increase effective educator practice across schools and the district. Roles should support increasing educator effectiveness at the grade, school, or district level. Please include teacher leadership roles (such as those developed through the Teacher Leader Network).

NOTE: Districts may provide additional compensation for other responsibilities that support student organizations or extracurricular activities, attendance bonuses, or national board certification. However, these opportunities will **NOT** be considered in determining whether the minimum differentiated pay guidelines have been met.

Is your district implementing instructional roles and/or responsibilities for the 2022-23 school year?*

Yes

How many unique instructional roles will be implemented for the 2022-23 school year?*

5 or more

For example, a district implementing six Teacher Coach positions and two Content Lead positions would be implementing (2) unique instructional roles.

Description of Instructional Roles and Responsibilities*

- (1) Two Student Technology Support Specialists to support and train teachers with instructional technology
- (2) Four Instructional Coaches to support and train teachers
- (3) One position as coordinator of RTI programs
- (4) Two support positions as teacher-leaders in RTI programs working with teachers
- (5) Four mentor administrators to support new administrators
- (6) Forty mentor teachers to support new teachers

Describe how the district will utilize instructional roles and responsibilities in the district to build capacity. Please format your response as "Instructional Role: Descriptions and responsibilities for role". For example, "Teacher Coach: Facilitate professional development and review best instructional practices".

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:*

Level of overall effectiveness (LOE)

Individual TVAAS

Certified in content/grade area

Attendance minimum (i.e., miss no more than 12 days)

Years of experience

Advanced degrees

None

Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:*

Individuals are selected with the intent to develop and increase leadership capacity within instructional staff. Eligibility criteria will be Level of Overall Effectiveness (LOE) and certified in content/grade area.

Indicate N/A if there is no additional information.

What is the amount of the compensation per instructional role?*

Compensation for roles 1 and 2 are based on degree, experience and time on task. Compensation for roles 3, 4, 5 and 6 are based on time on task and performance in teacher support.

(1) Two Student Technology Support Specialists (2) x \$63,476.00

(2) Four Instructional Coaches to support and train teachers (4) x \$69,540.75

(3) One position as coordinator of RTI programs (1) x \$4,950.00

(4) Two support positions as teacher-leaders in RTI programs working with teachers (2) x \$3,630.00

(5) Four mentor administrators to support new administrators (4) x \$330.00

(6) Forty mentor teachers to support new teachers (40) x \$330.00

Please include amount per role, formatted as "Role (# of roles) x Compensation Amount". For example, "Teacher Coach (6) x \$1000".

Estimate the number of teachers that will receive compensation for instructional roles in 2022-23:*

53

This refers to the number of positions to be filled.

Estimate total district cost of the Instructional Roles and Responsibilities component:*

\$

431845.00

Budgeted amount for this component.

Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:*

1.50

Excluding benefits/fringe.

What data was used in making the decision to include an additional roles component?

LEA Strategic Plan priorities

Examples of data might include distribution of student scoring in core content areas, goals listed in district strategic plan not being achieved through traditional teacher roles, etc.

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Performance

Performance components differentiate pay based on educator effectiveness data or accountability data (for use at school/district level). Districts can provide stipends/bonuses or base pay increases.

If your district is providing performance based bonuses, please continue to complete this section.

Base pay increases determined by an educator's level of overall effectiveness (LOE) qualify as an alternative salary schedule and are subject to approval by the board.

If your district has an alternative salary schedule, this information will be collected in the next section.

Is your district implementing a performance based bonus for the 2022-23 school year?*

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Alternative Salary Schedule

An alternative salary schedule uses some other component, often performance criteria, in addition to or in lieu of education and experience to determine base pay.

Base pay increases determined by an educator's level of overall effectiveness (LOE) qualify as an alternative salary schedule and are subject to approval by the board.

Is your district implementing an alternative salary schedule?*

No

An alternative salary schedule uses some other component, often performance criteria, in addition to or in lieu of education and experience to determine base pay.

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Other Information on 2022-23 Differentiated Pay Plan

Does your district provide additional compensation for National Board Certification?*

No

Does your district provide additional compensation for school leaders (in addition to what they are paid to be an administrator)?*

No

This may include performance bonuses, awards, or other performance contracts.

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2022-23 Salary Schedule

If you save and resume later, the attachment will not save and you will have to re-upload your salary schedule.

Describe how educators are compensated for earning advanced degrees in your district:*

Pay increases are awarded for MA, MA+10, MA+30, MA+40, EdS, MA+50, MA+60 and EdD degrees.

Please list the advanced degrees your district compensates for (MA, MA+45, Ed.D, Ph.D).

2022-23 Salary Schedule (excel format only)

Choose File

Remove File

2022-2023_Certified Salary Scale_Option-A.xlsx

File uploads may not work on some mobile devices.

Please make sure your salary schedule is labeled 2022-23 salary schedule (even if no additional funds have been added to the salary schedule).

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Implementation Update on 2021-22 Differentiated Pay Plan

Per the Strategic Compensation policy (State Board of Education Policy 5.600), each LEA shall report annually on the implementation of its differentiated pay plan.

Total number of certified teachers in the district in 2021-22:*

Did your district pay out funds to educators for fulfilling a Hard-to-Staff component of your 2021-22 differentiated pay plan?*

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[Progress](#)

Implementation Update on 2021-22 Differentiated Pay Plan: Additional Roles/Responsibilities

Did your district pay out funds to educators for fulfilling additional roles and responsibilities as outlined in your 2021-22 differentiated pay plan?*

Yes

How many teachers received the Additional Roles and Responsibilities award in 2021-22?*

43

What is the amount the individual educators received per additional role in 2021-22?*

Instructional Coaches (3) x \$63,794.15 (avg.)
Student Support Technology Specialists (2) x \$33,088.62 (3 total counting the one that was promoted)
RTI Coordination and Support (2) x \$33.00/hour
Mentor programs (35) x \$33.00/hour

Please include amount per role, formatted as "Role (# of roles) x Compensation Amount". For example, "Teacher Coach (6) x \$1000".

Actual total cost of the Additional Roles and Responsibilities component:*

\$

307989.81

Total paid out to all teachers

When did you pay out for the Additional Roles and Responsibilities component?*

The pay out was monthly starting in July 2021 and ending in June 2022.

Please report in the format of "Month Year". For example, "May 2018".

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Implementation Update on 2021-22 Differentiated Pay Plan: Performance

Implementation updates for performance awards based on 2021-22 data are due **December 1, 2022**.

Did your district pay out funds (or plan to pay out funds) to educators based on performance criteria as outlined in your 2021-22 differentiated pay plan?*

No

If you are planning to make performance payouts using 2021-22 data but have not yet made payments, then you will submit this information by December 1, 2022.

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Progress

Other 2021-22 Implementation

Did your district pay out funds for National Board Certification (NBC)?*

No

Did your district pay out additional funds for school leaders (in addition to the stipend paid to be an administrator)?*

No

This may include performance bonuses, awards, or other performance contracts.

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2022-23 Differentiated Pay Plan Confirmation

Please type your name below to certify that you have read and agree to the following statements:

- The differentiated pay plan described in this form submission contains **at least one (1) eligible component** per State Board Policy 5.600.
- All data reported within this plan is accurate to the best of my knowledge at the time of submission.
- The differentiated pay plan will not receive final approval until all components have been submitted, including the 2022-23 salary schedule, vacancy data, and implementation data (if applicable). Failure to submit all required components will result in noncompliance.
- The district will implement the submitted differentiated pay plan as approved by the department. If the district would like to make any changes or revisions to the approved plan, the district must notify the department and await additional approval before implementing revisions.

Type your name here to indicate agreement with the previous statements.*

Jerry

First Name

Whitaker

Last Name

2022-23 Differentiated Pay Plan Feedback

What type of feedback would be most helpful in improving your 2022-23 differentiated pay plan?

What questions do you have for the educator effectiveness team about your differentiated pay plan?

Save and Resume Later

Progress

Save and Resume Later

Progress

Submit!

2023 Insurance Premium Breakdown

Appendix E

Premier PPO (Network S or CIGNA LocalPlus)	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	8,196.00	13,512.00	17,628.00	21,300.00
Board	6,276.00	10,356.00	13,500.00	16,320.00
Employee Cost	1,920.00	3,156.00	4,128.00	4,980.00
# of Months	10	10	10	10
Per month	192.00	315.60	412.80	498.00

Standard PPO (Network S or CIGNA LocalPlus)	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	7,620.00	12,552.00	16,368.00	19,788.00
Board	6,276.00	10,356.00	13,500.00	16,320.00
Employee Cost	1,344.00	2,196.00	2,868.00	3,468.00
# of Months	10	10	10	10
Per month	134.40	219.60	286.80	346.80

Limited PPO (Network S or CIGNA LocalPlus)	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	7,200.00	11,880.00	15,492.00	18,732.00
Board	6,276.00	10,356.00	13,500.00	16,320.00
Employee Cost	924.00	1,524.00	1,992.00	2,412.00
# of Months	10	10	10	10
Per month	92.40	152.40	199.20	241.20

CDHP with HSA (Network S or CIGNA LocalPlus)	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	6,276.00	10,356.00	13,500.00	16,320.00
Board	6,276.00	10,356.00	13,500.00	16,320.00
Employee Cost	0.00	0.00	0.00	0.00
# of Months	10	10	10	10
Per Month	0.00	0.00	0.00	0.00

WCDE Board Contribution to HSA	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Board	1,000.00	2,000.00	1,500.00	2,500.00
# of Months	10	10	10	10
Per Month	100.00	200.00	150.00	250.00

2022 upcharge for the following networks paid by the employee in addition to monthly premium listed above:

CIGNA Open Access	78.00	78.00	156.00	156.00
BCBS Network P	78.00	78.00	156.00	156.00

2022 Insurance Premium Breakdown

Appendix E

(Network S or	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	7,812.00	12,876.00	16,020.00	20,304.00
Board	-5,676.00	-9,360.00	-11,640.00	-14,760.00
Employee Cost	2,136.00	3,516.00	4,380.00	5,544.00
# of Months	10	10	10	10
Per month	213.60	351.60	438.00	554.40

(Network S or	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	7,308.00	12,048.00	14,988.00	18,996.00
Board	-5,676.00	-9,360.00	-11,640.00	-14,760.00
Employee Cost	1,632.00	2,688.00	3,348.00	4,236.00
# of Months	10	10	10	10
Per month	163.20	268.80	334.80	423.60

(Network S or	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	6,696.00	11,028.00	13,716.00	17,388.00
Board	-5,676.00	-9,360.00	-11,640.00	-14,760.00
Employee Cost	1,020.00	1,668.00	2,076.00	2,628.00
# of Months	10	10	10	10
Per month	102.00	166.80	207.60	262.80

(Network S or	<u>Employee</u>	<u>Emp+Child(ren)</u>	<u>Emp+Spouse</u>	<u>Emp+Spouse+Children</u>
Total Cost	5,676.00	9,360.00	11,640.00	14,760.00
Board	-5,676.00	-9,360.00	-11,640.00	-14,760.00
Employee Cost	-	-	-	-
# of Months	10	10	10	10
Per Month	-	-	-	-

Upcharge for the following networks to be paid by the employee in addition to monthly premium

CIGNA Open Access	78.00	78.00	156.00	156.00
BCBS Network P	78.00	78.00	156.00	156.00

listed above:



Annual Transportation Report-June 2022

- 1. How many buses will run regular routes when school starts?**
 - a. 73 Big Buses; 21 SPED Buses
- 2. How many spare buses (if any) are available for route use when needed?**
 - a. 9 Big Buses; 13 SPED Buses
- 3. How many buses are now one year old, two years old, three years old, etc?**
 - a. See attached Bus Inventory list
- 4. How many buses failed vehicle inspections for the 2021-2022 school year?**
 - a. 0
- 5. How many vehicles, and what types, are positioned at the high schools for extracurricular use?** Trucks, vans, and activity buses are used.
 - a. DBHS – 6 DCHS – 5
- 6. How many driver's education vehicles are in daily use at the high schools?**
 - a. 4 (2 at DCHS; 2 at DBHS)
- 7. Other than buses, how many vehicles, and what types, are in use by the transportation department?**
 - a. 8 transportation vehicles; 1 dump truck; 1 service truck
- 8. How many vehicles, and what types, are in use by the maintenance department?**
 - a. 28 trucks and vans; 1 box truck; 1 Dump Truck.
- 9. How many vehicles, and what types, are in use by the food service department?**
 - a. 10 box trucks; 2 trucks; 1 van
- 10. How many staff members are allowed to drive a school system vehicle 24/7?**
 - a. 14 Transportation, Maintenance, and Food Service personnel
- 11. What is the average length (miles) of a Washington County bus route?**
 - a. 40 miles per day is average
- 12. About how many gallons of diesel fuel do we use in a given school year?**
 - a. 55 Large buses @ 7 mpg = 56,571 gallons per 180 days
- 13. About how many gallons of gasoline do we use in a given school year?**
 - a. 21 SPED Buses @ 9 mpg = 16,800 gallons per 180 days
- 14. About how many gallons of propane will we use in a given school year?**
 - a. 18 Propane Buses @ 4 mpg = 32,400 gallons per 180 days

Board of Directors

Annette Buchanan
Jason Day
Mary Beth Dellinger

Keith Ervin
Chad Fleenor
David Hammond

Mike Masters
Mitch Meredith
Whitney Riddle

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34384**

Date Issued **6/16/2022**

Appropriation No. **72210-399-951**

Dept.

School **system wide**

TO
TNTP, Inc.
500 7th Ave., 8th floor
New York, NY 10018

NOTICE TO VENDOR

1. Purchase order number MUST appear on all invoices submitted for payment.

2. Mail TWO copies of your invoice promptly to:

Washington County Board of Education

405 West College Street

Jonesborough, Tennessee 37659

Telephone (423) 753-1105

Deliver to
 Address **Washington Co Dept of Ed**

Via _____ on or before _____

Articles on this order must be charged to account of _____

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	ELA Curriculum Implementation Support FY2022 HQIM Literacy Implementation Grant 72210-399 Contract # CC21090266 Apr - June 2022				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				19,656.00

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

TNTP, Inc
 500 7th Avenue, 8th Floor
 New York, NY 10018
 +1 (718) 2332800
 FEIN/EIN: 13-3850158



INVOICE

Date	Invoice Number
06/20/2022	CINV22063847
Payment Terms	Due Date
Net 30	07/20/2022
Contract Number	
CC21090266	

Bill To:
Washington County Schools 405 West College Street Jonesborough, TN 37659 United States of America

Remit To:
TNTP, Inc PO Box 412809 Boston, MA 02241-2809 United States of America +1 (718) 2332800

Page 1 of 1

Purchase Order Number	From Date	To Date	Customer ID
	04/01/2022	06/30/2022	CUST000860

Item Description	Amount
ELA curriculum implementation support provided as part of a TDOE-funded literacy implementation network	\$19,656.00

Total	\$19,656.00
Less Withholding	\$0.00
Total Invoice Amount	\$19,656.00

TNTP prefers payment via ACH. Our ACH payment information is:

Account Name: The New Teachers Project Inc.
Bank Name: Bank of America
Bank Account Number: 483043601627
Bank Routing Number: 021000322
Memo/reference: Please use Invoice ID

Or, if paying by check, please make checks payable to "TNTP"
TNTP cannot accept payment via credit card

Reviewed and certified by Tonya Horton, Executive Vice President, TNTP:

Fnd T Acct	Obj	Prj	Loc	Prg	Account Level Description	2021-22		May 2021-22		2021-22		2021-22	
						Budget	Monthly Activity	Monthly Activity	FYTD Activity	FYTD Activity	Balance - YTD Act	FYTD \$	
951					HQIM LITERACY IMPLEMENTATION N								
142 E	71100	429	951	00000	000 SUPPLIES & MATERIALS	5,000.00	0.00	0.00	0.00	0.00	5,000.00	0.00	0.00
142 E	72210	399	951	00000	000 OTHER CONTRACTED SERVICE	73,000.00	0.00	0.00	53,144.00	0.00	19,856.00	72.80	72.80
142 E	72210	524	951	00000	000 IN-SERVICE / STAFF DEVELOPMENT	5,000.00	0.00	0.00	0.00	0.00	5,000.00	0.00	0.00
						83,000.00	0.00	0.00	53,144.00	0.00	29,856.00	64.03	64.03

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **33726**
 Date Issued ~~5-31-22~~ **7-1-22**
 Appropriation No. **71200-429 (934)**
 Dept. **SpEd**
 School **System wide**

TO **N2Y, LLC**
PO Box 550
Huron, OH 44839

Deliver to **Washington County Schools**
 Address **405 W. College St.**
Jonesborough, TN 37659
 Via **Contact Person: Sebrena St. John** on or before

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:
Washington County Board of Education
405 West College Street
Jonesborough, Tennessee 37659
Telephone (423) 753-1105

ESSER 2.0

Articles on this order must be charged to account of

EM O.	ARTICLES OR SERVICES (Unless otherwise stated all prices F.O.B. Destination)	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	Unique Learning System - add users		6	164.94	989.64
	News2You - add users		4	56.57	226.28
	Unique Learning System - Renewal		14	640.46	8,966.44
	News2You - Renewal		9	219.65	1,976.85
	see attached				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				12,159.21

SUBJECT TO THE FOLLOWING CONDITIONS

- 1. All packages, cartons or other containers must be plainly marked with the purchase order number.
- 2. No right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
- 3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
- 4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
- 5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
- 6. This county is not liable for Federal excise tax or state sales tax.
- 7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:





Quote No.	Opportunity No.	Date
Q-86622	OPP-163704	5/16/2022

Remit To	Contact Info
n2y, LLC PO Box 550 Huron, OH 44839	Sebrena Stjohn stjohns@wcde.org

Bill To	Ship To
Washington County Board of Education 405 West College Street Jonesborough, TN 37659	Washington County Board of Education 405 West College Street Jonesborough, Tennessee 37659

Date	Payment Terms	RFP / Contract #	Purchase Order
5/16/2022	Net 30		

Qty	Item	Description	Type	Sub No.	Sub Start Date	Sub End Date	Unit Cost	Amount
6	ULS	Unique Learning System®	Add Users	172852	7/25/2022	10/26/2022	\$164.94	\$989.64
4	NWS	News2you™	Add Users	638769	7/25/2022	10/26/2022	\$56.57	\$226.28
14	ULS	Unique Learning System®	Renewal	172852	10/27/2022	10/26/2023	\$640.46	\$8,966.44
9	NWS	News2you™	Renewal	638769	10/27/2022	10/26/2023	\$219.65	\$1,976.85

Thank you for your business! In need of additional assistance? Please call us at (419) 433-9800 or (800) 697-6575.

Sub-Total: \$12,159.21
Sales Tax: \$0.00
Total: \$12,159.21

Please Note:

1. This Quote, exclusive of sales tax, is valid for 90 days. Purchase orders or payments via credit card must be received within 90 days from the date of this Quote to guarantee the listed price.
2. Multi-year Quotes require full payment of the Quote amount up front.
3. Prices are subject to change without notice. All orders are subject to our standard terms and conditions. ([Terms of Use & Privacy Policy](#))
4. n2y accepts credit cards for orders up to \$5,000 and checks or ACH payments for orders over \$5,000. Your Sales Representative would be happy to address any questions you might have regarding these policies.

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34433**

Date Issued

Appropriation No. 142E 71100471934

Dept. **ESSER 2.0**

School **Twana McKinney
Cindy Hayes**

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.

2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education

405 West College Street

Jonesborough, Tennessee 37659

Telephone (423) 753-1105

TO **Instructure**
6330 South 3000 East
Suite 700
Salt Lake City, UT 84121
 Deliver to **Washington County Schools**
 Address **405 West College St.**
 Via **Jonesborough TN 37659** on or before
Cindy Hayes/Ashley Keys
 Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination) Contract for District Full year-Case Assessments -Mastery Connect -Item Bank -Individual student Reports * Sole Source letter Attached				
GRAND TOTAL - INCLUDING ALL ATTACHED PAGES					1091663.75

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



877.576.5364
6330 SOUTH 3000 EAST, SUITE 700
SALT LAKE CITY, UTAH 84121
INSTRUCTURE.COM

To Whom It May Concern:

Instructure Inc. is a developer of CASE benchmark assessments, common assessments, test prep study guides, College and Career Ready Assessments (CCRA), and CASE Item Banks (formerly SCORE21 Formative Assessment Builder) that are very closely aligned with individual state standards for grades Kindergarten through High School. Instructure's team of experienced professionals help teachers and administrators harness the power of data provided by CASE reports to focus on student needs.

Instructure, Inc. is the sole distributor of these products in the states of Mississippi, North Carolina, South Carolina, Tennessee, Kentucky and Louisiana.

Instructure is committed to helping school districts and individual schools improve student achievement. We look forward to working with your administration and your staff to help make these improvements in the lives of your students.

If you have any additional questions, please feel free to contact us.

Thank you for your interest in our Assessment Solutions.

Sincerely,

A handwritten signature in black ink that reads "Jeff Ebert".

Jeff Ebert
Sr. Manager, Deal Desk

March 5, 2021



Services Order Form

Order #: Q-261730-1
Date: 2022-05-26
Offer Valid Through: 2022-08-01

6330 South 3000 East, Suite 700, Salt Lake City, UT 84121, United States

Order Form For Washington Co School District

Address: 405 W College St
City: Jonesborough
State/Province: Tennessee
Zip/Postal Code: 37659
Country: United States

Order Information
Billing Frequency: Annually Upfront Upon Start Date
Payment Terms: Net 30

Billing Contact

Name: Paul Masters
Email: mastersp@wcde.org
Phone: 423-753-1105

Primary Contact

Name: Twana McKinney
Email: mckinneyt@wcde.org
Phone: (423) 833-4617

Handwritten notes: 142E71100471934, ESSER 2.0

Billing Frequency Term:

Non-recurring items will be invoiced upon signing. Recurring items will be invoiced on the subscription start date.

Year 1

Table with 7 columns: Description, Start Date, End Date, Metric, Qty, Price, Amount. Rows include: Mastery View Predictive Assessments TN - Full Year - District Pricing - CASE Pacing, Mastery Connect Bundled Subscription, Individual Student Reports, Item Bank - Mastery All 4 Subjects & Mastery View Bundle, Recurring Sub-Total, Year 1 Total, Grand Total: USD 109,663.75

Package Information

Included in your Item Bank - Navigate All 4 Subjects & CASE Bundle:

Deliverable	Description	Expiration
Mastery Item Bank - Supplemental	Annual Subscription for Mastery Item Bank - Supplemental	N/A
Mastery Item Bank Subscription	Mastery Item Bank subscription for ELA, Math, Science and Social Studies featuring learning standards alignments for all 50 States, D.C., Common Core and Next Generation Science Standards.	N/A

The items above must be completed during the time period beginning on the later of the Effective Date or the initial Start Date specified in this Order Form and ending pursuant to the time frame set forth in the Expiration column above.

Metrics and Descriptions:

User: User Metric reflects the maximum number of individuals authorized by the Customer to access and/or use the Service and Customer has paid for such access and/or use.

In the event Customer enables access to the Service to more Users over a given contract year than are allocated to such contract year as set forth above, then Instructure reserves the right, in its sole discretion, to invoice the Customer for such additional number of Users. In addition, the User fees set forth above are based on the assumption that Customer's Users will use the Service commensurate with the average usage patterns of users across Instructure's user base in the aggregate (such average usage being referred to herein as "Typical Use") and do not account for usage of the Service by Customer's Users beyond such Typical Use. To the extent the Users' usage of the Service, in the aggregate, exceeds the Typical Use at any given time, Instructure reserves the right, in its sole discretion, to increase the fees by an amount proportional to such excess usage. In the event Instructure increases the fees pursuant to this paragraph, Instructure shall send an invoice to Customer for the applicable increase along with documentation evidencing the additional usage of or additional Users who have access to the Service giving rise to such fee increase. Any invoice sent pursuant to the foregoing shall be due and payable within 30 days of receipt.

Product	Description
Mastery View Predictive Assessments - Grade Levels	Mastery View Predictive Assessments for the State Tested Subject Areas.
Item Bank - Mastery All 4 Subjects & Mastery View Bundle	Annual Subscription for Mastery View + Mastery Item Banks

Elementary Assessment Order Detail				
Subject	Ordered	# of Tests per Year	Delivery Method	Grade Level
ELA	Yes	3	Online - MasteryConnect	3;4;5
Math	Yes	3	Online - MasteryConnect	3;4;5
Science	Yes	3	Online - MasteryConnect	3;4;5
Social Studies	Yes	3	Online - MasteryConnect	3;4;5

Middle Assessment Order Detail				
Subject	Ordered	# of Tests per Year	Delivery Method	Grade Level
ELA	Yes	3	Online - MasteryConnect	6;7;8
Math	Yes	3	Online - MasteryConnect	6;7;8
Science	Yes	3	Online - MasteryConnect	6;7;8
Social Studies	Yes	3	Online - MasteryConnect	6;7;8

High School Assessment Order Detail				
Subject	Ordered	# of Tests per Year - Traditional	# of Tests per Semester - Block	Delivery Method
Standard Package - All Subjects	Yes	3	2	Online - MasteryConnect
Standard English	Yes	3	2	Online - MasteryConnect
Standard Math	Yes	3	2	Online - MasteryConnect
Standard Science	Yes	3	2	Online - MasteryConnect
Standard Social Studies	Yes	3	2	Online - MasteryConnect

Additional Assessment Details				
Assessment Package		Option 1 (3BA): 1st BA, 2nd BA, & Final Comp		
College Prep Assessments				
Grades to Test		# of Students		# of Administrations
Item Bank Subscription				
Grades to Access		1;2;3;4;5;6;7;8;9;10;11;12;K		
Notes				
This quote is for Mastery View Predictive assessments (with Consortium/Mastery View pacing) for grades 3-11 and Mastery +Supplemental item banks for grades K-12, all delivered via MasteryConnect platform (with GradeCam), with student reports. Quote reflects CER pricing. Professional development included: none.				

Duration: The Services provided under this Order Form shall begin on the first year Start Date set forth above and continue through the last year End Date set forth above, provided, however, that Instructure may provide certain implementation related Services prior to the first year Start Date at its sole discretion.

Miscellaneous: Instructure's support terms are available as follows:
 Canvas & Catalog: <https://www.instructure.com/canvas/support-terms>
 Portfolium: <https://portfolium.com/support-terms>
 MasteryConnect: <https://www.masteryconnect.com/support/>

As part of our commitment to provide the most innovative and trusted products in the industry, at times we must increase our renewal rates to cover additional expenses associated with advancing our products. If you have concerns with any increases, please reach out to your account representative.

The pricing for this quote is based on your choice to use CASE pacing. By using CASE pacing, you will not be able to make any changes or adjustments to the benchmark assessments or the CASE reports.

Terms and Conditions

This Order Form shall be governed by the Master Terms and Conditions which can be found here:
<https://www.instructure.com/policies/master-terms-and-conditions>

The provision of any Item Bank Services shall also be governed by the Addendum which can be found here:

<https://www.instructure.com/item-bank-addendum>.

The provision of any Predictive Assessment Services shall also be governed by the Addendum which can be found here:

<https://www.instructure.com/benchmark-assessment-addendum>.

In the event of any conflict between this Master Terms and Conditions and any addendum thereto and this Order Form, the provisions of this Order Form shall control.

Notes

This quote is for Mastery View Predictive assessments (with Consortium/Mastery View pacing) for grades 3-11 and Mastery+Supplemental item banks for grades K-12, all delivered via MasteryConnect platform (with GradeCam), with student reports. Quote reflects CER pricing. Professional development included: none.

PURCHASE ORDER INFORMATION	TAX INFORMATION
Is a Purchase Order required for the purchase or payment of the products on this order form? Please Enter (Yes or No): <u>Yes</u> If yes, please enter PO Number: <u>34433</u>	Check here if your company is exempt from US state sales tax: <input checked="" type="checkbox"/> Please email all US state sales tax exemption certifications to ar@instructure.com 1

By executing this Order Form, each party agrees to be legally bound by this Order Form.

Washington Co School District

Signature:	_____
Name:	_____
Title:	_____
Date:	_____

Inst	_____
Sig	_____
Nam	Mr. Boyd
Title	Please fill out Washington Co. Box
Dat	_____

Thanks
 Yvona McQuinn

Budget Detail

Narrative Description

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes/Keys

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$378,890.50

Line Item Total: \$378,890.50

CASE benchmark assessments and student reporting

CASE

PURCHASING DEPARTMENT

WASHINGTON COUNTY BOARD OF EDUCATION

FEDERAL PROJECTS FUND

PURCHASE ORDER

Purchase Order 34101 pd 8/20/21

Date Issued 7/12/21

Appropriation No. 147671100471934

Dept. ESSER 2.0

School Keys/Hayes

TO Instructure
Dept CH 16968
Palatine, IL 60055-6968

Deliver to Washington County Schools

Address 405 West College St Jonesborough TN 37659

Via Ashley Keys / Cindy Hayes on or before

NOTICE TO VENDOR

- 1. Purchase order number MUST appear on all invoices submitted for payment.
- 2. Mail TWO copies of your invoice promptly to:
Washington County Board of Education
405 West College Street
Jonesborough, Tennessee 37659
Telephone (423) 753-1105

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Please see Attachments ItemBanks - CASE Benchmarks Training ESSER 2.0 (Case Benchmark assessments and Student Reporting) 71100 - 471 ✓ESSER 2 & 3				
	ESSER 2.0 → verify end date 7/31/22				
	ESSER 3.0 → one year				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				135,557.

SUBJECT TO THE FOLLOWING CONDITIONS

- All packages, cartons or other containers must be plainly marked with the purchase order number.
- The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
- Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
- No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
- Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
- The county is not liable for Federal excise tax or state sales tax.
- Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

SCHOOL'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34413**
 Date Issued
 Appropriation No. **93478210491**
 Dept. **ELL - S.W.**
 School **Chris Morelock**

To **Curriculum Associates, LLC**
153 Prangeway Road
North Billerica, MA 01860
617-307-5755 (Ellie McGrath)
 Deliver to **WCDE**
 Address **405 West College Street**
 Via **Jonesborough, TN 37659**

NOTICE TO VENDOR
 1. Purchase order number **MUST** appear on all invoices submitted for payment.
 2. Mail **TWO** copies of your invoice promptly to:
 Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Ellevation Platform - Subscription fees		31	\$	6,250 ⁰⁰
	Ellevation Data/Implementation		1	\$	937 ⁵⁰
	Online Training (312 platform)		2 MB	\$	1,000⁰⁰ MB
					\$ 7,187 ⁵⁰
	Do Not Exceed				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

- All packages, cartons or other containers must be plainly marked with the purchase order number.
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IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY	There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.	APPROVED:
	Authorized Signature	Purchasing Agent



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Burleson, Martha

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00:29:27

Budget Detail

Washington County (900) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER) 2.0

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Indirect Cost	
Total Contributing to Indirect Cost	\$2,620,417.25
Indirect Cost Rate	17.51%
Maximum Allowed for Indirect Cost	\$458,829.83

Filtering - 4 out of 49 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
72210 - Support Servic...	All	All	No Options Selected	No Options Selected

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<< First < Previous **1** Next > Last >> Items 1-4 out of 4

Items/Page: **10**

Budget Detail

Narrative Description

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$7,187.50

Line Item Total: \$7,187.50

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Acceleration: S...

School Type: Traditional Public School

Optional Program Code: Keys

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$20,000.00

Line Item Total: \$20,000.00

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Combs

Location: Washington County (900)

ELlevation platform for LEP students to support student data analysis, reporting, collaboration, instruction and monitoring. This includes data implementation.

AP Training for Honors Program and AP Capstone

RTI training - 95% Group intervention materials (Will reimburse the district if application is not approved before the training)

Budget Detail

Code:

Quantity:

Cost:

Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Training for ELLevation platform

Total for filtered Budget Details:

Total for all other Budget Details:

Total for all Budget Details:

Adjusted Allocation:

Remaining:

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PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
 FEDERAL PROJECTS FUND
 PURCHASE ORDER

Purchase Order **34412**

Date Issued

Appropriation No. **934 72210 524**

Dept. **ELL - S.W.**

School

Chris Mavelock

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.

2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

To Curriculum Associates, LLC
 153 Rangeway Road
 North Billerica, MA 01862
 L 617-307-5755 (Ellie McGrath)

Deliver to **WCDE**
 Address **405 West College Street**
 Via **Jonesborough, TN 37659**

on or before

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	On-line Training (3HR platform)		2	\$2,000.00	\$4,000.00
	* Do Not Exceed *				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

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- Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

Budget Detail

Code:

Quantity:

Cost:

Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Training for ELLevation platform

Total for filtered Budget Details:

Total for all other Budget Details:

Total for all Budget Details:

Adjusted Allocation:

Remaining:

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Burleson, Martha

Production
Session Timeout
00:29:18

Budget Detail

Washington County (900) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER) 2.0

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Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filtering - 4 out of 49 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
72210 - Support Servic...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

<< First < Previous **1** Next > Last >> Items 1-4 out of 4

Items/Page:

Budget Detail

Narrative Description

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

ELlevation platform for LEP students to support student data analysis, reporting, collaboration, instruction and monitoring.
This includes data implementation.

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Acceleration: S...

School Type: Traditional Public School

Optional Program Code: Keys

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

AP Training for Honors Program and AP Capstone

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Combs

Location Code: Washington County (900)

RTI training - 95% Group intervention materials
(Will reimburse the district if application is not approved before the training)

Curriculum Associates, LLC Order Form - Q-31683

This Order Form is being entered into between Curriculum Associates, LLC having an address at 153 Rangeway Road, North Billerica, MA 01862 ("Company") and the Customer Name identified as "Customer" below, pursuant to the parties' Master Services Agreement dated 7/1/2022 ("MSA"). In the event of any conflict between this Order Form and the MSA, the terms of this Order Form shall control. This Order Form is effective as of the Subscription Start Date set forth below.

Company: Curriculum Associates, LLC
 Representative: Ellie McGrath
 Email: elliem@ellevationeducation.com
 Phone: 617-307-5755
 Address: 153 Rangeway Road,
 North Billerica, MA 01862
 Start Date: 7/1/2022

Customer: Washington County Public Schools, TN
 Contact Name:
 Email:
 Phone:
 Address: ,
 ,TN
 End Date: 6/30/2023

Subscription Fees

Product	Quantity	Unit Price	Total Fees
Ellevation Platform	31	Minimum	\$6,250.00
Subscription Total:			\$6,250.00

Services Fees

Product	Quantity	Unit Price	Total Fees
Ellevation Data/Implementation	1	\$937.50	\$937.50
Online Training - 3 Hr (Platform)	2	\$2,000.00	\$4,000.00
Services Total:			\$4,937.50

Total Investment - Q-31683

Grand Total:	\$11,187.50
---------------------	--------------------

Invoicing Schedule: Up Front, In Full

Payment Term: Net 30

Contract Term: 12

Curriculum Associates, LLC

Washington County Public Schools, TN

By (Signature): _____

By (Signature): _____

Name (Print): _____

Name (Print): _____

Title: _____

Title: _____

Date: _____

Date: _____

This Master Services Agreement (this "Agreement") is dated as of 7/1/2022 ("Effective Date") by and between Curriculum Associates, LLC ("Company"), and Washington County Public Schools, TN ("Customer"). Company and Customer are each referred to individually as a "Party" and collectively the "Parties" hereto.

1 Definitions.

- 1.1 **"System"** means Company's proprietary, Internet-delivered SaaS platform of servers, software and related technology that is owned and operated by Company and furnished to Customer under this Agreement. The System provides Customer the ability to: (a) use Company's proprietary data management framework for English Language Learners ("ELLs"); (b) access reporting tools related to the productivity and performance of Customer's ELLs; (c) utilize instructional content for Customer's ELLs; and (d) provide Customer's ELLs with tools to improve language acquisition.
- 1.2 **"Customer User"** means any of Customer's authorized users of the System, which may include students, teachers, administrators, or other Customer personnel.
- 2 **Services.** Company shall perform the services listed in the order form executed by both parties ("Order Form") and/or described in any Statement of Work executed by both parties ("SOW") that may be agreed to by both Parties from time to time (and such services are, the "Services"), with any such Order Form or SOW incorporated into this Agreement by reference.
- 3 **Fees and Payment.** Customer will pay the fees as set forth in the Order Form or SOW. The Customer will provide Company with a valid purchase order within ten (10) days of signing the Order Form or SOW. Company will invoice Customer based on such Order Form or SOW, and all invoices are payable within 30 days following receipt by Customer.
- 4 **Term.** The term of this Agreement shall commence on the Effective Date, and it shall continue for so long as Company provides access to the System and/or Services to the Customer pursuant to a valid Order Form or SOW (the "Term"). The term of any particular Services is as provided on the Order Form or SOW.

5 License Grant

- 5.1 During the term of the applicable Order Form(s) and/or SOW(s), and subject to the terms and conditions of this Agreement, Company grants Customer a limited, worldwide, non exclusive, non-transferable right to access and use the features and functionality of the System for the number of users listed on an Order Form or SOW solely for Customer's internal educational purposes in accordance with the terms and conditions expressed in this Agreement. All rights not specifically granted in this Agreement are fully reserved by Company.

6 Restrictions

- 6.1 **Prohibited Use** Customer will not, and will ensure that Customer Users do not, (a) use the System other than in compliance with this Agreement and applicable federal, state, and local laws; (b) frame, distribute, resell, or permit access to the System by any third party; (c) interfere with the System or disrupt any other users' access to the System; (d) attempt to gain unauthorized access to the System, or attempt to discover the underlying source code or structure of the System, or otherwise reverse engineer the System; (f) submit to the System any content or data that is false, misleading, defamatory or threatening; infringing of intellectual property rights; reasonably deemed to involve moral turpitude or that contains mass mailings or any form of "spam"; (g) submit to the System any data or code that contains a time bomb, virus, or any other malware that is designed to delete, disable or otherwise inhibit or harm any element of the System, or which is intended to provide unauthorized access to the System; or (h) use any robot, spider, data scraping or extraction tool or similar mechanism with respect to the System.
- 6.2 **Customer Responsibilities** Customer must comply with, and ensure that its Customer Users comply with, the Company's Terms of Use found at <https://ellevationeducation.com/platform-legal-notice>, as well as ensure that: (a) Customer provides true, accurate, current and complete information to create and maintain accounts; (b) neither Customer nor any Customer User circumvents or otherwise interferes with any user authentication or security mechanism used by Company; (c) Customer Users maintain the confidentiality of their usernames and passwords; (d) neither Customer nor any Customer User will impersonate another user of the System or provide false identity information to gain access to or use the System; and (e) Customer immediately notifies Company of any known or suspected unauthorized access to Customer or Customer User accounts or compromise of account credentials.

7 Ownership and Rights

- 7.1 **Ownership of Customer Content; De-identified Data** Customer retains all right, title and interest in (a) any data, files, images, and other content that Customer or a Customer User uploads or submits to the System pursuant to this Agreement; and (b) any reports produced by Customer in connection with use of the System (collectively, "Customer Content"). "Customer Content" does not include de-identified data, which Company may create using Customer Content on a de-identified basis (a) to develop and improve its products; (b) for the purposes of adaptive and customized learning; (c) for research and development purposes; (d) to demonstrate the effectiveness of its products.
- 7.2 **Ownership of System** The Services, including all trademarks, service marks, logos, documents, graphics, content, and/or other materials viewed or obtained from or through the Services (collectively, "Service Materials"), are owned and/or licensed by Company and are protected by copyright and other intellectual property rights. Customer has no

rights to transfer, reproduce, or prepare any derivative works with respect to the Services, or to disclose confidential information pertaining to the Services. This Agreement does not convey to Customer or any Customer User any right of ownership in or related to the Service or other intellectual property owned by Company.

7.3 **Feedback** Customer may, at its option, provide to Company feedback or suggestions for enhancement concerning the System ("Feedback"), and Company will have a perpetual right to use and incorporate Feedback into the System without any compensation or other obligation to Customer. Customer shall not gain any right, title or interest in the System or Company's IP as a result of its furnishing or Company's use of Feedback.

8 **Confidentiality** "Confidential Information" of a Party ("Disclosing Party") means all financial, technical, or business information of the Disclosing Party that the Disclosing Party designates as confidential or that the other party ("Receiving Party") reasonably should understand to be confidential based on the nature of the information or the circumstances surrounding its disclosure. Without limiting the generality of the foregoing, Confidential Information includes (but is not limited to) personally identifiable student information; the Fees contained in any Order Form or SOW; and Company's IP and other proprietary tools, features and methodologies. Confidential Information does not include any information that (a) is or becomes generally known to the public without the Receiving Party's breach of any obligation owed to the Disclosing Party; (b) was independently developed by the Receiving Party without the Receiving Party's breach of any obligation owed to the Disclosing Party; or (c) is received from a third party who obtained such Confidential Information without any breach of any obligation owed to the Disclosing Party. Except as expressly permitted in this Agreement or by written consent of the Disclosing Party, the Receiving Party will not disclose, duplicate, publish, transfer or otherwise make available Confidential Information of the Disclosing Party in any form to any person or entity. The Receiving Party will not use Confidential Information except to perform its obligations under this Agreement. Notwithstanding the foregoing, the Receiving Party may disclose Confidential Information to the extent required by law, provided that the Receiving Party shall (x) give the Disclosing Party prior notice of such disclosure so as to afford the Disclosing Party a reasonable opportunity to appear, object, and obtain a protective order or other appropriate relief regarding such disclosure; (y) use diligent efforts to limit disclosure and to obtain confidential treatment or a protective order; and (z) allow the Disclosing Party to participate in the proceeding. Further, the Receiving Party will return or destroy all Confidential Information upon the Disclosing Party's request at any time, and/or after the termination or expiration of this Agreement, and (if requested by the Disclosing Party) certify such return or destruction in writing.

9 **Data Protection**

9.1 **Privacy Policy** Company maintains a Privacy Policy found at <https://ellevationeducation.com/platform-privacy-policy> and incorporated into this Agreement. Company reserves the right to modify the Privacy Policy in accordance with the procedure outlined in the Privacy Policy.

9.2 **Family Educational Rights and Privacy Act** Customers subject to the Family Educational Rights and Privacy Act, 34 C.F.R. §99 et. seq. ("FERPA"), appoint Company a "school official" as that term is used in FERPA, and determine that Company has a "legitimate educational interest" for the purpose of carrying out its responsibilities under this Agreement. Company shall be bound by the relevant provisions of FERPA, including that it will remain under the "direct control" of Customer with respect to its use and maintenance of "education records" as that term is defined in FERPA. Company will use personally identifiable student data only as necessary to fulfill the Services in performance of this Agreement, and will only share personally identifiable student data with its third-party vendors as necessary to fulfill the Services in performance of this Agreement.

9.3 **Parental Consent.** If Customer purchases Services available for use by students, , if required under applicable state or federal law, Customer will be responsible for obtaining verifiable parent consent prior to making such Services available to its students under the age of 13. Company shall comply with its responsibilities under the Children's Online Privacy Protection Act ("COPPA") and state law.

9.4 **Data Security** Company deploys security precautions intended to help maintain the confidentiality, integrity, and availability of Customer data stored by Company, including use of firewalls, encryption, authentication technologies and background screenings for all employees. However, the internet is not perfectly secure and Company is not responsible for security incidents not reasonably foreseeable or reasonably within its control. Customer specifically shall not provide to Company, or store on the System, the Social Security number, driver's license or state-issued identification card number, financial account number, or credit or debit card number of any Customer student or employee.

9.5 **Notification of Breach** Company shall notify Customer within 48 hours of determination that an actual data breach impacting Customer has occurred. Company shall be responsible for the direct costs associated with a breach not caused by Customer or Customer Users.

9.6 **Legal Requests for Data** If Company receives a court order or subpoena for Customer Content, Company shall provide the Customer with a copy of such court order or subpoena within two (2) business days of its receipt, unless legally prohibited from doing so.

10 **Representation and Warranties; Disclaimers**

10.1 **Company Representations and Warranties** Company represents and warrants that (a) it has the necessary authority to enter into this Agreement; (b) it will provide the System and related services in a professional and workmanlike

manner and in accordance with the specifications set forth in any Order Form or SOW; and (c) it will comply with all applicable laws.

- 10.2 **Customer Representations and Warranties** Customer represents and warrants that (a) it has the necessary authority to enter into this Agreement; (b) it has all rights, permissions and consents necessary to submit all Customer Content to the System and to grant Company the rights to use Customer Content as set forth in this Agreement; (c) any material uploaded to the System does not contain anything that is defamatory, libelous, infringes upon any third party intellectual property rights, or violates any confidentiality obligations Customer has with a third party; and (d) it will comply with all applicable laws.
- 10.3 **Company Disclaimer** Customer acknowledges that, as an internet-delivered software application, the System may experience periods of downtime, including (but not limited to) due to scheduled maintenance and third-party service outages. Accordingly, COMPANY DOES NOT WARRANT THAT THE SYSTEM WILL BE ERROR-FREE OR OPERATE WITHOUT INTERRUPTIONS OR DOWNTIME. COMPANY MAKES NO REPRESENTATIONS OR WARRANTIES, WHETHER EXPRESS OR IMPLIED, WITH RESPECT TO THE SYSTEM, INCLUDING ITS DOCUMENTATION, THE SYSTEM SOFTWARE, OR ANY DATA OR CONTENT MADE AVAILABLE THROUGH THE SYSTEM. COMPANY SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT, AND ACCURACY.
- 11 **Insurance.** Company shall provide professional liability insurance of no less than \$1,000,000 per incident and \$2,000,000 in the aggregate. Upon written request, Company shall file with the Customer a Certificate of Insurance, that includes the liability coverage limits, dates of coverage, and names the District as an additional insured.
- 12 **Termination.**
- 12.1 **Termination** Either party may terminate this Agreement (a) immediately if the other party breaches any material provision and fails to cure its breach within 20 days after receiving the other party's written notice identifying the breach, or (b) for any or no reason, upon 60 days' prior written notice. Nevertheless, the Agreement will remain in effect for as long as Company is continuing to provide the System or Services to the Customer pursuant to a valid Order Form or SOW. In addition, Company may suspend Customer's access to the Services immediately if Customer fails to make a payment more than 30 days following its due date.
- 12.2 **Treatment of Customer Content at Termination** Customer shall have 30 days following the termination or expiration of this Agreement to provide Company with a written request for a one-time, delimited file export of its data from the System via SFTP. Regardless of whether Customer makes such a written request, and except as otherwise provided in this Agreement, within 90 days of the termination or expiration of this Agreement Company will securely destroy any and all of Customer's personally identifiable student data stored in the System, including any such data stored in Company's backup systems.
- 13 **Indemnification**
- 13.1 Company will defend and indemnify Customer and its employees and agents from and against any third party claim, demand or action, and all resulting damages, settlement amounts, penalties, costs and expenses, to the extent such claim, demand or action alleges that the System, or Customer's use thereof in accordance with this Agreement, infringes or violates any copyright, trademark, U.S. patent, or other proprietary right of any third party; provided, that Company will not be obligated under this Section to the extent any such infringement or violation arises from use of the System in combination with technology or services not provided by Company.
- 13.2 Unless prohibited by applicable law, Customer will defend and indemnify Company and its corporate affiliates, directors, officers, employees, successors, assigns and agents from and against any third party claim, demand or action, and all resulting damages, settlement amounts, penalties, costs and expenses, that arises out of or relates to Customer Content, including claims that Customer Content infringes or violates any intellectual property or proprietary right of a third party, violates any confidentiality obligation owed to a third party, or violates any applicable law or regulation; provided, that Customer will not be obligated under this Section to the extent any such claim arises from Company's use of Customer Content in violation of this Agreement.
- 14 **LIMITATION OF LIABILITY. NEITHER PARTY WILL BE LIABLE FOR ANY INCIDENTAL, CONSEQUENTIAL, SPECIAL, INDIRECT, OR PUNITIVE DAMAGES IN CONNECTION WITH ANY CLAIM OF ANY NATURE ARISING UNDER THIS AGREEMENT, EVEN IF SUCH PARTY HAS BEEN GIVEN ADVANCE NOTICE OF SUCH POSSIBLE DAMAGES. IN ADDITION, NEITHER PARTY'S AGGREGATE LIABILITY FOR ALL CLAIMS OF ANY NATURE ARISING OUT OF THIS AGREEMENT (EXCLUDING ITS OBLIGATIONS OF CONFIDENTIALITY AND INDEMNIFICATION) WILL NOT EXCEED THE FEES ACTUALLY PAID TO COMPANY UNDER THIS AGREEMENT DURING THE TWELVE (12) MONTHS PRECEDING THE EVENT GIVING RISE TO THE CLAIM.**
- 15 **Notices.** All notices under this Agreement must be in writing and sent via email, if to Company, to 'notices@ellevationeducation.com' or, if to Customer, at the email address provided on the Order Form.
- 16 **Entire Agreement.** The Agreement together with any Order Form, SOW and the Terms of Use, represents the entire agreement between the parties regarding Customer's use of the System and related matters addressed in this Agreement, and supersedes any prior oral or written agreements, promises, representations, warranties, or inducements between or by the parties regarding such subject matters.
- 17 **Assignment.** Company may not assign this Agreement without Customer's prior written consent, not to be unreasonably withheld; provided, however, that no consent shall be required for the assignment of this Agreement to

the acquirer of all or substantially all of Company's assets or equity, provided that such successor agrees to be bound by all of the terms and conditions hereof.

- 18 **Force Majeure.** Except for Customer's obligation to make payments hereunder, neither party shall be liable for delay or default under this Agreement if caused by conditions beyond its reasonable control, whether or not foreseeable (e.g., technology malfunctions, outages of Internet Service; outages in third party hosted services), or any other Force Majeure events. "**Force Majeure**" means an armed conflict, flood, epidemic, pandemic, labor strike or shortage, governmental decree or regulation, court order, severe weather, fire, earthquake, act of terrorism, failure of suppliers, or unavailability of communications transport facilities.
- 19 **Miscellaneous.** This Agreement shall be governed by the laws of the state where Customer is located without regard to the conflict of law provisions of such state. If a court of competent jurisdiction finds any provision of this Agreement to be illegal or unenforceable, the parties intend that the court shall modify such provision to make such provision and this Agreement valid and enforceable. The provisions of this Agreement are severable, and any illegal or unenforceable provision, or any modification by any court, shall not affect the remainder of this Agreement, which shall continue at all times to be valid and enforceable. This Agreement can only be modified by a writing signed by both parties. The failure of the parties to insist upon or enforce strict performance of any provision of this Agreement or to exercise any right or remedy thereunder will not be construed as a waiver by such party to assert or rely upon any such provision, right, or remedy in that or any other instance. This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same agreement. The exchange of copies of this Agreement and of signature pages electronically by the parties will constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes.

Curriculum Associates, LLC

Washington County Public Schools, TN

By (Signature): _____

By (Signature): _____

Name (Print): _____

Name (Print): _____

Title: _____

Title: _____

Date: _____

Date: _____

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34414**
 Date Issued
 Appropriation No. **934 71100471**
 Dept. **ESSER 2.0**
 School **Jamio Gray - S.W.**

NOTICE TO VENDOR
 1. Purchase order number **MUST** appear on all invoices submitted for payment.
 2. Mail **TWO** copies of your invoice promptly to:
 Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

To **Pearson Virtual Schools USA**
10960 Grantchester Way
Columbia, MD 21044

Deliver to **WCDE** (Zak Escamilla)
 Address **405 West College Street**
 Via **Jonesborough, TN 37659** on or before **ESSER 2.0**

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	GradPoint				\$ 9,691.98
	Core Elect Concurrent		231 / 17B	418.58	105,005.71B
	Core Elect Concurrent Short Term		231 / 17B	34.86	8,019.78
	Software				\$ 8,052.66
	* Do Not Exceed *				\$ 104,744.64
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				113,813.49 17B

SUBJECT TO THE FOLLOWING CONDITIONS

- All packages, cartons or other containers must be plainly marked with the purchase order number.
- The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
- Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
- No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
- Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
- The county is not liable for Federal excise tax or state sales tax.
- Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY	There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.	APPROVED:
	_____ Authorized Signature	_____ Purchasing Agent

Budget Detail

Line Item Total: \$1,637.50

Account Number: 71100 - Regular Instruction Program

Line Item Number: 449 - Textbooks - Bound

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Hayes/Adams

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$220,000.00

Line Item Total: \$220,000.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes/Keys

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$378,890.50

Line Item Total: \$378,890.50

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Jamie Gray

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$104,744.64

Line Item Total: \$104,744.64

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$82,687.00

Line Item Total: \$82,687.00

Go Math K-5 and HMH 6-8 textbook resources

CASE benchmark assessments and student reporting

GradPoint seats will be purchased for students that will be enrolled in an alternative learning experience. GradPoint is a 6-12 learning management system (LMS) from Pearson, supporting student engagement and communication, student encouragement and self-assessment, and other tools to support student learning and progress.

Social Studies and Science IXL

Session Timeout 00:29:26

Budget Detail

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Combs

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$57,975.00

Line Item Total: \$57,975.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$28,350.00

Line Item Total: \$28,350.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$11,700.00

Line Item Total: \$11,700.00

Empty box for Budget Detail

5-8th Math & Reading IXL

Reading K-5 Benchmark online ORR

Session Timeout 00:29:26

Total for filtered Budget Details:	\$1,561,884.18
Total for all other Budget Details:	\$2,617,813.05
Total for all Budget Details:	\$4,179,697.23
Adjusted Allocation:	\$4,179,697.23
Remaining:	\$0.00

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- [Address Book](#)
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- [Help for Current Page](#)
- [Contact TDOE](#)
- [ePlan Sign Out](#)

Burleson, Martha

Production Session Timeout 00:29:26

Budget Detail

Washington County (900) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER) 2.0

[Return](#)

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filtering - 21 out of 49 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
71100 - Regular Instru...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

Items/Page:

Budget Detail

Narrative Description

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: McKinney

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Conducting Other Necessary Activiti...

School Type: Traditional Public School

Optional Program Code: McKinney/Partin

Location Code: Washington County (900)

343 Kajeets - continue existing connectivity

Revision 5-26-22
\$186,890.41 - 120,000 = \$66,890.41

Since returning in person the demand for kajeets has been reduced. Will connect 133 kajeets for FY 22-23.

TN History for Kids supplemental material

Classroom lab materials and supplies
Goggle Sanitizer Cabinets and goggles for science

QUOTE



Pearson

Pearson Virtual Schools USA
10960 Grantchester Way
Columbia, MD 21044
E-mail: poblsalesops@pearson.com
Fax: 1-410-630-4931

142E71100471934
ESSER 2.0

The fees & terms in this document are valid until expiration date.

Expiration Date 7/1/2022

Customer Details:

Washington CO School District
Jamie Gray
grayj3@wcde.org

Sales Consultant Details:

Zak Escamilla
zachary.escamilla@pearson.com

Product	Selling Term/UOM	Quantity	Sales Price	Subtotal	Total Price
GradPoint Core Elect Concurrent	0.00000	251.00	USD 418.58	USD 105,063.58	USD 105,063.58
GradPoint Core Elect Concurrent Short Term	0.00000	251.00	USD 34.86	USD 8,749.86	USD 8,749.86

*All prices in this Document in USD

Subtotal	USD 113,813.44
Grand Total	USD 113,813.44

Statement of Work

This Quote and the delivery and usage of the products listed herein are governed by the Terms and Conditions for Virtual Learning Programs located at <https://www.pearson.com/obl-terms-conditions>, which are incorporated hereby. In the event of a conflict, prices listed in this Quote govern. Pearson Virtual Schools USA reserves the right at any time during the Selling Term listed above to move Customer to a successor license product, which shall be done with minimal disruption to Customer and its students

This Quote will be considered accepted if received before the Expiration Date noted above.
To accept this quote, please submit a signed and dated copy of this Quote, Attn: {Sales Consultant noted above}, via one of the methods below:
E-mail: poblsalesops@pearson.com
OR
Fax: 410-630-4931

Authorized by:

Printed Name: _____

Title: _____

Date: _____

Is a PO required prior to billing? ____ If yes, please provide PO with signed quote.

Jerry WHITAKER

From: Jamie GRAY [grayj3@wcde.org] on behalf of Jamie GRAY
Sent: Wednesday, May 4, 2022 7:44 AM
To: Jerry WHITAKER
Subject: Fwd: Updated Contract
Attachments: GP-WASHINGTON COUNTY SD Renewal - Contract 6146943-2022_V3.pdf

New invoice.

They gave us the 251 price break with the 231 seats. The 10% discount at the bottom is due to updating/removing courses. It will not be reflected again for SY24.

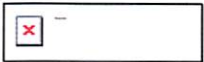
The due date of July 1, 2022 is to help with paying out of the SY23 budget. They realize that it will probably be mid month before they receive payment.

Jamie Gray, Principal
Asbury Optional High School
Washington County Schools
423-434-4900

----- Forwarded message -----

From: Zak Escamilla <Zachary.Escamilla@pearson.com>
Date: Tue, May 3, 2022 at 3:00 PM
Subject: Updated Contract
To: Jamie GRAY <grayj3@wcde.org>

Zak Escamilla
District Partnerships Account Manager



Virtual Schools USA

P: 210-316-7289

E: zachary.escamilla@pearson.com

*"Education is the kindling of a
flame, not the filling of a
vessel."
-Socrates*

**Note: If you should
have an immediate
GradPoint need,
please contact
GradPoint Tech
Support at 800-234-
5832 for assistance.
If you are
experiencing**

**difficulties with
Connections
Learning or Pearson
Connexus, please
contact our Support
Teams at 844-597-
3224. If you are
experiencing
difficulties with My
Pearson Training,
please contact
Customer Service
at 888-827-0772.**



Pearson Virtual Schools USA
 10960 Grantchester Way
 Columbia, MD 21044
 E-mail: poblsalesops@pearson.com
 Fax: 1-410-630-4931

The fees & terms in this document are valid until expiration date.

Expiration Date 7/1/2022

Customer Details:

Washington CO School District
 Jamie Gray
grayj3@wcde.org

Sales Consultant Details:

Zak Escamilla
zachary.escamilla@pearson.com

Product	Selling Term/UOM	Quantity	Sales Price	Subtotal	Total Price
GradPoint Core Elect Concurrent	0.00000	231.00	USD 492.45	USD 113,755.95	USD 96,692.56
GradPoint Core Elect Concurrent Short Term	0.00000	231.00	USD 41.02	USD 9,475.62	USD 8,054.28

*All prices in this Document in USD

Subtotal USD 123,231.57
 Grand Total USD 104,746.83

Statement of Work

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 To accept this quote, please submit a signed and dated copy of this Quote, Attn: {Sales Consultant noted above}, via one of the methods below:
 E-mail: poblsalesops@pearson.com
 OR
 Fax: 410-630-4931

Authorized by:

Printed Name: _____

Title: _____

Date: _____

Is a PO required prior to billing? ____ If yes, please provide PO with signed quote.

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34415**

Date Issued

Appropriation No. **16071100499**

Dept. **TITHE-I-D**

School **SSA-Allison Fabish**

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

TO **Pearson Virtual Schools USA**
10960 Grantchester Way
Columbia, MD 21044

zak Escaritta

Deliver to **SteppenStone Academy**
 Address **110 Steppenstone Blvd**
 Via **Limestone, TX 77681**
% Allison Fabish

on or before

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Grad Point		20	418.58	8371.60
	Core Elect Concurrent		20	34.86	697.20
	Core Elect Concurrent Short Term				
	Software				
	* Do Not Exceed *				\$ 9068.80
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
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4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



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- [LEA Document Library](#)
- [Address Book](#)
- [TDOE Resources](#)
- [Help for Current Page](#)
- [Contact TDOE](#)
- [ePlan Sign Out](#)

Burleson, Martha

Production
Session Timeout
00:29:45

Budget Detail

Washington County (900) Public District - FY 2022 - Consolidated - Rev 3 - Title I-D LEA

[Return](#)

Indirect Cost	
Total Contributing to Indirect Cost	\$51,506.97
Indirect Cost Rate	5.16%
Maximum Allowed for Indirect Cost	\$2,650.01

Filtering - 2 out of 4 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
71100 - Regular Instru...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

<< First < Previous 1 Next > Last >> Items 1-2 out of 2

Items/Page: 10

Budget Detail	
Account Number:	71100 - Regular Instruction Program
Line Item Number:	429 - Instructional Supplies & Materials
Academics:	High-Quality Instructional Material... Career Exploration
Whole Child:	Supports
Educators:	Support
Engagement and Choice:	
Turnaround:	
Optional Program Code:	
Location Code:	Washington County (900)
Quantity:	1.00
Cost:	\$30,006.97
Line Item Total:	\$30,006.97
Account Number:	71100 - Regular Instruction Program
Line Item Number:	499 - Other Supplies and Materials
Academics:	Career Exploration
Whole Child:	Supports
Educators:	
Engagement and Choice:	
Turnaround:	
Optional Program Code:	
Location Code:	Washington County (900)
Quantity:	1.00
Cost:	\$16,000.00
Line Item Total:	\$16,000.00

Narrative Description

Supplemental instructional material to help with study skills, test taking, life skills, reading skills and math skills. Graphing calculators, test prep material, Imperio system, supplemental curriculum materials for reference and source reading, or other technology that could support the facility academics

Imperio system - \$660 for the year
College & Career books - \$150
Career - Virtual Job shadowing - \$2,500 for year
OOH books & ASVAB prep - \$300
Study Buddy cassettes - \$500
Chromebooks - purchase 15, total \$4,500
Projector for classroom - \$400
Headphones - \$250
Books on CD - \$600
Microphone system for classrooms - \$600
Technology such as Study Buddy - \$1,500
Supplemental curriculum: Study Skills/Test Prep , Math, Reading, Life Skills - \$18,046.97

GradPoint educational computer program (20 licenses) for students for credit recovery, credit accrual remediation and enrichment - \$12,000
IXL Learning in Language Arts - \$4,000

Total for filtered Budget Details: \$46,006.97

Total for all other Budget Details:	\$8,000.00
Total for all Budget Details:	\$54,006.97
Adjusted Allocation:	\$54,006.97
Remaining:	\$0.00

[Return](#)

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TN Department of Education | Andrew Johnson Tower | 710 James Robertson Parkway | Nashville, TN 37243 | (629) 395-4684 | ePlan.Help@tn.gov

Session Timeout
00:29:45



Pearson

Pearson Virtual Schools USA
10960 Grantchester Way
Columbia, MD 21044
E-mail: poblsalesops@pearson.com
Fax: 1-410-630-4931



The fees & terms in this document are valid until expiration date.

Expiration Date 7/1/2022

Customer Details:

Washington CO School District
Jamie Gray
grayj3@wcde.org

Sales Consultant Details:

Zak Escamilla
zachary.escamilla@pearson.com

Product	Selling Term/UOM	Quantity	Sales Price	Subtotal	Total Price
GradPoint Core Elect Concurrent	0.00000	231.00	USD 492.45	USD 113,755.95	USD 96,692.56
GradPoint Core Elect Concurrent Short Term	0.00000	231.00	USD 41.02	USD 9,475.62	USD 8,054.28

*All prices in this Document in USD

Subtotal	USD 123,231.57
Grand Total	USD 104,746.83

Statement of Work

This Quote and the delivery and usage of the products listed herein are governed by the Terms and Conditions for Virtual Learning Programs located at <https://www.pearson.com/obl-terms-conditions>, which are incorporated hereby. In the event of a conflict, prices listed in this Quote govern. Pearson Virtual Schools USA reserves the right at any time during the Selling Term listed above to move Customer to a successor license product, which shall be done with minimal disruption to Customer and its students

This Quote will be considered accepted if received before the Expiration Date noted above.

To accept this quote, please submit a signed and dated copy of this Quote, Attn: {Sales Consultant noted above}, via one of the methods below:

E-mail: poblsalesops@pearson.com

OR

Fax: 410-630-4931

Authorized by:

Printed Name: _____

Title: _____

Date: _____

Is a PO required prior to billing? ____ If yes, please provide PO with signed quote.

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34318**

Date Issued **7.1.2022**

Appropriation No. **937 71100 471**

Dept. **ESSER 3.0**

School **District**

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

ESSER 3.0

TO IXL Learning
 777 Mariners Island Blvd
 Suite 600
 San Mateo, CA 94404
 Deliver to **WCDE** (orders@ixl.com)
 Address **405 West College Street**
 Via **Jonesborough, TN 37659** on or before

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	IXL Service Site Licensed Upgrade (Invoice # S397591)				\$20,671.00
	3rd Installment (3397591)				
	* Do Not Exceed *				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
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4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



777 Mariners Island Blvd.
 Suite 600
 San Mateo, CA 94404
 Tel: 650-372-4040
 Fax: 650-372-4072

Invoice

Date	Invoice #
11/30/2022	S397591

Bill To
Accounts Payable Washington County Schools 405 W. College St. Jonesborough TN 37659

Ship To
Washington County Schools 405 W. College St. Jonesborough TN 37659

Terms	PO #	Customer Email
Due on receipt	SC48460	

Description	Qty	Rate	Amount
IXL Service Site License Upgrade	1	20,671.00	20,671.00
<i>3rd Installment (33951)</i>			

Please return one copy of invoice with payment. The IXL Service is provided pursuant to the IXL Terms of Service (www.ixl.com/termsofservice).

Mail Payment to: IXL Learning, Inc.
 777 Mariners Island Blvd, Suite 600, San Mateo, CA 94404

By Wire/ACH, Please make remittance to:
 IXL Learning, Inc.
 Silicon Valley Bank (Santa Clara, CA 95054)
 ABA/Routing Number: 121140399
 Checking Account Number: 3300222183
 Swift Code (if international): SVBKUS6S

Total	\$20,671.00
--------------	-------------

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION

FEDERAL PROJECTS FUND
 PURCHASE ORDER

Purchase Order **34409**
 Date Issued **7.1.2022**
 Appropriation No. **93471100471**
 Dept. **Matt Combs**
 School

ESSER 3.0

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:
Washington County Board of Education
405 West College Street
Jonesborough, Tennessee 37659
Telephone (423) 753-1105

TO **Savvas**
PO Box 6820
Chandler, AZ 85246

Deliver to **Jonesborough Elementary School**
 Address **306 Forest Drive**
Jonesborough, TN 37659
 Via **% Matt Combs**

on or before

ESSER 3.0

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination) License start date July 1, 2022 License expiration date June 30, 2024 — See attached — * Do Not Exceed *				\$62,980 ⁰⁰
GRAND TOTAL - INCLUDING ALL ATTACHED PAGES					

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
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4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



Matt Combs

Washington Co School District -TN
 405 W College St
 Jonesborough, TN 37659-1009
 United States

License start date July 1, 2022
 License expiration date June 30, 2024

Quote Number: 192625-5

Quote Creation Date: 06-01-2022

Quote Expiration Date: 09-30-2022

Quote Release: 5

Washington Co - Renewal - SM Reading & Math - Year 2 & 3

Price Quote Detail

ISBN	Description	Price	Charged Qty	Total Charged
SuccessMaker				
SuccessMaker Professional Learning				
9781402627781	SUCCESSMAKER COURSE DAY ONSITE	\$2,500.00	2	\$5,000.00
9781402627781	SUCCESSMAKER COURSE DAY ONSITE	\$2,500.00	1	\$2,500.00
SuccessMaker Professional Learning Subtotal				\$ 7,500.00
SuccessMaker Software				
9781402625855	SUCCESSMAKER MATH 2 YEAR PART OF OT ENVISIONMATH-SM BUNDLE	\$30.40	500	\$15,200.00
9781402626012	SUCCESSMAKER READING 2 YEAR PART OF OT MYVIEW-SM BUNDLE	\$30.40	1,325	\$40,280.00
SuccessMaker Software Subtotal				\$ 55,480.00
SuccessMaker Subtotal				\$ 62,980.00
Solution Subtotal				\$ 62,980.00
Shipping and Handling				\$ 0.00
Total				\$ 62,980.00

Savvas Learning Company LLC Terms and Conditions

To place your order please submit a copy of this price quote with your Purchase Order, include the Quote Number on your Purchase Order, and include any other required documentation. You may send the order documents using an electronic form or by mail. Please submit your PO and price via one of the following methods:

e-Form: <http://support.savvas.com/support/s/contactsupport>

Mail: PO Box 6820, Chandler, AZ 85246

Savvas does not accept Credit Card information via postal mail, facsimile, or email. Credit Card information will only be accepted via phone, eCommerce, or OASIS.

For questions regarding your order please call Customer Service: 1-800-848-9500.

Price quote: This is a price quote for the customer's convenience only, and not an offer to contract. All quotes are subject to review and final acceptance by an authorized representative of Savvas at its offices. Savvas reserves the right to correct typographical, computational or other errors. Savvas' standard terms are net 30 days unless otherwise specified. All pricing is in US Dollars unless otherwise specified. Pricing calculations use multiple decimal places to determine the most accurate extended pricing but are represented in standard currency format. The breakdown of the fees set forth in this quotation is considered Savvas proprietary information and not subject to disclosure by the customer.

Shipping & handling charges (where applicable) are shown on the quote. S&H rates quoted are for standard ground transportation and may not reflect account contracted rates. If expedited shipping is requested, actual charges may be higher. For orders picked up at the Savvas warehouse by the customer or a third party carrier contracted by the customer, a 2% handling charge will be applied to shippable items. The 2% charge will show up on the customer proposal and invoice as a S&H charge.

Taxes: All pricing in this quote is exclusive of any applicable sales, use or other similar taxes or duties. The customer is responsible for any such taxes or duties that may apply; if the customer is tax exempt, evidence of such tax exemption must be provided. Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

Platforms: Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

Return Policy: If you are not entirely satisfied with any of our products, then you may, within six months from the date of purchase, return all materials still in new, unused, salable condition for a full refund, credit, or replacement. All returned materials must be shipped back to Savvas within 30 days of receiving the Return Materials Authorization. All materials sold in a set or a package must be returned complete as originally sold. Materials that were provided gratis must be returned proportionate to the purchased items being returned for refund or credit.

Consumable Worktexts: Subsequent year consumable worktexts will ship each year on the order date of the original order for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to the original order date. Changes should be made using the e-form: <https://worktext-subscriptions.savvas.com/>.

Annual subscriptions for iLit and Successmaker: Products automatically renew on the anniversary date of the original purchase and will be invoiced accordingly unless otherwise specified. If you wish to cancel, please let us know in writing prior to the date of renewal by completing the customer service request form which you can access here: <https://support.savvas.com/support/s/customer-service-support-form>.

Technical support services are included with purchase of Savvas digital products eform: <https://support.savvas.com/support/s/k12-curriculum-support-form> phone: 1-800-848-9500

Professional Services: All paid services must be scheduled and delivered within twelve (12) months of the order date of those services. Any unused services expire at the end of such twelve (12) month period, unless otherwise specified in contract terms. MySavvasTraining, which provides online access to on-demand tutorials and interactive webinar sessions, is included with purchase of products (mySavvasTraining.com).

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34430**

Date Issued **6/10/22**

Appropriation No. **142E-72210-399-952**

Dept.

School

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.

2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education

405 West College Street

Jonesborough, Tennessee 37659

Telephone (423) 753-1105

TO
TNTP, Inc
PO Box 412809
Boston, MA 02241
(718) 233-2800

Deliver to
WCDE
405 West College St.
Jonesborough, TN 37659

Address
Jonesborough, TN 37659

Via

on or before

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Targeted early literacy support provided as part of the TDOE Early Literacy Network. Contract # CC22040156 Inv # CINV22063762				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				\$ 40,000

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

TNTP, Inc
 500 7th Avenue, 8th Floor
 New York, NY 10018
 +1 (718) 2332800
 FEIN/EIN: 13-3850158



INVOICE

Date	Invoice Number
06/20/2022	CINV22063762
Payment Terms	Due Date
Net 30	07/20/2022
Contract Number	
CC22040156	

Bill To:
 Washington County Schools
 405 West College Street
 Jonesborough, TN 37659
 United States of America

Remit To:
 TNTP, Inc
 PO Box 412809
 Boston, MA 02241-2809
 United States of America
 +1 (718) 2332800

Purchase Order Number	Customer ID
	CUST000860

Item Description	Amount
Targeted early literacy support provided as part of the TDOE Early Literacy Network	\$40,000.00

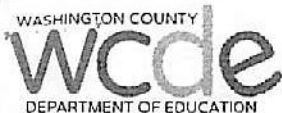
Total	\$40,000.00
Less Withholding	\$0.00
Total Invoice Amount	\$40,000.00

TNTP prefers payment via ACH. Our ACH payment information is:

Account Name: The New Teachers Project Inc.
Bank Name: Bank of America
Bank Account Number: 483043601627
Bank Routing Number: 021000322
Memo/reference: Please use Invoice ID

Or, if paying by check, please make checks payable to "TNTP"
TNTP cannot accept payment via credit card

Reviewed and certified by Tonya Horton, Executive Vice President, TNTP:



Cindy Hayes <hayesc@wcde.org>

ELN 1:1 Reimbursement Request ePlan Reminder

1 message

Kim Reznicek <Kim.Reznicek@tn.gov>
To: Kim Reznicek <Kim.Reznicek@tn.gov>
Cc: "Rachael L. Ross" <Rachael.L.Ross@tn.gov>

Mon, Jun 6, 2022 at 8:26 AM

Dear ELN Member Districts,

142E-72210-399-952

We are excited to know you are working with your selected vendor to support teachers in providing high quality early literacy instruction for our youngest learners. We want to ensure you have all the documentation needed in ePlan to complete the reimbursement process.

As a reminder, the final drawdown date for 50% of the allocated funds for the Early Literacy Network is quickly approaching. Please be sure that your district has requested reimbursement and uploaded invoicing documentation in ePlan for 50% of the allocation by the final deadline of June 30, 2022.

For additional information around the ePlan process, please see the Early Literacy Network Funding Guidance document.

With further questions, please contact Rachael Ross at rachael.l.ross@tn.gov.

Sincerely,

Kim Reznicek



Kim Reznicek | Early Literacy Coordinator
Office of Academics

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34384**

Date Issued **6/16/2022**

Appropriation No. **72210-399-951**

Dept.

School **system wide**

TO
TNTP, Inc.
500 7th Ave., 8th floor
New York, NY 10018

NOTICE TO VENDOR

1. Purchase order number MUST appear on all invoices submitted for payment.

2. Mail TWO copies of your invoice promptly to:

Washington County Board of Education

405 West College Street

Jonesborough, Tennessee 37659

Telephone (423) 753-1105

Deliver to
 Address **Washington Co Dept of Ed**

Via _____ on or before _____

Articles on this order must be charged to account of _____

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	ELA Curriculum Implementation Support FY2022 HQIM Literacy Implementation Grant 72210-399 Contract # CC21090266 Apr - June 2022				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				19,656.00

SUBJECT TO THE FOLLOWING CONDITIONS

- All packages, cartons or other containers must be plainly marked with the purchase order number.
- The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
- Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
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- Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
- The county is not liable for Federal excise tax or state sales tax.
- Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

 Authorized Signature

APPROVED:

 Purchasing Agent

TNTP, Inc
 500 7th Avenue, 8th Floor
 New York, NY 10018
 +1 (718) 2332800
 FEIN/EIN: 13-3850158



INVOICE

Date	Invoice Number
06/20/2022	CINV22063847
Payment Terms	Due Date
Net 30	07/20/2022
Contract Number	
CC21090266	

Bill To:
Washington County Schools 405 West College Street Jonesborough, TN 37659 United States of America

Remit To:
TNTP, Inc PO Box 412809 Boston, MA 02241-2809 United States of America +1 (718) 2332800

Page 1 of 1

Purchase Order Number	From Date	To Date	Customer ID
	04/01/2022	06/30/2022	CUST000860

Item Description	Amount
ELA curriculum implementation support provided as part of a TDOE-funded literacy implementation network	\$19,656.00

Total	\$19,656.00
Less Withholding	\$0.00
Total Invoice Amount	\$19,656.00

TNTP prefers payment via ACH. Our ACH payment information is:

Account Name: The New Teachers Project Inc.
Bank Name: Bank of America
Bank Account Number: 483043601627
Bank Routing Number: 021000322
Memo/reference: Please use Invoice ID

Or, if paying by check, please make checks payable to "TNTP"
TNTP cannot accept payment via credit card

Reviewed and certified by Tonya Horton, Executive Vice President, TNTP:

Account Level		2021-22		May 2021-22		2021-22		2021-22		2021-22		
Fnd T	Acct	Obj	Prj	Loc	Prg	Description	Budget	Monthly Activity	FYTD Activity	Encumbered Amount	Unexpended Balance - YTD Act	FYTD \$
951						HQIM LITERACY IMPLEMENTATION N						
142	E	71100	429	951	00000	000 SUPPLIES & MATERIALS	5,000.00	0.00	0.00	0.00	5,000.00	0.00
142	E	72210	399	951	00000	000 OTHER CONTRACTED SERVICE	73,000.00	0.00	53,144.00	0.00	19,856.00	72.80
142	E	72210	524	951	00000	000 IN-SERVICE / STAFF DEVELOPMENT	5,000.00	0.00	0.00	0.00	5,000.00	0.00
							83,000.00	0.00	53,144.00	0.00	29,856.00	64.03
						951						

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **33726**
 Date Issued ~~5-31-22~~ **7-1-22**
 Appropriation No. **71200-429 (934)**
 Dept. **SpEd**
 School **System wide**

TO **N2Y, LLC**
PO Box 550
Huron, OH 44839

Deliver to **Washington County Schools**
 Address **405 W. College St.**
Jonesborough, TN 37659
 Via **Contact Person: Sebrena St. John** on or before

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:
Washington County Board of Education
405 West College Street
Jonesborough, Tennessee 37659
Telephone (423) 753-1105

ESSER 2.0

Articles on this order must be charged to account of

EM O.	ARTICLES OR SERVICES (Unless otherwise stated all prices F.O.B. Destination)	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	Unique Learning System - add users		6	164.94	989.64
	News2You - add users		4	56.57	226.28
	Unique Learning System - Renewal		14	640.46	8,966.44
	News2You - Renewal		9	219.65	1,976.85
	see attached				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				12,159.21

SUBJECT TO THE FOLLOWING CONDITIONS

- 1. All packages, cartons or other containers must be plainly marked with the purchase order number.
- 2. No right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
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IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:





Quote No.	Opportunity No.	Date
Q-86622	OPP-163704	5/16/2022

Remit To
n2y, LLC
PO Box 550
Huron, OH 44839

Contact Info
Sebrena Stjohn
stjohns@wcde.org

Bill To
Washington County Board of Education
405 West College Street
Jonesborough, TN 37659

Ship To
Washington County Board of Education
405 West College Street
Jonesborough, Tennessee 37659

Date	Payment Terms	RFP / Contract #	Purchase Order
5/16/2022	Net 30		

Qty	Item	Description	Type	Sub No.	Sub Start Date	Sub End Date	Unit Cost	Amount
6	ULS	Unique Learning System®	Add Users	172852	7/25/2022	10/26/2022	\$164.94	\$989.64
4	NWS	News2you™	Add Users	638769	7/25/2022	10/26/2022	\$56.57	\$226.28
14	ULS	Unique Learning System®	Renewal	172852	10/27/2022	10/26/2023	\$640.46	\$8,966.44
9	NWS	News2you™	Renewal	638769	10/27/2022	10/26/2023	\$219.65	\$1,976.85

Thank you for your business! In need of additional assistance? Please call us at (419) 433-9800 or (800) 697-6575.

Sub-Total: \$12,159.21
Sales Tax: \$0.00
Total: \$12,159.21

Please Note:

1. This Quote, exclusive of sales tax, is valid for 90 days. Purchase orders or payments via credit card must be received within 90 days from the date of this Quote to guarantee the listed price.
2. Multi-year Quotes require full payment of the Quote amount up front.
3. Prices are subject to change without notice. All orders are subject to our standard terms and conditions. ([Terms of Use & Privacy Policy](#))
4. n2y accepts credit cards for orders up to \$5,000 and checks or ACH payments for orders over \$5,000. Your Sales Representative would be happy to address any questions you might have regarding these policies.

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34433**

Date Issued

Appropriation No. 142E 71100471934

Dept. **ESSER 2.0**

School **Twana McKinney
Cindy Hayes**

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.

2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education

405 West College Street

Jonesborough, Tennessee 37659

Telephone (423) 753-1105

TO **Instructure**
6330 South 3000 East
Suite 700
Salt Lake City, UT 84121
 Deliver to **Washington County Schools**
 Address **405 West College St.**
 Via **Jonesborough TN 37659** on or before
Cindy Hayes/Ashley Keys
 Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination) Contract for District Full year-Case Assessments -Mastery Connect -Item Bank -Individual student Reports * Sole Source letter Attached				
GRAND TOTAL - INCLUDING ALL ATTACHED PAGES					1091663.75

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
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6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



877.576.5364
6330 SOUTH 3000 EAST, SUITE 700
SALT LAKE CITY, UTAH 84121
INSTRUCTURE.COM

To Whom It May Concern:

Instructure Inc. is a developer of CASE benchmark assessments, common assessments, test prep study guides, College and Career Ready Assessments (CCRA), and CASE Item Banks (formerly SCORE21 Formative Assessment Builder) that are very closely aligned with individual state standards for grades Kindergarten through High School. Instructure's team of experienced professionals help teachers and administrators harness the power of data provided by CASE reports to focus on student needs.

Instructure, Inc. is the sole distributor of these products in the states of Mississippi, North Carolina, South Carolina, Tennessee, Kentucky and Louisiana.

Instructure is committed to helping school districts and individual schools improve student achievement. We look forward to working with your administration and your staff to help make these improvements in the lives of your students.

If you have any additional questions, please feel free to contact us.

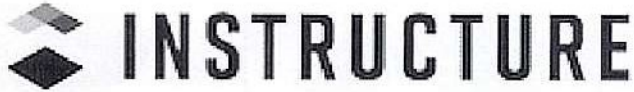
Thank you for your interest in our Assessment Solutions.

Sincerely,

A handwritten signature in black ink that reads "Jeff Ebert".

Jeff Ebert
Sr. Manager, Deal Desk

March 5, 2021



Services Order Form

Order #: Q-261730-1
 Date: 2022-05-26
 Offer Valid Through: 2022-08-01

6330 South 3000 East, Suite 700, Salt Lake City, UT 84121, United States

Order Form For Washington Co School District

Address: 405 W College St
 City: Jonesborough
 State/Province: Tennessee
 Zip/Postal Code: 37659
 Country: United States

Order Information
 Billing Frequency: Annually Upfront Upon Start Date
 Payment Terms: Net 30

Billing Contact

Name: Paul Masters
 Email: mastersp@wcde.org
 Phone: 423-753-1105

Primary Contact

Name: Twana McKinney
 Email: mckinneyt@wcde.org
 Phone: (423) 833-4617

142E71100471934
 ESSER 2.0

Billing Frequency Term:

Non-recurring items will be invoiced upon signing. Recurring items will be invoiced on the subscription start date.

Year 1

Description	Start Date	End Date	Metric	Qty	Price	Amount
Mastery View Predictive Assessments TN - Full Year - District Pricing - CASE Pacing	2022-07-01	2023-06-30	User	5,810	USD 7.50	USD 43,575.00
Mastery Connect Bundled Subscription	2022-07-01	2023-06-30	User	7,553	USD 5.25	USD 39,653.25
Individual Student Reports	2022-07-01	2023-06-30	User	5,810	USD 0.00	USD 0.00
Item Bank - Mastery All 4 Subjects & Mastery View Bundle	2022-07-01	2023-06-30	User	7,553	USD 3.50	USD 26,435.50
Recurring Sub-Total						USD 109,663.75
Year 1 Total						USD 109,663.75
Grand Total:						USD 109,663.75

Package Information

Included in your Item Bank - Navigate All 4 Subjects & CASE Bundle:

Deliverable	Description	Expiration
Mastery Item Bank - Supplemental	Annual Subscription for Mastery Item Bank - Supplemental	N/A
Mastery Item Bank Subscription	Mastery Item Bank subscription for ELA, Math, Science and Social Studies featuring learning standards alignments for all 50 States, D.C., Common Core and Next Generation Science Standards.	N/A

The items above must be completed during the time period beginning on the later of the Effective Date or the initial Start Date specified in this Order Form and ending pursuant to the time frame set forth in the Expiration column above.

Metrics and Descriptions:

User: User Metric reflects the maximum number of individuals authorized by the Customer to access and/or use the Service and Customer has paid for such access and/or use.

In the event Customer enables access to the Service to more Users over a given contract year than are allocated to such contract year as set forth above, then Instructure reserves the right, in its sole discretion, to invoice the Customer for such additional number of Users. In addition, the User fees set forth above are based on the assumption that Customer's Users will use the Service commensurate with the average usage patterns of users across Instructure's user base in the aggregate (such average usage being referred to herein as "Typical Use") and do not account for usage of the Service by Customer's Users beyond such Typical Use. To the extent the Users' usage of the Service, in the aggregate, exceeds the Typical Use at any given time, Instructure reserves the right, in its sole discretion, to increase the fees by an amount proportional to such excess usage. In the event Instructure increases the fees pursuant to this paragraph, Instructure shall send an invoice to Customer for the applicable increase along with documentation evidencing the additional usage of or additional Users who have access to the Service giving rise to such fee increase. Any invoice sent pursuant to the foregoing shall be due and payable within 30 days of receipt.

Product	Description
Mastery View Predictive Assessments - Grade Levels	Mastery View Predictive Assessments for the State Tested Subject Areas.
Item Bank - Mastery All 4 Subjects & Mastery View Bundle	Annual Subscription for Mastery View + Mastery Item Banks

Elementary Assessment Order Detail				
Subject	Ordered	# of Tests per Year	Delivery Method	Grade Level
ELA	Yes	3	Online - MasteryConnect	3;4;5
Math	Yes	3	Online - MasteryConnect	3;4;5
Science	Yes	3	Online - MasteryConnect	3;4;5
Social Studies	Yes	3	Online - MasteryConnect	3;4;5

Middle Assessment Order Detail				
Subject	Ordered	# of Tests per Year	Delivery Method	Grade Level
ELA	Yes	3	Online - MasteryConnect	6;7;8
Math	Yes	3	Online - MasteryConnect	6;7;8
Science	Yes	3	Online - MasteryConnect	6;7;8
Social Studies	Yes	3	Online - MasteryConnect	6;7;8

High School Assessment Order Detail				
Subject	Ordered	# of Tests per Year - Traditional	# of Tests per Semester - Block	Delivery Method
Standard Package - All Subjects	Yes	3	2	Online - MasteryConnect
Standard English	Yes	3	2	Online - MasteryConnect
Standard Math	Yes	3	2	Online - MasteryConnect
Standard Science	Yes	3	2	Online - MasteryConnect
Standard Social Studies	Yes	3	2	Online - MasteryConnect

Additional Assessment Details				
Assessment Package		Option 1 (3BA): 1st BA, 2nd BA, & Final Comp		
College Prep Assessments				
Grades to Test		# of Students		# of Administrations
Item Bank Subscription				
Grades to Access		1;2;3;4;5;6;7;8;9;10;11;12;K		
Notes				
This quote is for Mastery View Predictive assessments (with Consortium/Mastery View pacing) for grades 3-11 and Mastery +Supplemental item banks for grades K-12, all delivered via MasteryConnect platform (with GradeCam), with student reports. Quote reflects CER pricing. Professional development included: none.				

Duration: The Services provided under this Order Form shall begin on the first year Start Date set forth above and continue through the last year End Date set forth above, provided, however, that Instructure may provide certain implementation related Services prior to the first year Start Date at its sole discretion.

Miscellaneous: Instructure's support terms are available as follows:
 Canvas & Catalog: <https://www.instructure.com/canvas/support-terms>
 Portfolium: <https://portfolium.com/support-terms>
 MasteryConnect: <https://www.masteryconnect.com/support/>

As part of our commitment to provide the most innovative and trusted products in the industry, at times we must increase our renewal rates to cover additional expenses associated with advancing our products. If you have concerns with any increases, please reach out to your account representative.

The pricing for this quote is based on your choice to use CASE pacing. By using CASE pacing, you will not be able to make any changes or adjustments to the benchmark assessments or the CASE reports.

Terms and Conditions

This Order Form shall be governed by the Master Terms and Conditions which can be found here:
<https://www.instructure.com/policies/master-terms-and-conditions>

The provision of any Item Bank Services shall also be governed by the Addendum which can be found here:

<https://www.instructure.com/item-bank-addendum>.

The provision of any Predictive Assessment Services shall also be governed by the Addendum which can be found here:

<https://www.instructure.com/benchmark-assessment-addendum>.

In the event of any conflict between this Master Terms and Conditions and any addendum thereto and this Order Form, the provisions of this Order Form shall control.

Notes

This quote is for Mastery View Predictive assessments (with Consortium/Mastery View pacing) for grades 3-11 and Mastery+Supplemental item banks for grades K-12, all delivered via MasteryConnect platform (with GradeCam), with student reports. Quote reflects CER pricing. Professional development included: none.

PURCHASE ORDER INFORMATION	TAX INFORMATION
Is a Purchase Order required for the purchase or payment of the products on this order form? Please Enter (Yes or No): <u>Yes</u> If yes, please enter PO Number: <u>34433</u>	Check here if your company is exempt from US state sales tax: <input checked="" type="checkbox"/> Please email all US state sales tax exemption certifications to ar@instructure.com 1

By executing this Order Form, each party agrees to be legally bound by this Order Form.

Washington Co School District

Signature:	_____
Name:	_____
Title:	_____
Date:	_____

Inst	_____
Sig	_____
Nam	Mr. Boyd
Title	Please fill out
Dat	Washington Co. Box

*Thanks
Yvona McQuinn*

Budget Detail

Narrative Description

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes/Keys

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$378,890.50

Line Item Total: \$378,890.50

CASE benchmark assessments and student reporting

CASE

PURCHASING DEPARTMENT

WASHINGTON COUNTY BOARD OF EDUCATION

FEDERAL PROJECTS FUND

PURCHASE ORDER

Purchase Order 34101 pd 8/20/21

Date Issued 7/12/21

Appropriation No. 147671100471934

Dept. ESSER 2.0

School Keys/Hayes

TO Instructure
Dept CH 16968
Palatine, IL 60055-6968

Deliver to Washington County Schools

Address 405 West College St Jonesborough TN 37659

Via Ashley Keys / Cindy Hayes on or before

Articles on this order must be charged to account of

NOTICE TO VENDOR

- 1. Purchase order number MUST appear on all invoices submitted for payment.
- 2. Mail TWO copies of your invoice promptly to:
Washington County Board of Education
405 West College Street
Jonesborough, Tennessee 37659
Telephone (423) 753-1105

ESSER 2.0

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Please see Attachments ItemBanks - CASE Benchmarks Training ESSER 2.0 (Case Benchmark assessments and Student Reporting) 71100 - 471 ✓ ESSER 2 & 3		34101		
	ESSER 2.0 → verify end date 7/31/22 ESSER 3.0 → one year				June 30, 23 June 30, 24
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				135,557.

SUBJECT TO THE FOLLOWING CONDITIONS

- All packages, cartons or other containers must be plainly marked with the purchase order number.
- The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
- Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
- No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
- Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
- The county is not liable for Federal excise tax or state sales tax.
- Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

SCHOOL'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

[Signature]
Authorized Signature

APPROVED:

[Signature]
Purchasing Agent

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34413**
 Date Issued
 Appropriation No. **93478210491**
 Dept. **ELL - S.W.**
 School **Chris Morelock**

To **Curriculum Associates, LLC**
153 Prangeway Road
North Billerica, MA 01860
617-307-5755 (Ellie McGrath)
 Deliver to **WCDE**
 Address **405 West College Street**
 Via **Jonesborough, TN 37659**

NOTICE TO VENDOR
 1. Purchase order number **MUST** appear on all invoices submitted for payment.
 2. Mail **TWO** copies of your invoice promptly to:
 Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Ellevation Platform - Subscription fees		31	\$	6,250 ⁰⁰
	Ellevation Data/Implementation		1	\$	937 ⁵⁰
	Online Training (312 platform)		2 MB	\$	1,000⁰⁰ MB
					\$ 7,187 ⁵⁰
	Do Not Exceed				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
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4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY	There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.	APPROVED:
	Authorized Signature	Purchasing Agent



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Burleson, Martha

Production
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 00:29:27

Budget Detail

Washington County (900) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER) 2.0

[Return](#)

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filtering - 4 out of 49 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
72210 - Support Servic...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

<< First < Previous **1** Next > Last >> Items 1-4 out of 4

Items/Page:

Budget Detail

Narrative Description

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Acceleration: S...

School Type: Traditional Public School

Optional Program Code: Keys

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Combs

Location: Washington County (900)

ELlevation platform for LEP students to support student data analysis, reporting, collaboration, instruction and monitoring.
 This includes data implementation.

AP Training for Honors Program and AP Capstone

RTI training - 95% Group intervention materials
 (Will reimburse the district if application is not approved before the training)

Budget Detail

Code:

Quantity:

Cost:

Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Training for ELLevation platform

Total for filtered Budget Details:

Total for all other Budget Details:

Total for all Budget Details:

Adjusted Allocation:

Remaining:

Session Timeout
00:29:27

Return

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PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34412**

Date Issued

Appropriation No. **934 72210 524**

Dept. **ELL - S.W.**

School

Chris Mavelock

NOTICE TO VENDOR

1. Purchase order number MUST appear on all invoices submitted for payment.

2. Mail TWO copies of your invoice promptly to:

Washington County Board of Education

405 West College Street

Jonesborough, Tennessee 37659

Telephone (423) 753-1105

To Curriculum Associates, LLC
 153 Rangeway Road
 North Billerica, MA 01862
 L 617-307-5755 (Ellie McGrath)
 Deliver to WCDE
 Address 405 West College Street
 Via Jonesborough, TN 37659

on or before

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	On-line Training (3HR platform)		2	\$2,000.00	\$4,000.00
	* Do Not Exceed *				
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
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3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

Budget Detail

Code:

Quantity:

Cost:

Line Item Total:

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Training for ELLevation platform

Total for filtered Budget Details:

Total for all other Budget Details:

Total for all Budget Details:

Adjusted Allocation:

Remaining:

Session Timeout
00:29:18

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Burleson, Martha

Production
Session Timeout
00:29:18

Budget Detail

Washington County (900) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER) 2.0

[Return](#)

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filtering - 4 out of 49 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
72210 - Support Servic...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

<< First < Previous **1** Next > Last >> Items 1-4 out of 4

Items/Page:

Budget Detail

Narrative Description

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Addressing the Unique Needs of Spec...

School Type: Traditional Public School

Optional Program Code: Morelock

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

ELlevation platform for LEP students to support student data analysis, reporting, collaboration, instruction and monitoring. This includes data implementation.

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Acceleration: S...

School Type: Traditional Public School

Optional Program Code: Keys

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

AP Training for Honors Program and AP Capstone

Account Number: 72210 - Support Services/Regular Instruction Program

Line Item Number: 524 - In-Service / Staff Development

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Combs

Location Code: Washington County (900)

RTI training - 95% Group intervention materials (Will reimburse the district if application is not approved before the training)

Curriculum Associates, LLC Order Form - Q-31683

This Order Form is being entered into between Curriculum Associates, LLC having an address at 153 Rangeway Road, North Billerica, MA 01862 ("Company") and the Customer Name identified as "Customer" below, pursuant to the parties' Master Services Agreement dated 7/1/2022 ("MSA"). In the event of any conflict between this Order Form and the MSA, the terms of this Order Form shall control. This Order Form is effective as of the Subscription Start Date set forth below.

Company: Curriculum Associates, LLC
 Representative: Ellie McGrath
 Email: elliem@ellevationeducation.com
 Phone: 617-307-5755
 Address: 153 Rangeway Road,
 North Billerica, MA 01862
 Start Date: 7/1/2022

Customer: Washington County Public Schools, TN
 Contact Name:
 Email:
 Phone:
 Address: ,
 ,TN
 End Date: 6/30/2023

Subscription Fees

Product	Quantity	Unit Price	Total Fees
Ellevation Platform	31	Minimum	\$6,250.00
Subscription Total:			\$6,250.00

Services Fees

Product	Quantity	Unit Price	Total Fees
Ellevation Data/Implementation	1	\$937.50	\$937.50
Online Training - 3 Hr (Platform)	2	\$2,000.00	\$4,000.00
Services Total:			\$4,937.50

Total Investment - Q-31683

Grand Total:	\$11,187.50
---------------------	--------------------

Invoicing Schedule: Up Front, In Full

Payment Term: Net 30

Contract Term: 12

Curriculum Associates, LLC

Washington County Public Schools, TN

By (Signature): _____

By (Signature): _____

Name (Print): _____

Name (Print): _____

Title: _____

Title: _____

Date: _____

Date: _____

This Master Services Agreement (this "Agreement") is dated as of 7/1/2022 ("Effective Date") by and between Curriculum Associates, LLC ("Company"), and Washington County Public Schools, TN ("Customer"). Company and Customer are each referred to individually as a "Party" and collectively the "Parties" hereto.

1 Definitions.

- 1.1 **"System"** means Company's proprietary, Internet-delivered SaaS platform of servers, software and related technology that is owned and operated by Company and furnished to Customer under this Agreement. The System provides Customer the ability to: (a) use Company's proprietary data management framework for English Language Learners ("ELLs"); (b) access reporting tools related to the productivity and performance of Customer's ELLs; (c) utilize instructional content for Customer's ELLs; and (d) provide Customer's ELLs with tools to improve language acquisition.
- 1.2 **"Customer User"** means any of Customer's authorized users of the System, which may include students, teachers, administrators, or other Customer personnel.
- 2 **Services.** Company shall perform the services listed in the order form executed by both parties ("Order Form") and/or described in any Statement of Work executed by both parties ("SOW") that may be agreed to by both Parties from time to time (and such services are, the "Services"), with any such Order Form or SOW incorporated into this Agreement by reference.
- 3 **Fees and Payment.** Customer will pay the fees as set forth in the Order Form or SOW. The Customer will provide Company with a valid purchase order within ten (10) days of signing the Order Form or SOW. Company will invoice Customer based on such Order Form or SOW, and all invoices are payable within 30 days following receipt by Customer.
- 4 **Term.** The term of this Agreement shall commence on the Effective Date, and it shall continue for so long as Company provides access to the System and/or Services to the Customer pursuant to a valid Order Form or SOW (the "Term"). The term of any particular Services is as provided on the Order Form or SOW.

5 License Grant

- 5.1 During the term of the applicable Order Form(s) and/or SOW(s), and subject to the terms and conditions of this Agreement, Company grants Customer a limited, worldwide, non exclusive, non-transferable right to access and use the features and functionality of the System for the number of users listed on an Order Form or SOW solely for Customer's internal educational purposes in accordance with the terms and conditions expressed in this Agreement. All rights not specifically granted in this Agreement are fully reserved by Company.

6 Restrictions

- 6.1 **Prohibited Use** Customer will not, and will ensure that Customer Users do not, (a) use the System other than in compliance with this Agreement and applicable federal, state, and local laws; (b) frame, distribute, resell, or permit access to the System by any third party; (c) interfere with the System or disrupt any other users' access to the System; (d) attempt to gain unauthorized access to the System, or attempt to discover the underlying source code or structure of the System, or otherwise reverse engineer the System; (f) submit to the System any content or data that is false, misleading, defamatory or threatening; infringing of intellectual property rights; reasonably deemed to involve moral turpitude or that contains mass mailings or any form of "spam"; (g) submit to the System any data or code that contains a time bomb, virus, or any other malware that is designed to delete, disable or otherwise inhibit or harm any element of the System, or which is intended to provide unauthorized access to the System; or (h) use any robot, spider, data scraping or extraction tool or similar mechanism with respect to the System.
- 6.2 **Customer Responsibilities** Customer must comply with, and ensure that its Customer Users comply with, the Company's Terms of Use found at <https://ellevationeducation.com/platform-legal-notice>, as well as ensure that: (a) Customer provides true, accurate, current and complete information to create and maintain accounts; (b) neither Customer nor any Customer User circumvents or otherwise interferes with any user authentication or security mechanism used by Company; (c) Customer Users maintain the confidentiality of their usernames and passwords; (d) neither Customer nor any Customer User will impersonate another user of the System or provide false identity information to gain access to or use the System; and (e) Customer immediately notifies Company of any known or suspected unauthorized access to Customer or Customer User accounts or compromise of account credentials.

7 Ownership and Rights

- 7.1 **Ownership of Customer Content; De-identified Data** Customer retains all right, title and interest in (a) any data, files, images, and other content that Customer or a Customer User uploads or submits to the System pursuant to this Agreement; and (b) any reports produced by Customer in connection with use of the System (collectively, "Customer Content"). "Customer Content" does not include de-identified data, which Company may create using Customer Content on a de-identified basis (a) to develop and improve its products; (b) for the purposes of adaptive and customized learning; (c) for research and development purposes; (d) to demonstrate the effectiveness of its products.
- 7.2 **Ownership of System** The Services, including all trademarks, service marks, logos, documents, graphics, content, and/or other materials viewed or obtained from or through the Services (collectively, "Service Materials"), are owned and/or licensed by Company and are protected by copyright and other intellectual property rights. Customer has no

rights to transfer, reproduce, or prepare any derivative works with respect to the Services, or to disclose confidential information pertaining to the Services. This Agreement does not convey to Customer or any Customer User any right of ownership in or related to the Service or other intellectual property owned by Company.

7.3 **Feedback** Customer may, at its option, provide to Company feedback or suggestions for enhancement concerning the System ("Feedback"), and Company will have a perpetual right to use and incorporate Feedback into the System without any compensation or other obligation to Customer. Customer shall not gain any right, title or interest in the System or Company's IP as a result of its furnishing or Company's use of Feedback.

8 **Confidentiality** "Confidential Information" of a Party ("Disclosing Party") means all financial, technical, or business information of the Disclosing Party that the Disclosing Party designates as confidential or that the other party ("Receiving Party") reasonably should understand to be confidential based on the nature of the information or the circumstances surrounding its disclosure. Without limiting the generality of the foregoing, Confidential Information includes (but is not limited to) personally identifiable student information; the Fees contained in any Order Form or SOW; and Company's IP and other proprietary tools, features and methodologies. Confidential Information does not include any information that (a) is or becomes generally known to the public without the Receiving Party's breach of any obligation owed to the Disclosing Party; (b) was independently developed by the Receiving Party without the Receiving Party's breach of any obligation owed to the Disclosing Party; or (c) is received from a third party who obtained such Confidential Information without any breach of any obligation owed to the Disclosing Party. Except as expressly permitted in this Agreement or by written consent of the Disclosing Party, the Receiving Party will not disclose, duplicate, publish, transfer or otherwise make available Confidential Information of the Disclosing Party in any form to any person or entity. The Receiving Party will not use Confidential Information except to perform its obligations under this Agreement. Notwithstanding the foregoing, the Receiving Party may disclose Confidential Information to the extent required by law, provided that the Receiving Party shall (x) give the Disclosing Party prior notice of such disclosure so as to afford the Disclosing Party a reasonable opportunity to appear, object, and obtain a protective order or other appropriate relief regarding such disclosure; (y) use diligent efforts to limit disclosure and to obtain confidential treatment or a protective order; and (z) allow the Disclosing Party to participate in the proceeding. Further, the Receiving Party will return or destroy all Confidential Information upon the Disclosing Party's request at any time, and/or after the termination or expiration of this Agreement, and (if requested by the Disclosing Party) certify such return or destruction in writing.

9 **Data Protection**

9.1 **Privacy Policy** Company maintains a Privacy Policy found at <https://ellevationeducation.com/platform-privacy-policy> and incorporated into this Agreement. Company reserves the right to modify the Privacy Policy in accordance with the procedure outlined in the Privacy Policy.

9.2 **Family Educational Rights and Privacy Act** Customers subject to the Family Educational Rights and Privacy Act, 34 C.F.R. §99 et. seq. ("FERPA"), appoint Company a "school official" as that term is used in FERPA, and determine that Company has a "legitimate educational interest" for the purpose of carrying out its responsibilities under this Agreement. Company shall be bound by the relevant provisions of FERPA, including that it will remain under the "direct control" of Customer with respect to its use and maintenance of "education records" as that term is defined in FERPA. Company will use personally identifiable student data only as necessary to fulfill the Services in performance of this Agreement, and will only share personally identifiable student data with its third-party vendors as necessary to fulfill the Services in performance of this Agreement.

9.3 **Parental Consent.** If Customer purchases Services available for use by students, , if required under applicable state or federal law, Customer will be responsible for obtaining verifiable parent consent prior to making such Services available to its students under the age of 13. Company shall comply with its responsibilities under the Children's Online Privacy Protection Act ("COPPA") and state law.

9.4 **Data Security** Company deploys security precautions intended to help maintain the confidentiality, integrity, and availability of Customer data stored by Company, including use of firewalls, encryption, authentication technologies and background screenings for all employees. However, the internet is not perfectly secure and Company is not responsible for security incidents not reasonably foreseeable or reasonably within its control. Customer specifically shall not provide to Company, or store on the System, the Social Security number, driver's license or state-issued identification card number, financial account number, or credit or debit card number of any Customer student or employee.

9.5 **Notification of Breach** Company shall notify Customer within 48 hours of determination that an actual data breach impacting Customer has occurred. Company shall be responsible for the direct costs associated with a breach not caused by Customer or Customer Users.

9.6 **Legal Requests for Data** If Company receives a court order or subpoena for Customer Content, Company shall provide the Customer with a copy of such court order or subpoena within two (2) business days of its receipt, unless legally prohibited from doing so.

10 **Representation and Warranties; Disclaimers**

10.1 **Company Representations and Warranties** Company represents and warrants that (a) it has the necessary authority to enter into this Agreement; (b) it will provide the System and related services in a professional and workmanlike

manner and in accordance with the specifications set forth in any Order Form or SOW; and (c) it will comply with all applicable laws.

- 10.2 **Customer Representations and Warranties** Customer represents and warrants that (a) it has the necessary authority to enter into this Agreement; (b) it has all rights, permissions and consents necessary to submit all Customer Content to the System and to grant Company the rights to use Customer Content as set forth in this Agreement; (c) any material uploaded to the System does not contain anything that is defamatory, libelous, infringes upon any third party intellectual property rights, or violates any confidentiality obligations Customer has with a third party; and (d) it will comply with all applicable laws.
- 10.3 **Company Disclaimer** Customer acknowledges that, as an internet-delivered software application, the System may experience periods of downtime, including (but not limited to) due to scheduled maintenance and third-party service outages. Accordingly, COMPANY DOES NOT WARRANT THAT THE SYSTEM WILL BE ERROR-FREE OR OPERATE WITHOUT INTERRUPTIONS OR DOWNTIME. COMPANY MAKES NO REPRESENTATIONS OR WARRANTIES, WHETHER EXPRESS OR IMPLIED, WITH RESPECT TO THE SYSTEM, INCLUDING ITS DOCUMENTATION, THE SYSTEM SOFTWARE, OR ANY DATA OR CONTENT MADE AVAILABLE THROUGH THE SYSTEM. COMPANY SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT, AND ACCURACY.
- 11 **Insurance.** Company shall provide professional liability insurance of no less than \$1,000,000 per incident and \$2,000,000 in the aggregate. Upon written request, Company shall file with the Customer a Certificate of Insurance, that includes the liability coverage limits, dates of coverage, and names the District as an additional insured.
- 12 **Termination.**
- 12.1 **Termination** Either party may terminate this Agreement (a) immediately if the other party breaches any material provision and fails to cure its breach within 20 days after receiving the other party's written notice identifying the breach, or (b) for any or no reason, upon 60 days' prior written notice. Nevertheless, the Agreement will remain in effect for as long as Company is continuing to provide the System or Services to the Customer pursuant to a valid Order Form or SOW. In addition, Company may suspend Customer's access to the Services immediately if Customer fails to make a payment more than 30 days following its due date.
- 12.2 **Treatment of Customer Content at Termination** Customer shall have 30 days following the termination or expiration of this Agreement to provide Company with a written request for a one-time, delimited file export of its data from the System via SFTP. Regardless of whether Customer makes such a written request, and except as otherwise provided in this Agreement, within 90 days of the termination or expiration of this Agreement Company will securely destroy any and all of Customer's personally identifiable student data stored in the System, including any such data stored in Company's backup systems.
- 13 **Indemnification**
- 13.1 Company will defend and indemnify Customer and its employees and agents from and against any third party claim, demand or action, and all resulting damages, settlement amounts, penalties, costs and expenses, to the extent such claim, demand or action alleges that the System, or Customer's use thereof in accordance with this Agreement, infringes or violates any copyright, trademark, U.S. patent, or other proprietary right of any third party; provided, that Company will not be obligated under this Section to the extent any such infringement or violation arises from use of the System in combination with technology or services not provided by Company.
- 13.2 Unless prohibited by applicable law, Customer will defend and indemnify Company and its corporate affiliates, directors, officers, employees, successors, assigns and agents from and against any third party claim, demand or action, and all resulting damages, settlement amounts, penalties, costs and expenses, that arises out of or relates to Customer Content, including claims that Customer Content infringes or violates any intellectual property or proprietary right of a third party, violates any confidentiality obligation owed to a third party, or violates any applicable law or regulation; provided, that Customer will not be obligated under this Section to the extent any such claim arises from Company's use of Customer Content in violation of this Agreement.
- 14 **LIMITATION OF LIABILITY. NEITHER PARTY WILL BE LIABLE FOR ANY INCIDENTAL, CONSEQUENTIAL, SPECIAL, INDIRECT, OR PUNITIVE DAMAGES IN CONNECTION WITH ANY CLAIM OF ANY NATURE ARISING UNDER THIS AGREEMENT, EVEN IF SUCH PARTY HAS BEEN GIVEN ADVANCE NOTICE OF SUCH POSSIBLE DAMAGES. IN ADDITION, NEITHER PARTY'S AGGREGATE LIABILITY FOR ALL CLAIMS OF ANY NATURE ARISING OUT OF THIS AGREEMENT (EXCLUDING ITS OBLIGATIONS OF CONFIDENTIALITY AND INDEMNIFICATION) WILL NOT EXCEED THE FEES ACTUALLY PAID TO COMPANY UNDER THIS AGREEMENT DURING THE TWELVE (12) MONTHS PRECEDING THE EVENT GIVING RISE TO THE CLAIM.**
- 15 **Notices.** All notices under this Agreement must be in writing and sent via email, if to Company, to 'notices@ellevationeducation.com' or, if to Customer, at the email address provided on the Order Form.
- 16 **Entire Agreement.** The Agreement together with any Order Form, SOW and the Terms of Use, represents the entire agreement between the parties regarding Customer's use of the System and related matters addressed in this Agreement, and supersedes any prior oral or written agreements, promises, representations, warranties, or inducements between or by the parties regarding such subject matters.
- 17 **Assignment.** Company may not assign this Agreement without Customer's prior written consent, not to be unreasonably withheld; provided, however, that no consent shall be required for the assignment of this Agreement to

the acquirer of all or substantially all of Company's assets or equity, provided that such successor agrees to be bound by all of the terms and conditions hereof.

- 18 **Force Majeure.** Except for Customer's obligation to make payments hereunder, neither party shall be liable for delay or default under this Agreement if caused by conditions beyond its reasonable control, whether or not foreseeable (e.g., technology malfunctions, outages of Internet Service; outages in third party hosted services), or any other Force Majeure events. "**Force Majeure**" means an armed conflict, flood, epidemic, pandemic, labor strike or shortage, governmental decree or regulation, court order, severe weather, fire, earthquake, act of terrorism, failure of suppliers, or unavailability of communications transport facilities.
- 19 **Miscellaneous.** This Agreement shall be governed by the laws of the state where Customer is located without regard to the conflict of law provisions of such state. If a court of competent jurisdiction finds any provision of this Agreement to be illegal or unenforceable, the parties intend that the court shall modify such provision to make such provision and this Agreement valid and enforceable. The provisions of this Agreement are severable, and any illegal or unenforceable provision, or any modification by any court, shall not affect the remainder of this Agreement, which shall continue at all times to be valid and enforceable. This Agreement can only be modified by a writing signed by both parties. The failure of the parties to insist upon or enforce strict performance of any provision of this Agreement or to exercise any right or remedy thereunder will not be construed as a waiver by such party to assert or rely upon any such provision, right, or remedy in that or any other instance. This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same agreement. The exchange of copies of this Agreement and of signature pages electronically by the parties will constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes.

Curriculum Associates, LLC

Washington County Public Schools, TN

By (Signature): _____

By (Signature): _____

Name (Print): _____

Name (Print): _____

Title: _____

Title: _____

Date: _____

Date: _____

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34414**

Date Issued

Appropriation No. **934 71100471**

Dept. **ESSER2.0**

School **Jamio Gray - S.W.**

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

To **Pearson Virtual Schools USA**
10960 Grantchester Way
Columbia, MD 21044

Deliver to **WCDE (Zak Escamilla)**

Address **405 West College Street**

Via **Jonesborough, TN 37659**

on or before

ESSER2.0

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	GradPoint				\$ 9,691.98
	Core Elect Concurrent		231 / FB	418.58	105,005.713
	Core Elect Concurrent Short Term		231 / FB	34.86	8,149.98
	Software				\$ 8,052.66
	* Do Not Exceed *				\$ 104,744.64
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				113,813.35 FB

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY	There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.	APPROVED:
	_____ Authorized Signature	_____ Purchasing Agent

Budget Detail

Line Item Total: \$1,637.50

Account Number: 71100 - Regular Instruction Program

Line Item Number: 449 - Textbooks - Bound

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Hayes/Adams

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$220,000.00

Line Item Total: \$220,000.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes/Keys

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$378,890.50

Line Item Total: \$378,890.50

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Jamie Gray

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$104,744.64

Line Item Total: \$104,744.64

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$82,687.00

Line Item Total: \$82,687.00

Go Math K-5 and HMH 6-8 textbook resources

CASE benchmark assessments and student reporting

GradPoint seats will be purchased for students that will be enrolled in an alternative learning experience. GradPoint is a 6-12 learning management system (LMS) from Pearson, supporting student engagement and communication, student encouragement and self-assessment, and other tools to support student learning and progress.

Social Studies and Science IXL

Session Timeout 00:29:26

Budget Detail

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Combs

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$57,975.00

Line Item Total: \$57,975.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$28,350.00

Line Item Total: \$28,350.00

Account Number: 71100 - Regular Instruction Program

Line Item Number: 471 - Software

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$11,700.00

Line Item Total: \$11,700.00

Empty box for Budget Detail

5-8th Math & Reading IXL

Reading K-5 Benchmark online ORR

Session Timeout 00:29:26

Total for filtered Budget Details:	\$1,561,884.18
Total for all other Budget Details:	\$2,617,813.05
Total for all Budget Details:	\$4,179,697.23
Adjusted Allocation:	\$4,179,697.23
Remaining:	\$0.00

Return



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- [Contact TDOE](#)
- [ePlan Sign Out](#)

Burleson, Martha

Production Session Timeout 00:29:26

Budget Detail

Washington County (900) Public District - FY 2022 - Elementary and Secondary School Emergency Relief (ESSER) 2.0 - Rev 3 - Elementary and Secondary School Emergency Relief (ESSER) 2.0

[Return](#)

Indirect Cost

Total Contributing to Indirect Cost

Indirect Cost Rate

Maximum Allowed for Indirect Cost

Filtering - 21 out of 49 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
71100 - Regular Instru...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

Items/Page:

Budget Detail

Narrative Description

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Purchasing Education Technology

School Type: Traditional Public School

Optional Program Code: McKinney

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Addressing Learning Loss: Coordinat...

School Type: Traditional Public School

Optional Program Code: Hayes

Location Code: Washington County (900)

Quantity:

Cost:

Line Item Total:

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Focus Area: Conducting Other Necessary Activiti...

School Type: Traditional Public School

Optional Program Code: McKinney/Partin

Location Code: Washington County (900)

343 Kajeets - continue existing connectivity

Revision 5-26-22
\$186,890.41 - 120,000 = \$66,890.41

Since returning in person the demand for kajeets has been reduced. Will connect 133 kajeets for FY 22-23.

TN History for Kids supplemental material

Classroom lab materials and supplies
Goggle Sanitizer Cabinets and goggles for science

QUOTE



Pearson

Pearson Virtual Schools USA
10960 Grantchester Way
Columbia, MD 21044
E-mail: poblsalesops@pearson.com
Fax: 1-410-630-4931

142E71100471934
ESSER 2.0

The fees & terms in this document are valid until expiration date.

Expiration Date 7/1/2022

Customer Details:

Washington CO School District
Jamie Gray
grayj3@wcde.org

Sales Consultant Details:

Zak Escamilla
zachary.escamilla@pearson.com

Product	Selling Term/UOM	Quantity	Sales Price	Subtotal	Total Price
GradPoint Core Elect Concurrent	0.00000	251.00	USD 418.58	USD 105,063.58	USD 105,063.58
GradPoint Core Elect Concurrent Short Term	0.00000	251.00	USD 34.86	USD 8,749.86	USD 8,749.86

*All prices in this Document in USD

Subtotal	USD 113,813.44
Grand Total	USD 113,813.44

Statement of Work

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This Quote will be considered accepted if received before the Expiration Date noted above.
To accept this quote, please submit a signed and dated copy of this Quote, Attn: {Sales Consultant noted above}, via one of the methods below:
E-mail: poblsalesops@pearson.com
OR
Fax: 410-630-4931

Authorized by:

Printed Name: _____

Title: _____

Date: _____

Is a PO required prior to billing? ____ If yes, please provide PO with signed quote.

Jerry WHITAKER

From: Jamie GRAY [grayj3@wcde.org] on behalf of Jamie GRAY
Sent: Wednesday, May 4, 2022 7:44 AM
To: Jerry WHITAKER
Subject: Fwd: Updated Contract
Attachments: GP-WASHINGTON COUNTY SD Renewal - Contract 6146943-2022_V3.pdf

New invoice.

They gave us the 251 price break with the 231 seats. The 10% discount at the bottom is due to updating/removing courses. It will not be reflected again for SY24.

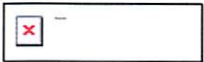
The due date of July 1, 2022 is to help with paying out of the SY23 budget. They realize that it will probably be mid month before they receive payment.

Jamie Gray, Principal
Asbury Optional High School
Washington County Schools
423-434-4900

----- Forwarded message -----

From: Zak Escamilla <Zachary.Escamilla@pearson.com>
Date: Tue, May 3, 2022 at 3:00 PM
Subject: Updated Contract
To: Jamie GRAY <grayj3@wcde.org>

Zak Escamilla
District Partnerships Account Manager



Virtual Schools USA

P: 210-316-7289

E: zachary.escamilla@pearson.com

*"Education is the kindling of a
flame, not the filling of a
vessel."
-Socrates*

**Note: If you should
have an immediate
GradPoint need,
please contact
GradPoint Tech
Support at 800-234-
5832 for assistance.
If you are
experiencing**

**difficulties with
Connections
Learning or Pearson
Connexus, please
contact our Support
Teams at 844-597-
3224. If you are
experiencing
difficulties with My
Pearson Training,
please contact
Customer Service
at 888-827-0772.**



Pearson Virtual Schools USA
 10960 Grantchester Way
 Columbia, MD 21044
 E-mail: poblsalesops@pearson.com
 Fax: 1-410-630-4931

The fees & terms in this document are valid until expiration date.

Expiration Date 7/1/2022

Customer Details:

Washington CO School District
 Jamie Gray
grayj3@wcde.org

Sales Consultant Details:

Zak Escamilla
zachary.escamilla@pearson.com

Product	Selling Term/UOM	Quantity	Sales Price	Subtotal	Total Price
GradPoint Core Elect Concurrent	0.00000	231.00	USD 492.45	USD 113,755.95	USD 96,692.56
GradPoint Core Elect Concurrent Short Term	0.00000	231.00	USD 41.02	USD 9,475.62	USD 8,054.28

*All prices in this Document in USD

Subtotal USD 123,231.57
 Grand Total USD 104,746.83

Statement of Work

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 E-mail: poblsalesops@pearson.com
 OR
 Fax: 410-630-4931

Authorized by:

Printed Name: _____

Title: _____

Date: _____

Is a PO required prior to billing? ____ If yes, please provide PO with signed quote.

PURCHASING DEPARTMENT
WASHINGTON COUNTY BOARD OF EDUCATION
FEDERAL PROJECTS FUND
PURCHASE ORDER

Purchase Order **34415**

Date Issued

Appropriation No. **16071100499**

Dept. **TITHE-I-D**

School **SSA-Allison Fabish**

NOTICE TO VENDOR

1. Purchase order number **MUST** appear on all invoices submitted for payment.
2. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education
 405 West College Street
 Jonesborough, Tennessee 37659
 Telephone (423) 753-1105

TO **Pearson Virtual Schools USA**
10960 Grantchester Way
Columbia, MD 21044

zak Escaritta

Deliver to **SteppenStone Academy**
 Address **110 Steppenstone Blvd**
 Via **Limestone, TX 77681**
% Allison Fabish

on or before

Articles on this order must be charged to account of

ITEM NO.	ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
	(Unless otherwise stated all prices F.O.B. Destination)				
	Grad Point		20	418.58	8371.60
	Core Elect Concurrent		20	34.86	697.20
	Core Elect Concurrent Short Term				
	Software				
	* Do Not Exceed *				\$ 9068.80
	GRAND TOTAL - INCLUDING ALL ATTACHED PAGES				

SUBJECT TO THE FOLLOWING CONDITIONS

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. No changes in or cancellations of this purchase order shall be recognized by the Vendor unless authorized by special form issued by the Purchasing Agent.
5. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
6. The county is not liable for Federal excise tax or state sales tax.
7. Each shipment and/or each purchase order should be covered by separate invoice.

IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER

VENDOR'S COPY

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



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- [Monitoring](#)
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- [LEA Document Library](#)
- [Address Book](#)
- [TDOE Resources](#)
- [Help for Current Page](#)
- [Contact TDOE](#)
- [ePlan Sign Out](#)

Burleson, Martha

Production
 Session Timeout
 00:29:45

Budget Detail

Washington County (900) Public District - FY 2022 - Consolidated - Rev 3 - Title I-D LEA

[Return](#)

Indirect Cost	
Total Contributing to Indirect Cost	\$51,506.97
Indirect Cost Rate	5.16%
Maximum Allowed for Indirect Cost	\$2,650.01

Filtering - 2 out of 4 Budget Details match selected filters

[Show All / Clear All](#)

Account Number	Line Item Number	Location Code	Tags	Narrative
71100 - Regular Instru...	All	All	No Options Selected	No Options Selected

[Download Budget Data](#)

<< First < Previous 1 Next > Last >> Items 1-2 out of 2

Items/Page: 10

Budget Detail

Account Number: 71100 - Regular Instruction Program

Line Item Number: 429 - Instructional Supplies & Materials

Academics: High-Quality Instructional Material...
Career Exploration

Whole Child: Supports

Educators: Support

Engagement and Choice:

Turnaround:

Optional Program Code:

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$30,006.97

Line Item Total: \$30,006.97

Narrative Description

Supplemental instructional material to help with study skills, test taking, life skills, reading skills and math skills. Graphing calculators, test prep material, Imperio system, supplemental curriculum materials for reference and source reading, or other technology that could support the facility academics

Imperio system - \$660 for the year
 College & Career books - \$150
 Career - Virtual Job shadowing - \$2,500 for year
 OOH books & ASVAB prep - \$300
 Study Buddy cassettes - \$500
 Chromebooks - purchase 15, total \$4,500
 Projector for classroom - \$400
 Headphones - \$250
 Books on CD - \$600
 Microphone system for classrooms - \$600
 Technology such as Study Buddy - \$1,500
 Supplemental curriculum: Study Skills/Test Prep , Math, Reading, Life Skills - \$18,046.97

Account Number: 71100 - Regular Instruction Program

Line Item Number: 499 - Other Supplies and Materials

Academics: Career Exploration

Whole Child: Supports

Educators:

Engagement and Choice:

Turnaround:

Optional Program Code:

Location Code: Washington County (900)

Quantity: 1.00

Cost: \$16,000.00

Line Item Total: \$16,000.00

GradPoint educational computer program (20 licenses) for students for credit recovery, credit accrual remediation and enrichment - \$12,000
 IXL Learning in Language Arts - \$4,000

Total for filtered Budget Details: \$46,006.97

Total for all other Budget Details:	\$8,000.00
Total for all Budget Details:	\$54,006.97
Adjusted Allocation:	\$54,006.97
Remaining:	\$0.00

[Return](#)

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TN Department of Education | Andrew Johnson Tower | 710 James Robertson Parkway | Nashville, TN 37243 | (629) 395-4684 | ePlan.Help@tn.gov

Session Timeout
00:29:45



Pearson

Pearson Virtual Schools USA
10960 Grantchester Way
Columbia, MD 21044
E-mail: poblsalesops@pearson.com
Fax: 1-410-630-4931



The fees & terms in this document are valid until expiration date.

Expiration Date 7/1/2022

Customer Details:

Washington CO School District

Jamie Gray

grayj3@wcde.org

Sales Consultant Details:

Zak Escamilla

zachary.escamilla@pearson.com

Product	Selling Term/UOM	Quantity	Sales Price	Subtotal	Total Price
GradPoint Core Elect Concurrent	0.00000	231.00	USD 492.45	USD 113,755.95	USD 96,692.56
GradPoint Core Elect Concurrent Short Term	0.00000	231.00	USD 41.02	USD 9,475.62	USD 8,054.28

*All prices in this Document in USD

Subtotal USD 123,231.57

Grand Total USD 104,746.83

Statement of Work

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E-mail: poblsalesops@pearson.com

OR

Fax: 410-630-4931

Authorized by:

Printed Name: _____

Title: _____

Date: _____

Is a PO required prior to billing? ____ If yes, please provide PO with signed quote.



Pearson

QUOTE / PROFORMA

Customer Bill-to:

WASHINGTON COUNTY SD
405 W COLLEGE ST
JONESBOROUGH TN, 37659-1009

Attention:

Customer Ship-to:

WASHINGTON COUNTY SD
SPECIAL EDUC DEPT
405 W COLLEGE ST
JONESBOROUGH TN, 37659-1009

Attention:

NCS Pearson, Inc.

P.O Box 599700,
San Antonio, TX 78259

Tel: 800-627-7271

Tax ID No:

41-0850527

Quote/Proforma Number : 159741

Date : 13-MAY-2022

Customer Account# : 3801346

Sales Order Number : 159741

Customer PO# :

Currency : USD

Shipment Terms : Paid

Customer Tax Number :

Number of Pages : Page 1 of 2

Prices will be honored for 60 days from price quote date.

This price quote does not guarantee stock availability and shipping amount is estimated, standard shipping charges apply.

Total Ordered Quantity (No. Of Items) :		3266
Other Charges :	USD	\$0.00
Net Amount :	USD	\$22,045.50
Tax Total :	USD	\$0.00
Quote/Proforma Total :	USD	\$22,045.50
Amount Due :	USD	\$22,045.50

REMITTANCE INFORMATION

Make Checks Payable to:

13036 COLLECTION CENTER DRIVE
CHICAGO
60693
NCS Pearson, Inc.

Bank Wire to:

Bank of America N A
071000039
A/C No: 8188105388
SWIFT : 071000039



Quote/Proforma Number: 159741						Page 2 of 2
Item Number	Item Description	Quantity	Unit Price	Discount	Tax	Line Total
AIMPLSCSUB	AIMSWEBPLUS COMPLETE NEW QTY 1 (DIGITAL)	3266	6.75	NET	0.00	\$22,045.50

*** IMPORTANT CUSTOMER MESSAGES ***

AW+ NEW ACCOUNT SY 22-23 TN

QUOTE/PROFORMA TOTALS	Subtotal	Total Other Charges	Total Tax	Total Due
	USD	USD	USD	USD
	\$22,045.50	\$0.00	\$0.00	\$22,045.50

By placing your order, you hereby agree to the Terms and Conditions which govern your purchase:

<https://www.pearson.com/en-us/legal-information/business-purchasers-terms.html>

ANNUAL AGENDA

SEPTEMBER

Reorganization of the Board (To include two students from each high school per state rules)
Report on opening of school
School Visits
Administrative Reports
School Calendar

Events: TSBA Fall District Meeting

OCTOBER

Appointment of committees (including Disciplinary Hearing Authority)
Designation of staff members as management personnel for Collaborative Conferencing
Textbook Selection Committees
Review of Board's Strategic Plan

Events: New Board Chairman workshop
New Board Member orientation
Board Retreat

NOVEMBER

Review of school activity funds
Begin Director's Review

Events: TSBA Convention
American Education Week

DECEMBER

Compliance Report
Complete Director's Review

Events: Christmas Dinner

JANUARY

Recognition of new tenured teachers
Review of Policies – Section I
Self –evaluation by Board
Budget Calendar

Events: School Board Week
Mid-year Board Retreat

FEBRUARY

Bus Bids
Review of Policies – Section 2
Principal Conferences with Director of Schools for budget requests
Budget requests presented to Director of Schools from principals/department heads
Quarterly meeting – Director’s evaluation

Events: TSBA Day on the Hill

MARCH

Review of policies – Section 3

APRIL

Textbook Selection
Summer School Program
Review of policies – Section 4
Budget review and adoption

Events: Top Ten Banquet

MAY

Federal Projects approval
Deadline for School Board Academy optional credit proposals
Approval of fee waivers
Approval of prices for meals

Review of policies – Section 5

Events: Teacher Appreciation Week
Teacher of the Year Banquet
Graduation

JUNE

Review of policies – Section 6
Review allowances and reimbursement guidelines
Differentiated Pay Plan
Gifts and bequests *Move to July

Events: SRO Luncheon

JULY

Lost and Damaged Textbook Report
Transportation Report (Inspection Report)
Review Annual Agenda
Personnel list/salaries

Events: New teacher Recognition Luncheon
TSBA Law Institute

AUGUST

Vehicle Authorization Report

Events: Recognition of retiring employees

Adopted August 2021



Educator Preparation Provider/ Local Education Agency State-Recognized Partnership Agreement

Educator Preparation Provider (EPP)	Carson-Newman University
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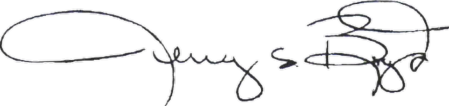
Local Education Agency (LEA)	Washington County School District
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Term of Agreement	One year from date of district signature.
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EPP Contact/Designee	
Name: Rodney E. Russell	Title: Director of Field Experiences
Email Address: rrussell@cn.edu	Phone Number: 865-471-3320

LEA Contact/Designee	
Name: Jerry S. Boyd	Title: Superintendent
Email Address: boydj@wcde.org	Phone Number: 423-753-1100

Other Key Staff	
Name: Cindy Hayes	Name: Dr. Ashley Keys
Title: Chief Academic Officer	Title: Deputy Chief Academic Officer
Name:	Name:
Title:	Title:

Certification (signatures verify partnership)	
EPP Head Administrator	Name: Dr. Kim Hawkins Date: 6-24-2022 Title: Dean, School of Education and Counseling Signature: 
LEA Director of Schools	Name: Jerry S. Boyd Date: 06/24/2022 Title: Superintendent Signature: 

Educator Preparation Provider/ Local Education Agency State-Recognized Partnership Agreement

Prompt 1: Identify the collaboratively-developed **recruitment and selection strategies and goals.**
(500 words)

Carson-Newman Education Advisory Council (CNEAC) is made up of university personnel, school district supervisors, principals, and teacher representatives. The council serves as a collaborative for reviewing Partnership recruitment, selection strategies, goals, and retention of aspiring candidates and clinical mentors and instructors. The contents of the mutually agreed upon contents and goals will be reviewed annually by each district, the university, and the CNEAC.

Goal 1) Recruit and develop aspiring teacher candidates to increase the applicant pool of students applying to teach in special education, mathematics, science, world languages and other content areas; and increase the applicant pool of instructional leaders.

Goal 2) Develop pathways to special education licensure that takes advantage of the provisional special education teacher license.

LEAs and Carson-Newman University collaboratively discussed selection strategies through the CNEAC and participate in placement of candidates based on need and data. These strategies are as follows:

1. Annually review our placement data with a focus on high need subject areas and the diversity of the pool of candidates.
2. Use the job-embedded licensure process to assist the school district in attracting teachers for difficult to staff subject areas.
3. Use the Special Education provisional license to attract licensed Tennessee teachers to special education from subject areas with a surplus of teachers.
4. Help educate high school students about opportunities for loan forgiveness when they choose to teach in high need subject areas and low SES communities.
5. Work collaboratively with school districts to identify instructional leader candidates.

Annual Review:

The State-Recognized Partnership Agreement will be reviewed annually through the CNEAC and signed again annually by each district. A full revision will be initiated every three years.

Educator Preparation Provider/ Local Education Agency State-Recognized Partnership Agreement

Prompt 2: Identify how entities will collaborate to **select, prepare, evaluate, support, and retain high quality clinical educators**, both provider and school-based, who demonstrate a positive impact on candidates' development and pre-K-12 learning and development. **(500 words)**

Selection

All candidate preparation programs at Carson-Newman University are advised by the CNEAC made up of university personnel, school district supervisors, principals, teacher representatives, and aspiring candidates. The advisory council will collaboratively participate in reviewing placement data of clinical practicums, student teachers and leadership practicums. The council will advise and help guide improvement based on need and data. University faculty, university mentors, and cooperating teachers serve to supervise student teachers, provide seminars, and provide content-area support. Principals serve as mentors of candidates entering Carson-Newman's leadership program.

LEAs and Carson-Newman mutually agree to only select cooperating teachers and leadership mentors who meet Education Preparation Policy 5.504. Clinical mentors shall:

1. Hold an active Tennessee license with an endorsement in the area or a closely related area where they will be supervising the candidate;
2. Have a level of overall effectiveness of above expectations or significantly above expectations for the prior school year; and
3. Have a minimum of three (3) years of experience as a teacher, school services personnel, or instructional leader as applicable.
4. Be recommended by the principal and accept the placement.

Preparation

All cooperating teachers will complete the Cooperating Teacher/University Mentor Training before serving as a cooperating teacher. University mentors will complete TEAM training and provide coaching on procedures to the cooperating teacher through the course of the placement.

Evaluation

University faculty are evaluated annually by the chair, anonymous course evaluations, and student exit surveys. University mentors are evaluated through student surveys, cooperating teacher surveys, and student performance results. The school administrator using the TEAM teacher evaluation process, or other Tennessee State Board of Education approved model, evaluates cooperating teachers' instructional performance. Principal Mentor effectiveness is evaluated by TEAM principal evaluation. Both cooperating teacher and principal mentor effectiveness in supporting the aspiring candidate are evaluated through informal observations, surveys, and cooperating teacher and principal mentor surveys. The Carson-Newman Education Advisory Council will review program data and stakeholder surveys to assess progress in the Teacher Education Program and Instructional Leader Program.

Support

Annual training will be offered to all mentors to address the evolution of the partnership and to maintain high expectations.

In addition, the EPP and the LEA mutually agree to support their direct personal involvement in the local education agency setting of preK-12 and encourage their involvement in at least one of the following activities:

- Professional learning led by preK-12 educators.
- Instructional support to PK-12 LEA
- Curriculum development.
- Direct observation of preK-12 classrooms.

Retention

The LEAs and Carson-Newman mutually agree to use high performing clinical educators to mentor and supervise aspiring candidates. We will work to attract clinical educators with the following characteristics: highly effective instructional practice, ability to develop strong mentor relations, recommended by the principal or district administrator.

Retention of university mentors is based on the over-all support provided to the teacher candidate and cooperating teacher. This is assessed through observation, candidate feedback, and school-based partner feedback.

Educator Preparation Provider/ Local Education Agency State-Recognized Partnership Agreement

Educator Preparation Provider (EPP)	
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Local Education Agency (LEA)	
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Term of Agreement	
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EPP Contact/Designee	
Name:	Title:
Email Address:	Phone Number:

LEA Contact/Designee	
Name:	Title:
Email Address:	Phone Number:

Other Key Staff	
Name:	Name:
Title:	Title:
Name:	Name:
Title:	Title:

Certification (signatures verify partnership)							
EPP Head Administrator	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Name:</td> <td style="width: 35%;">Date:</td> </tr> <tr> <td>Title:</td> <td></td> </tr> <tr> <td>Signature:</td> <td></td> </tr> </table>	Name:	Date:	Title:		Signature:	
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LEA Director of Schools	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Name:</td> <td style="width: 35%;">Date:</td> </tr> <tr> <td>Title:</td> <td></td> </tr> <tr> <td>Signature:</td> <td></td> </tr> </table>	Name:	Date:	Title:		Signature:	
Name:	Date:						
Title:							
Signature:							

Educator Preparation Provider/ Local Education Agency State-Recognized Partnership Agreement

Prompt 1: Identify the mutually-agreed upon recruitment and selection strategies and goals.
(500 words)

Educator Preparation Provider/ Local Education Agency State-Recognized Partnership Agreement

Prompt 2: Identify how entities will **select, prepare, evaluate, support, and retain high-quality clinical educators**, both provider and school-based, who demonstrate a positive impact on candidates' development and pre-K-12 learning and development. **(500 words)**

Policy Recommendations June 2022

Status	Policy Descriptor	Notes
1st reading	1.102 Board Member	Public Chapter 809 State law now requires that candidates be a qualified voter and resident in the county for one year prior to the qualifying deadline for running as a candidate. This provision appears to solely apply to county districts.
1st reading	1.104 Memberships	
1st reading	1.105 School Board Legislative Involvement	
1st reading	1.204 Board Member Development Opportunities	
1st reading	2.806 Bids and Quotations	Public Chapter 1016 Boards can choose to increase the threshold to \$25,000. The threshold can further be increased to \$50,000 if the district has a centralized purchasing authority with a full-time purchasing agent and the Board votes to increase the limit. Public Chapter 719 Changes bidding requirements for insurance providers. Services from insurance providers are exempt from bidding requirements.
1st reading	3.202 Emergency Preparedness Plan	Public Chapter 936 School districts are now required to conduct at least one virtual learning drill each year. <i>Note: Students cannot be required to transition to online learning as part of the drill.</i>
1st reading	4.101 Instructional Standards	We have updated this model policy to clarify that complaints regarding alleged violations of TCA 49-1-302 regarding prohibited concepts are required to comply with the complaint process outlined by the TN Department of Education. Wanted to clarify how this process is different from what is required by new laws on different complaint processes.

1st reading	4.210 Credit Recovery	<p>Change made to State Board of Education Policy 2.103.</p> <p>Under the updated State Board policy, districts utilizing a locally-adopted grading scale that differs from the uniform grading scale shall assign a letter grade of D to a student passing credit recovery.</p>
1st reading	4.212 Virtual Education	<p>Public Chapter 897</p> <p>Allows districts to utilize virtual instruction for up to two days each semester</p> <p>Can be only be used in certain scenarios</p> <p>Severe weather;</p> <ul style="list-style-type: none"> • Outbreak of serious illness; or • Assessments like EOC exams/ACT.
1st reading	4.402 Reconsideration of Textbooks and Instructional Materials & 4.403 Library Materials	<p>Public Chapter 744</p> <p>Districts are required to:</p> <ol style="list-style-type: none"> 1. maintain and post online a current list of the materials in the school's library collection; and 2. adopt a policy for developing and reviewing school library collections. <p>The policy must contain procedures for developing a library collection, receiving and evaluating feedback, and periodically reviewing the library collection to ensure that it contains materials appropriate for the age and maturity levels of students who may access them and that it is suitable for and consistent with the educational mission of the school.</p>
1st reading	4.406 Use of the Internet	<p>Public Chapter 1002</p> <p>Requires Boards to have a policy in place regarding complaints about how vendors</p> <p>provide access to online content. Specifically, the law requires districts to have a policy allowing these complaints and stating how they will be handled.</p>
1st reading	4.700 Grading System	<p>Public Chapter 1080</p> <p>Changes the grading scale for students in grades 9-12 beginning in the 2022-2023 school year.</p> <p>Instead of using a seven-point scale, grades will now be reported on a ten-point scale for scholarship purposes.</p>

1st reading	5.119 Employment of Retirees	Public Chapter 821 Creates an additional option for employment of retirees. To clarify the options for employing retirees, we have created model policy 5.119. Additionally, information on retirees has been removed from 5.200, 5.201, and 5.701 to help provide clarity.
1st reading	5.200 Separation Practices for Tenured Teachers	
1st reading	5.201 Separation Practices for NonTenured Teachers	Public Chapter 678 Requires districts to include additional information when providing notices of non-renewal. If a teacher is non-renewed due to the lack of funding for the position, the non-renewal notice must include that information as the reason for the non-renewal.
1st reading	5.701 Substitute Teachers	
1st reading	6.200 Attendance	State law no longer permits the denial of a driver's license due to poor student academic performance.
1st reading	6.204 Attendance of NonResident Students	Public Chapter 709 Boards can choose to allow children of district employees to attend school tuition free even though they do not live in the school district. In the past, state law permitted districts to decide whether or not to charge tuition to the child of a teacher who lived out of the district but wanted to enroll his/her child in the district in which he/she was employed. Now, Public Chapter 709 expands that discretion to include all employees.
1st reading	6.318 Admission of Suspended or Expelled Students	Public Chapter 686 Previously, state law required that the Commissioner of Education be notified if a district denied enrollment to a student who had been suspended or expelled from another school district.

1st reading	6.409 Reporting Child Abuse	Public Chapter 841 Now, this training will only be required for employees working directly with students. Previously, all school personnel were required to receive the training. Public Chapter 781 allows employees to first report to the Department of Children's Services and law enforcement if an alleged instance of child abuse involves someone employed by, previously employed by, or otherwise affiliated with the school district.
2nd reading	5.310 Vacations & Holidays	
2nd reading	5.6101 Supplemental Pay & Schedule	

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Board Members	Descriptor Code: 1.102	Issued Date: First Reading
		Rescinds: 1.102	Issued: 01/23/18

1 The legal status of board members shall be as follows:

2 **NUMBER OF MEMBERS¹**

3 The Board is composed of nine (9) members.

4 **QUALIFICATIONS**

5 Members of the Board shall be residents elected from districts of substantially equal population and
6 shall be citizens of recognized integrity, intelligence, and ability to administer the duties of the
7 office.^{1,2} To qualify as a candidate, an individual must show proof of:

8 1. Graduation from high school or receipt of a GED or HiSET;³ and

9
10 2. **Being a qualified voter and resident in the county for one (1) year prior to the qualifying**
11 **deadline for running as a candidate.⁴**

12 Members of the county legislative body and other county governmental officials shall not be eligible
13 for election as members of the county Board of Education.⁵

14 **TERMS OF OFFICE**

15 Members of the Board shall serve four (4) year terms.¹

16 **VACANCIES**

17 Vacancies shall be declared to exist on account of death, resignation, removal, or through due process
18 proceedings.⁶

19 When a vacancy occurs, the unexpired term shall be filled at the next regular or special meeting of the
20 local legislative body.⁷ Such appointment shall continue until the next regular election.

Legal References

1. TCA 49-2-201(a)(1)
2. TCA 49-2-202(a)(1)
3. TCA 49-2-202(a)(4)
4. **Public Acts of 2022, Chapter No. 809**
5. TCA 49-2-202(a)(2)
6. TCA 8-47-101; TCA 49-1-611; TCA 49-2-202(e)(2);

Tenn. Att'y Gen. Op. No. 21-14 (September 1, 2021)

7. TCA 49-2-202(e)(1)

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Memberships	Descriptor Code: 1.104	Issued Date: First Reading
		Rescinds: 1.104	Issued: 01/23/18

- 1 The Board shall maintain membership in the Tennessee School Boards Association (TSBA).¹
- 2 Dues for membership in TSBA shall be included in each annual budget in accordance with state
- 3 statute.
- 4 The Board may also maintain institutional membership in other educational organizations which the
- 5 Board finds to be of benefit to members and school system personnel.

Legal References

1. TCA 49-2-2001

Cross References

Board Member Development Opportunities
1.204

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: School Board Legislative Involvement	Descriptor Code: 1.105	Issued Date: First Reading
		Rescinds: 1.105	Issued: 01/23/18

1 The Board shall work for the passage of new laws designed to advance the cause of improving public
2 education in Tennessee. Likewise, the Board shall work for the repeal or modification of existing laws
3 and for the defeat of proposed laws that impede this cause.

4 To accomplish this:

- 5 1. The Board shall stay informed of pending legislation and actively communicate its concerns
6 and make its position known to their elected representatives at both the state and national level;
- 7 2. The Board shall work with other school boards in the state, other local officials, and
8 community groups in creating public awareness and support for legislative priorities;
- 9 3. The Board shall annually select one (1) of its members to serve as its legislative representative;
- 10 4. The Board shall work with its legislative representative, TSBA, and other concerned groups in
11 developing an annual legislative program; and
- 12 5. The Board shall include in its budget appropriate resources to cover costs, including travel
13 expenses, necessary to ensure active participation in the legislative process.

Cross References

Board Member Development Opportunities 1.204

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Board Member Development Opportunities	Descriptor Code: 1.204	Issued Date: First Reading
		Rescinds: 1.204	Issued: 01/23/18

1 Board members shall participate in activities designed to improve their skills as members of a policy-
2 making body. In order to accomplish this, the following shall occur:

- 3 1. An annual calendar of school board conferences, conventions, and workshops shall be
4 maintained by the board secretary and provided to each board member in order to ensure
5 compliance with the requirements for professional development.¹ The Board shall identify
6 which meetings should be attended and the benefits thereof;
- 7 2. Funds for participation at such meetings shall be budgeted on an annual basis. The Board as a
8 whole shall retain the authority to approve or disapprove the participation of members in
9 planned activities;
- 10 3. Reimbursement to board members for their travel expenses shall only be made for pre-
11 approved travel;
- 12 4. When a conference, convention, or workshop is not attended by the full Board, those
13 participating will be requested to share information, recommendations, and materials acquired
14 at the meeting; and
- 15 5. The public shall be kept informed through the news media about the Board's continuing in-
16 service education and about the programs anticipated for short and long-range benefits to the
17 schools.

18 The Board regards the following as activities and services appropriate for development opportunities:

- 19 1. Participation in school board conferences, workshops, and conventions held by the State;
- 20 2. Local and district-sponsored training sessions for board members; and
- 21 3. Subscriptions to publications addressing the concerns of board members.

Legal References

1. TCA 49-2-202(a)(6)

Cross References

Board Evaluation 1.103
Memberships 1.104
School Board Legislative Involvement 1.105
School District Goals 1.700
School Calendar 1.800
Expenses and Reimbursements 2.804

First Reading

Washington County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Bids and Quotations	Descriptor Code: 2.806	Issued Date: First Reading
		Rescinds: 2.806	Issued: 11/20/19

1 All purchases of supplies, materials, equipment, and contractual services in excess of **twenty-five**
2 **thousand dollars (\$25,000)**, including those of individual schools, shall be based on competitive bids.¹
3 These bids shall be solicited by advertisement in a newspaper of general circulation within the school
4 district. The purchasing agent shall advertise for bids and receive quotations. The advertisement may be
5 waived by the purchasing agent in an emergency.²

6 ~~All general, federal and dietary purchases for an item of one thousand dollars (\$1,000) or greater~~
7 ~~but less than ten thousand dollars (\$10,000) shall require three open-market price quotes but no~~
8 ~~newspaper notice, with the exception of any item that can be documented as a sole source vendor~~
9 ~~item, any item under a current state purchasing contract, or any item that can be documented as~~
10 ~~copyrighted. Purchases made from school activity funds of five hundred dollars (\$500) or greater~~
11 ~~but less than ten thousand dollars (\$10,000) shall require three open-market price quotes with the~~
12 ~~same exceptions noted above.~~

13 **All purchases of twenty-five thousand dollars (\$25,000) or less, including those of individual**
14 **schools, may be made in the open market without newspaper notice but shall, whenever possible,**
15 **be based on at least three (3) price quotes.²**

16 The lowest and/or best bid shall be accepted, provided the purchaser reserves the right to reject any or
17 all bids or any part of any bid, and if applicable, to accept the bid which is best as evidenced by reasons
18 relative to the purpose of the purchase.³ Any bid may be withdrawn prior to the scheduled time for the
19 opening of bids. Any bid received after the time and date specified shall not be considered.

20 The bidder to whom the award is made may be required to enter into a written contract.

21 The practice of splitting an order or dividing items to be purchased in order to avoid the use of bidding
22 or other purchasing procedures is strictly prohibited.

23 EXEMPTIONS FROM COMPETITIVE BIDDING

24 Contracts for legal services, educational consultants, services from an insurance provider, and similar
25 services by professional persons or groups of high ethical standards shall not be based upon
26 competitive bids but shall be awarded on the basis of recognized competence and integrity.⁴

Legal References

1. TCA 49-2-203(a)(3); Public Acts of 2022, Chapter No. 1016

Cross References

- Executive Committee 1.301
Consultants 1.303
Conflict of Interest 5.601

2. TCA 49-2-203(a)(3)(A)-(B); TCA 49-2-206(b)(2);
Public Acts of 2022, Chapter No. 1016
3. TCA 49-2-203(a)((D)(c)
4. TCA 12-3-1209; TCA 12-4-107; Public Acts of
2022, Chapter No. 719; TCA 29-20-407

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Emergency Preparedness Plan	Descriptor Code: 3.202	Issued Date: First Reading
		Rescinds: 3.202	Issued: 08/13/19

1 *General*

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

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

9 **FIRE AND SAFETY DRILLS**

10 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30)
11 school days, with two (2) fire drills occurring during the first thirty (30) full days of the school year.
12 Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted
13 throughout the year.²

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

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

20 **ARMED INTRUDER DRILLS**

21 The principal shall ensure that the school safety team conducts at least one (1) armed intruder drill
22 annually in coordination with local law enforcement.⁴

23 **AED DRILLS⁵**

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

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

1 **MEDICAL EMERGENCIES/PANDEMIC FLU⁶**

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

6 **REMOTE LEARNING DRILLS⁷**

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

Legal References

1. TRR/MS 0520-01-02-.30(2); TCA 49-6-804; TCA 49-6-805(8)
2. TCA 68-102-137(b)
3. TCA 68-102-137(f)
4. TCA 49-6-807
5. TCA 49-2-122; TCA 49-6-1208
6. TCA 49-6-3004(a), (e); TCA 49-5-404
7. **Public Acts of 2022, Chapter No. 936**

Cross References

Emergency Closings 1.8011
Safety 3.201
Community Use of School Facilities 3.206

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date: First Reading
		Rescinds: 4.101	Issued: 08/05/21

General

The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or federal law shall be taught.¹ The Director of Schools shall develop administrative procedures to implement this policy.

STATE STANDARDS²

Only Tennessee state standards shall be taught within the school district. The following are prohibited:

1. Instructional materials, textbooks, or supplemental materials created to align exclusively with Common Core; or
2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise identified as Common Core textbooks or instructional materials.

Any complaints regarding the above shall be submitted per board policy 4.402.

CURRICULUM AND INSTRUCTIONAL PROGRAMMING

All curriculum and instructional programming implemented in the school district shall adhere to state and federal laws. District employees shall not include or promote any concepts that would violate state law when providing instruction, using instructional or supplemental materials, or when implementing the instructional program and curriculum.¹

The Director shall develop procedures to ensure that the district's instructional program complies with state law.

Complaints regarding teaching prohibited concepts in violation of state law shall be submitted per the regulation developed by the Tennessee Department of Education.³

Legal References

Cross References

1. TCA 49-6-2202; TCA 49-6-1304; TCA 49-6-2206;
TCA 49-6-1019
2. TCA 49-1-302(a)(8); TCA 49-1-314; Public Acts of
2022, Chapter No. 1085
3. TRR/MS 0520-12-04

Reconsideration of Textbooks and Instructional Materials
4.402
Controversial Issues 4.800
Controversial Materials 4.801

First Reading

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Credit Recovery	Descriptor Code: 4.210	Issued Date: First Reading
		Rescinds: 4.210	Issued: 05/21/19

1 *General*¹

2 The Director of Schools shall ensure that credit recovery facilitators receive training regarding course
3 organization, online instruction management, and related technology.

4 Credit recovery teachers shall comply with all State Board of Education certification requirements.¹

5 **ADMISSION AND REMOVAL**²

6 No student shall be admitted to or otherwise enrolled in credit recovery courses unless:

- 7 1. The student's parent/guardian gives written consent for the student to enroll in the proposed
8 credit recovery course. Parent(s)/guardian(s) shall be informed that not all postsecondary
9 institutions will accept credit recovery courses for credit and that the NCAA Clearinghouse will
10 not accept credit recovery courses for credit; and
11
- 12 2. The student has previously taken an initial, non-credit recovery section of the proposed course
13 and received a grade of at least fifty percent (50%). Students who receive a grade of below fifty
14 percent (50%) in the non-credit recovery section of the course must re-take the course.

15 If a student is seeking to recover credit for the first semester of a two-semester course, the student may
16 not receive the full credit for the course until he/she has enrolled in and passed the second semester of
17 the course and taken any applicable End of Course examinations.

18 The Board shall track students enrolled in credit recovery courses as directed by the Tennessee
19 Department of Education.

20 **INSTRUCTION AND CONTENT**²

21 Credit recovery teachers shall work closely with credit recovery facilitators to correlate class content
22 and instruction.

23 The Director of Schools shall ensure that all credit recovery courses:

- 24 1. Align with Tennessee's current academic standards for the relevant course content area, as
25 approved by the State Board of Education; and
26

- 1 2. Differentiate instruction to address individual student growth needs based on diagnostic
2 assessment or End of Course data.

3 Students in credit recovery programs shall:

- 4 1. Complete a course skill-specific diagnostic to determine skill-specific goals;
5
6 2. Meet individual skill-specific goals in a flexible time frame as established by identified student
7 need; and
8
9 3. Master all individualized skill-specific goals as established by the diagnostic process in order to
10 earn credit.

11 **GRADES²**

12 **Students passing credit recovery shall receive a grade of sixty percent (60%) under the state**
13 **uniform grading system. If the district utilizes a locally-adopted grading scale that differs from**
14 **the uniform grading scale, a student passing credit recovery shall receive a D.³**

Legal References

1. State Board of Education Policy 2.103; TRR/MS 0520-01-03-.03(13)
2. State Board of Education Policy 2.103
3. State Board of Education Policy 3.301

Cross References

Virtual Education Program 4.212
Grading System 4.600
Promotion and Retention 4.603

First Reading

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Virtual Education Program	Descriptor Code: 4.212	Issued Date: First Reading
		Rescinds: 4.212	Issued: 09/02/21

1 *General*

2 The Washington County Schools virtual education program is a course or series of courses offered by a
3 school district to provide students a broader range of educational opportunities through the use of
4 technology. Utilizing this program is temporary and shall not replace a student's regular instructional
5 program.¹

6 Class size ratios for the virtual education program shall comply with the requirements as outlined in
7 state law.²

8 Virtual education programs³ shall be made available to students for the following purposes:

- 9 1. Academic remediation, enrichment, or providing students access to a wider range of courses;
- 10 2. Continuity of educational service for students who are homebound;⁴
- 11 3. Continuity of educational service for students who are quarantining;⁵
- 12
- 13 4. Continuity of educational service for students enrolled in an alternative school;⁶ or
- 14
- 15
- 16
- 17 **5. Continuity of educational service when the district utilizes remote instruction due to**
- 18 **dangerous or extreme weather conditions, a serious outbreak of illness affecting or**
- 19 **endangering students or staff, or during the administration of end of course examinations**
- 20 **or other examinations as allowed per state law.⁷**

21 **ELIGIBILITY AND PARTICIPATION REQUIREMENTS**

22 Students shall be eligible to utilize a virtual education program if participating in one of the above
23 educational opportunities. The following factors shall also be taken into consideration when
24 determining eligibility:

- 25 1. Attendance;
- 26
- 27 2. Grades;
- 28
- 29 3. Technology survey; and
- 30
- 31 4. Admission Interview.

1 ATTENDANCE

2 Student attendance in the virtual education program shall adhere to the general requirements of board
3 policy 6.200 and any relevant administrative procedures.

4 Methods of confirming student attendance shall include two or more of the following:

- 5 1. Students participating in a phone call with a teacher, with parent/guardian support as
6 appropriate for the age of the student;
- 7
- 8 2. Students participating in synchronous virtual instruction;
- 9
- 10 3. Students completing work in a learning management system;
- 11
- 12 4. Students submitting work via hard-copy or virtual formats; or
- 13
- 14 5. Students making daily progress on assigned virtual instruction.

15 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

16 A student may be removed from the virtual education program or denied future enrollment in a virtual
17 education program based on disciplinary issues, attendance issues, or poor academic performance.

18 Before a student is removed based on poor academic performance, the following interventions shall
19 occur:

- 20 1. Notification of parent/guardian;
- 21
- 22 2. One-on-one assessment conducted by the principal/designee regarding any learning needs and
23 academic performance; and
- 24
- 25 3. Weekly progress communication from the principal.

26 ENROLLMENT AGREEMENT

27 The Director of Schools shall work with the Board's attorney to draft an enrollment agreement for
28 students from other school districts that want access to virtual education program courses.

Legal References

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h); State Board of Education Policy 3.206
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(d)(1)
6. TRR/MS 0520-01-02-.09; Public Acts of 2022, Chapter No. 960
7. **Public Acts of 2022, Chapter No. 897**

Cross References

Emergency Closings 1.8011
Homebound Instruction 4.206
Credit Recovery 4.210
Alternative Education 6.319

First Reading

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Reconsideration of Textbooks and Instructional Materials	Descriptor Code: 4.402	Issued Date: First Reading
		Rescinds: 4.403	Issued: 11/13/18

1 If a complaint is filed by a parent/guardian, employee, or student regrading textbooks or instructional
2 materials, this process is to be followed:¹

- 3 1. Inform the complainant of the selection procedures and make no commitments.
- 4
- 5 2. Request the complainant to submit a Request for Reconsideration of Textbooks and
6 Instructional Materials form.
- 7
- 8 3. Inform the principal (and other appropriate personnel).
- 9
- 10 4. Keep challenged materials available for use during the reconsideration process. **The materials**
11 **shall be removed immediately if they:²**
 - 12
 - 13 a. **Were created to align exclusively with Common Core; or**
 - 14
 - 15 b. **Are marketed or otherwise identified as Common Core textbooks or instructional**
16 **materials.**
 - 17
- 18 5. **Upon receipt of the completed form, the principal shall notify the Director of Schools.**
- 19
- 20 6. The principal shall request review of the challenged materials by an ad hoc materials review
21 committee within fifteen (15) working days. The review committee is appointed by the
22 principal and includes representatives from classroom teachers, one or more parents, and may
23 include one or more students. The principal will inform the Director of Schools of the review
24 committee's progress.
- 25
- 26 7. The review committee shall take the following steps after receiving the challenged materials:
27
 - 28 a. Read, view, or listen to the contested material in its entirety;
 - 29 b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - 30 c. Determine the extent to which the material supports the curriculum;
 - 31 d. Complete the appropriate Checklist for Reconsideration of Textbooks and Instructional
32 Materials, judging the material for its strength and value; and
 - 33 e. Present recommendation to principal for further action and to the Director of Schools
34 for purposes of information.
 - 35

- 1 8. If the complainant desires further action after receiving the recommendation of the committee
2 and the decision of the principal, an appeal may be made to the Board.

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982)
2. TCA 49-1-302(a)(8); TCA 49-1-314; TCA 49-6-2206; Public Acts of 2022, Chapter No. 1085

Cross References

Instructional Standards 4.101
Textbooks and Instructional Materials 4.400
School and System Websites 4.407
Controversial Materials 4.801

First Reading – New Policy

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date: First Reading
		Rescinds:	Issued:

1 *General*

2 The **Director of Schools/designee** shall be responsible for library collection development. Library
3 materials shall be reviewed to ensure the content aligns with state law.¹ The library collection shall adhere
4 to the following criteria:

- 5 1. Materials shall be suitable for and consistent with the educational mission of the school;
6
- 7 2. Materials shall be appropriate for the age and maturity levels of the students who may access
8 them. The determining factor will be based on an assessment of any mature themes or content
9 (i.e., violence, sexual content, vulgar language, substance abuse);
10
- 11 3. Materials shall contain literary, historical, and/or artistic value and merit; and
12
- 13 4. The collection as a whole shall offer a variety of viewpoints.

14 **Director of Schools/designee** shall be responsible for periodically reviewing the district's library
15 collection in line with these established standards.

16 **COMPLAINTS**

17 If a complaint is made by an employee, student, or parent/guardian, this process is to be followed:

- 18 1. Inform the complainant of the selection procedures and make no commitments.
19
- 20 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
21
- 22 3. Inform the principal (and other appropriate personnel).
23
- 24 4. Keep challenged materials available for use during the reconsideration process.
25
- 26 5. Upon receipt of the completed form, the principal shall notify the Director of Schools.
27
- 28 6. The principal shall request review of the challenged materials by an ad hoc materials review
29 committee within fifteen (15) days. The review committee is appointed by the principal and
30 includes certified library media personnel, representatives from classroom teachers, one or
31 more parents, and may include one or more students. The principal will inform the Director of

1 Schools of the review committee's progress.
2

- 3 7. The review committee shall take the following steps after receiving the challenged materials:
4
5 a. Read, view, or listen to the contested material in its entirety;
6 b. Check general acceptance of the material by reading recognized and evaluative reviews;
7 c. Determine the extent to which the material is appropriate for the age and maturity levels
8 of the students who have access to the materials and whether the material is suitable for,
9 and consistent with, the educational mission of the school;
10 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
11 the material for its strength and value; and
12 e. Present recommendation to principal for further action and to the Director of Schools
13 for purposes of information.
14
15 8. The Board shall review the recommendation presented by the review committee and make the
16 determination whether the material is appropriate for the age and maturity levels of the students
17 who have access to the materials and whether the material is suitable for, and consistent with,
18 the educational mission of the school.
19
20 9. If it is determined that the material is not appropriate for the age and maturity levels of the
21 students who have access to them or is not suitable for, and consistent with, the educational
22 mission of the school, the Board shall require the school to remove the material from the library
23 collection.

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853,

Cross References

Textbooks and Instructional Materials 4.400
School and System Websites 4.407

102 S. Ct. 2799 (1982); Public Acts of 2022,
Chapter No. 744

Controversial Materials 4.801

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: First Reading
		Rescinds: 4.406	Issued: 01/07/19

1 The Board supports the right of staff and students to have reasonable access to various information
2 formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate
3 and responsible manner.

4 **EMPLOYEES**

5 Before any employee is allowed use of the district's internet or intranet access, the employee shall sign
6 a written agreement, developed by the Director of Schools/designee that sets out the terms and
7 conditions of such use. Any employee who accesses the district's computer system for any purpose
8 agrees to be bound by the terms of that agreement, even if no signed written agreement is on file.

9 The Director of Schools shall develop and implement procedures for appropriate internet use which
10 shall address the following:

- 11 1. Development of the Network and Internet Use Agreement;
- 12
- 13 2. General rules and ethics of internet access;
- 14
- 15 3. Guidelines regarding appropriate instruction and oversight of student internet use;
- 16
- 17 **4. A uniform signature block for use by all district employees; and**
- 18
- 19 5. Prohibited and illegal activities including, but not limited to, the following:¹
 - 20 • Sending or displaying offensive messages or pictures;
 - 21 • Using obscene language;
 - 22 • Harassing, insulting, defaming, or attacking others;
 - 23 • Damaging computers, computer systems, or computer networks;
 - 24 • Hacking or attempting unauthorized access to any computer;
 - 25 • Violation of copyright laws;
 - 26 • Trespassing in another's folders, work, or files;
 - 27 • Intentional misuse of resources;
 - 28 • Using another's password or other identifier (impersonation);
 - 29 • Using the network for commercial purposes; and
 - 30 • Buying or selling on the internet.

31 **STUDENTS**

1 The Director of Schools shall develop and implement procedures for appropriate internet use by
2 students. Procedures shall address the following:

- 3 1. General rules and ethics of internet use; and
- 4 2. Prohibited or illegal activities including, but not limited to:¹
 - 5 • Sending or displaying offensive messages or pictures;
 - 6 • Using obscene language;
 - 7 • Harassing, insulting, defaming, or attacking others;
 - 8 • Damaging computers, computer systems, or computer networks;
 - 9 • Hacking or attempting unauthorized access;
 - 10 • Violation of copyright laws;
 - 11 • Trespassing in another's folders, work, or files;
 - 12 • Intentional misuse of resources;
 - 13 • Using another's password or other identifier (impersonation);
 - 14 • Using the network for commercial purposes; and
 - 15 • Buying or selling on the internet.

16 **INTERNET SAFETY MEASURES²**

17 Internet safety measures shall be implemented that effectively address the following:

- 18 1. Controlling access by students to inappropriate matter on the internet and world wide
19 web;
- 20
- 21 2. Safety and security of students when they are using electronic mail, chat rooms, and
22 other forms of direct electronic communications;
- 23
- 24 3. Preventing unauthorized access, including "hacking" and other unlawful activities by
25 students online;
- 26
- 27 4. Unauthorized disclosure, use, and dissemination of personal information regarding
28 students; and
- 29
- 30 5. Restricting students' access to materials harmful to them.

31 The Director of Schools/designee shall establish a process to ensure the district's education technology
32 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process
33 shall include, but not be limited to:

- 34 1. Utilizing technology that filters, blocks, or otherwise prevents internet access (for both
35 students and adults) to material that is obscene or pornographic;³
- 36
- 37 2. Prohibiting and preventing a use from sending, receiving, viewing, or downloading
38 materials that are deemed to be harmful to minors;⁴
- 39
- 40 3. Maintaining and securing a usage log; and
- 41

1 4. Monitoring online activities of students.²

2 The Board shall provide reasonable public notice of and at least one (1) public hearing or meeting to
3 address and communicate its internet safety measures.²

4 A written parental consent shall be required prior to the student being granted access to electronic
5 media involving district technological resources. The required permission/agreement form, which shall
6 specify acceptable uses, rules of online behavior, access privileges, and penalties for policy/procedural
7 violations, must be signed by the parent/guardian of minor students (those under 18 years of age) and
8 also by the student. This document shall be executed each year and shall be valid only in the school
9 year in which it was signed unless parent(s)/guardian(s) provide written notice that consent is
10 withdrawn. In order to rescind the agreement, the student's parent/guardian (or the student who is at
11 least 18 years old) must provide the Director of Schools with a written request.

12 **Complaints alleging a violation of the internet safety measures shall be submitted to [insert title**
13 **of employee]. All complaints shall be reviewed to determine how to appropriately respond.**

14 **EMAIL**

15 Users with network access shall not utilize district resources to establish electronic mail accounts
16 through third-party providers or any other nonstandard electronic mail system. All data including email
17 communications stored or transmitted on school district computers shall be monitored.
18 Employees/students have no expectation of privacy with regard to such data. Email correspondence
19 may be a public record under the public records law and may be subject to public inspection.⁵

20 **INTERNET SAFETY INSTRUCTION⁶**

21 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
22 computer resources. The Director of Schools shall provide adequate in-service instruction on internet
23 safety. Parent(s)/guardian(s) and students will be provided with material to raise awareness of the
24 dangers posed by the internet and ways in which the internet may be used safely.

25 **SOCIAL NETWORKING**

26 1. District staff who have a presence on social networking websites are prohibited from posting
27 data, documents, photographs, or inappropriate information that is likely to create a material
28 and substantial disruption of classroom activity.

29 2. District staff are prohibited from accessing personal social networking sites on school
30 computers or during school hours except for legitimate instructional purposes.

31 3. The Board discourages district staff from socializing with students on social networking
32 websites. The same relationship, exchange, interaction, information, or behavior that would be
33 unacceptable in a non-technological medium is unacceptable when done through the use of
34 technology.

35 **VIOLATIONS**

1 Violations of this policy or a corresponding administrative procedure shall be handled in accordance
2 with the existing disciplinary procedures of the district.

3 **VENDOR CONTRACTS³**

4 **Prior to entering into any contract for the provision of digital or online materials created or**
5 **marketed for kindergarten through grade twelve (K-12), the district shall obtain an assurance**
6 **that the vendor shall adhere to state law. This determination includes ensuring that the vendor**
7 **filters, blocks, or otherwise prevents access to pornography or obscenity and verifying that the**
8 **technology prevents a user from sending, receiving, viewing, or downloading materials that are**
9 **harmful to minors.**

Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(l); 47 CFR § 54.520(c)(1)(i); 20 USCA § 7131
3. **Public Acts of 2022, Chapter No. 1002**
4. TCA 39-17-901; **Public Acts of 2022, Chapter No. 1002**
5. TCA 10-7-512
6. TCA 49-1-221

Cross References

- Use of Email 1.805
School and System Websites 4.407
Controversial Materials 4.801
Student Publications 6.704

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Grading System	Descriptor Code: 4.700	Issued Date: First Reading
		Rescinds: 4.700	Issued: 12/10/20

1 The Director of Schools shall develop an administrative procedure to establish a system of grading and
2 assessment for evaluating and recording student progress and to measure student performance in
3 conjunction with board-adopted content standards for grades K-8. The grading/assessment system shall
4 follow all applicable statutes and rules and regulations of the State Board of Education. The
5 grading/assessment system shall be uniform, district-wide, at comparable grade levels, except that the
6 Director of Schools shall have the authority to establish and operate ungraded and/or unstructured
7 classes in grades K-3 according to state rules and regulations.¹

8 The Director of Schools shall submit a copy of the grading and assessment systems to the Board before
9 the system is implemented.² These guidelines shall be communicated annually to students and
10 parent(s)/guardian(s).¹

11 Conduct grades are based on behavior and shall not be reflected in scholastic grades.

12 **GRADING SYSTEM: PRE-KINDERGARTEN THROUGH GRADE 8**

13 **Grading Procedure: Pre-Kindergarten & Kindergarten**

- 14 1. The student's performance on adjustments to school for each reporting period will be
15 indicated by a check.
16 2. Skills will be recorded by S-Satisfactory or N-Needs Improvement.

17 **Grading Procedure: Grade 1**

18 **Grading Legend**

- 19 • A.....Excellent Progress
20 • B.....Good Progress
21 • C.....Average Progress
22 • D.....Below Average Progress
23 • F.....Unsatisfactory Progress

24 **Grading Procedure: Grades 2-8**

25 Subject area grades shall be expressed by the following letters with their corresponding
26 percentage range:

- 1 • **A.....90-100 (Excellent)**
- 2 • **B.....80-89 (Above Average)**
- 3 • **C.....70-79 (Average)**
- 4 • **D.....60-69 (Low Average but Passing)**
- 5 • **F.....0-59 (Failure)**

6 Grades in Art, Music, Physical Education and Conduct (grades 1-8) and specific
7 academic areas (science and social studies) in grades 1-2 shall be marked as follows:

- 8 • E.....Excellent
- 9 • S.....Satisfactory
- 10 • N.....Needs Improvement

11 Semester grades are not issued in Art, Music, Physical Education, and Conduct (grades
12 1-8). Conduct grades are based on behavior and shall not be deducted from scholastic
13 grades.

14 Semester grades in 5-8 will be determined by calculating the average of the two-nine-
15 week grading periods.

16 **GRADING SYSTEM: GRADES NINE - TWELVE (9-12)¹**

17 Schools teaching grades nine (9) through twelve (12) shall use the uniform grading system established
18 by the State Board of Education. Using the uniform grading system, students' grades shall be reported
19 for the purposes of application for post-secondary financial assistance administered by the Tennessee
20 Student Assistance Corporation.

21 Subject-area grades shall be expressed by the following letters with their corresponding percentage
22 range:

- 23 • **A (90-100)**
- 24 • **B (80-89)**
- 25 • **C (70-79)**
- 26 • **D (60-69)**
- 27 • **F (0-59)**

28 This grading system shall be uniform throughout the school district for each grade.

29 Advanced coursework grades shall be weighted with additional percentage points to calculate the
30 semester average. Depending on the course taken, the following percentage points shall be assigned:

- 31 • Honors Courses – three (3) percentage points;
- 32 • Local and Statewide Dual Credit, Capstone Industry Certification Aligned, and Dual
33 Enrollment Courses – four (4) percentage points; and
- 34 • Advanced Placement, Cambridge International, College Level Exam Program (CLEP), and
35 International Baccalaureate Courses – five (5) percentage points.

1 ~~Quality points will be added to the numerical quality point value corresponding to the letter~~
 2 ~~grade received in the course.~~

3 ~~• One (1) quality point (A=5, B=4, C=3, D=2, F=1) shall be added to the numerical quality~~
 4 ~~point value corresponding to the letter grade received in the following early~~
 5 ~~postsecondary course(s): Advanced Placement (AP), Industry Certification, Statewide~~
 6 ~~Dual Credit, or Dual Enrollment~~

7 **LOTTERY SCHOLARSHIPS³**

8 Each school counselor shall provide incoming freshman with information on college core courses
 9 required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT
 10 score, etc.) that must be met in order to receive a scholarship.

11 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for
 12 Federal Student Aid (FAFSA). The FAFSA is available at the guidance office or online. Students shall
 13 be made aware of all applicable FAFSA deadlines and encouraged to submit applications in a timely
 14 manner.

15 Elementary school counselors shall explain the HOPE Scholarship and its requirements to their
 16 students and impress upon them the benefits of making good grades.

17 **LOTTERY SCHOLARSHIP DAY**

18 Each school year, prior to scheduling courses for the following school year, schools teaching students
 19 in grades 8-11 shall conduct a lottery scholarship day for students and their parents.⁴

Legal References

1. TRR/MS 0520-01-03-.02, State Board of Education Policy 3.301; **Public Acts of 2022, Chapter No. 1080**
2. TCA 49-2-203(b)(7); TCA 49-2-301(b)(1)(H)
3. TCA 49-4-904, 907
4. TCA 49-4-932(f)

Cross References

- Alternative Credit Options 4.209
- Credit Recovery 4.210
- Reporting Student Progress 4.601
- Honor Roll, Awards, & Class Ranking 4.602
- Promotion and Retention 4.603
- Transcript Alterations 4.608

First Reading – New Policy

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: First Reading
		Rescinds:	Issued:

1 *General*

2 The Director of Schools may hire a retired individual if certain conditions are met as provided for in
3 state law.

4 **EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS**

5 Teachers who retire under the Tennessee Consolidated Retirement System (TCRS) may be employed
6 for up to one hundred twenty (120) days per year without loss of retirement benefits. Retired teachers
7 may substitute teach for additional days if the Director of Schools certifies in writing to the Division of
8 Retirement that no other qualified personnel are available to substitute teach.¹

9 **EMPLOYMENT CONTRACTS FOR ONE YEAR**

10 The Director of Schools may employ teachers retired for at least one (1) year for full-time employment
11 as a kindergarten through twelfth (K-12) grade teacher on a year-to-year basis. Retirement benefits will
12 not be lost or suspended under certain conditions which include, but are not limited to, the following:²

- 13 1. The Director of Schools of the employing district shall certify in writing that no other qualified
14 individuals are available to fill the position;
15
- 16 2. The Commissioner of Education shall certify that the employing school district serves an area
17 that lacks qualified teachers to serve in the position to be filled;
18
- 19 3. The retired teacher shall hold a valid license and shall not be entitled to tenure status;
20
- 21 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
22 receive medical insurance coverage; and
23
- 24 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the
25 Board for teachers with no experience filling similar positions or more than eighty-five percent
26 (85%) of the rate of compensation set by the Board for teachers with comparable training and
27 years of experience filling similar positions.

1 ADDITIONAL EMPLOYMENT OPTION FOR RETIREES³

2 Retired members of TCRS or a similar system may be offered reemployment for up to one (1) year as
3 a kindergarten through twelfth (K-12) grade teacher, substitute teacher, or bus driver under the
4 following conditions:

- 5 1. The retired member has been retired for at least sixty (60) calendar days;
6
- 7 2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the
8 retirement allowance;
9
- 10 3. The retired member's employment can't be longer than a one (1) year period; however, the
11 retired member can be reemployed for additional one (1) year periods;
12
- 13 4. The retired member is not drawing disability retirement benefits; and
14
- 15 5. The retired member can't accrue additional retirement benefits.

16 The Director of Schools shall notify TCRS of the member's reemployment and certify in writing that
17 the retired member has the required experience and training for the position and that no other qualified
18 persons are available to fill the position.

19 Once the retired member is hired by the district, the district shall pay TCRS as prescribed by state law.
20 The school district shall pay to TCRS during the period of reemployment the greater of (1) a payment
21 equal to the amount the school district would have contributed to TCRS; or (2) an amount equal to five
22 percent (5%) of the retired member's pay rate.

Legal References

1. TCA 8-36-805
2. TCA 8-36-821
3. Public Acts of 2022, Chapter No. 821

Cross References

Application and Employment 5.106
Substitute Teachers 5.701

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200	Issued Date: First Reading
		Rescinds: 5.200	Issued: 08/05/21

1 **SUSPENSION PENDING AN INVESTIGATION¹**

2 The Director of Schools may suspend a teacher at any time that may seem necessary, pending
3 investigation, or final disposition of a case before the Board or an appeal. If the matter under
4 investigation is not the subject of an ongoing criminal investigation or a Department of Children's
5 Services investigation, and if no charges for dismissal have been made, a suspension pending
6 investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director
7 of Schools suspend a teacher with pay. If vindicated or reinstated, the teacher shall be paid full salary
8 for the period of suspension.

9 **SUSPENSION OF THREE DAYS OR LESS^{2,3}**

10 The Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of
11 duty, unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1)
12 provided with written notice, including the reasons for the suspension along with an explanation of the
13 evidence; (2) given an opportunity to respond to the Director of Schools at a conference, if requested
14 within five (5) days; and (3) given a written decision of the suspension within ten (10) days. Both
15 parties may be represented by counsel at the conference, which shall be recorded.

16 Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated,
17 the tenured teacher shall be paid full salary for the period of suspension unless suspension without pay
18 is deemed to be an appropriate penalty.

19 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS⁴**

20 When a tenured teacher is charged with offenses that may justify dismissal or a suspension greater than
21 three (3) days, the charges shall be made in writing, specifically stating the offenses that are charged,
22 and shall be signed by the party or parties making the charges.

23 If, in the opinion of the Board, the charges are of such nature as to warrant the dismissal or a
24 suspension greater than three (3) days of the teacher, the Director of Schools shall give the teacher a
25 written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided
26 by the Commissioner of Education advising the teacher of his/her legal duties, rights, and recourse.

27 A tenured teacher who has been given notice of charges against him/her may within thirty (30) days
28 after receipt of notice give written notice to the Director of Schools of his/her request for a hearing.

29 The Director of Schools shall, within five (5) days after receipt of request, assign a hearing officer from
30 the list maintained by the Board.

1 The Board shall maintain a list of qualified individuals who have indicated a willingness to act as
2 impartial hearing officers as defined under Tennessee law.

3 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the
4 parties or the attorneys for the parties, or both, to appear before the hearing officer for simplification of
5 issues and the scheduling of the hearing. That hearing shall be set no later than thirty (30) days
6 following receipt of the initial request for a hearing. In the discretion of the hearing officer, all or part
7 of any prehearing conference may be conducted by telephone if each participant has an opportunity to
8 participate, be heard, and to address proof and evidentiary concerns. The hearing officer is empowered
9 to issue appropriate orders and to regulate the conduct of the proceedings.

10 Either party may appeal to the Board an adverse ruling by giving written notice of appeal within ten
11 (10) working days of the hearing officer's delivery of the hearing officer's written findings and
12 conclusions. The Director of Schools shall prepare a copy of the proceedings, including all transcripts
13 and evidence, documentary or otherwise, and transmit the same to the Board within twenty (20)
14 working days of the receipt of the notice of appeal.

15 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party.
16 The appealing party may appear before the Board to argue why the adverse ruling should be
17 overturned. In no event should such argument last more than fifteen (15) minutes unless the Board
18 votes to extend additional time. At the conclusion of the hearing, any member of the Board may vote to
19 sustain the decision of the hearing officer, send the record back for additional evidence, revise the
20 penalty, or reverse the decision. The Board shall render its decision within ten (10) working days after
21 the conclusion of the hearing. In the event that the decision of the Board is appealed to the chancery
22 court, the Board shall transmit the entire record prepared by the Director of Schools and reviewed by
23 the Board to the chancery court for its review.

24 **RESIGNATION**

25 A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the
26 effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable
27 extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days'
28 notice requirement and permit a teacher to resign in good standing.⁵

29 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

- 30 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
31 statement of a physician approved by the Board; or
- 32 2. The release by the Board of the teacher from the contract that the teacher has entered into with
33 the Board.

34 Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the
35 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
36 Failure to render such notice may be considered a breach of contract.⁷

37 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
38 the State Board of Education and request the suspension of a teacher's license. After the State Board of

1 Education has provided the teacher an opportunity for defense during a hearing, the State Board of
2 Education may suspend the license for no less than thirty (30) days and no more than three hundred
3 sixty-five (365) days.⁸

4 **RETIREMENT**

5 Retirement is a termination of services under conditions that will allow the teacher to draw benefits
6 from retirement plans and/or Social Security benefits. Teachers eligible for retirement benefits may
7 elect to retire at any age according to the provisions of the retirement system.

8 Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the
9 responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee
10 Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the
11 retiring teacher to file for benefits.

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b)
9. TCA 8-36-805
10. TCA 8-36-821

Cross References

- Public Hearings 1.401
- Teacher Tenure 5.117
- Recommendations and File Transfers 5.203

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Separation Practices for Non-Tenured Teachers	Descriptor Code: 5.201	Issued Date: First Reading
		Rescinds: 5.201	Issued: 08/05/21

1 **SUSPENSION PENDING AN INVESTIGATION¹**

2 The Director of Schools may suspend a teacher at any time that may seem necessary, pending
3 investigation, or final disposition of a case before the Board or an appeal. If the matter under
4 investigation is not the subject of an ongoing criminal investigation or a Department of Children's
5 Services investigation, and if no charges for dismissal have been made, a suspension pending
6 investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director
7 of Schools suspend a non-tenured teacher with pay. If vindicated or reinstated, the non-tenured teacher
8 shall be paid full salary for the period of suspension.

9 **SUSPENSION OF THREE DAYS OR LESS²**

10 The Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of
11 duty, unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1)
12 provided with written notice, including the reasons for the suspension along with an explanation of the
13 evidence; (2) given an opportunity to respond to the Director of Schools at a recorded conference, if
14 requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days.
15 Both parties may be represented by counsel at the conference, which shall be recorded.

16 Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If
17 reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless
18 suspension without pay is deemed to be an appropriate penalty.

19 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²**

20 The Director of Schools may dismiss or suspend for more than three (3) days any non-tenured teacher
21 during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect
22 of duty after giving the non-tenured teacher, in writing, due notice of the charges.

23 The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete
24 hearing before an impartial hearing officer.

25 The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
26 hear the case, and the teacher shall have the right to:

- 27 1. Be represented by counsel;
- 28
- 29 2. Call and subpoena witnesses;
- 30

1 3. Examine all witnesses; and

2

3 4. Require that all testimony be given under oath.

4 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to
5 the affected teacher within ten (10) working days following the close of the hearing. The teacher may
6 appeal the decision to the Board within ten (10) working days of the hearing officer rendering the
7 written decision to the teacher. Written notice of appeal to the Board shall be given to the Director of
8 Schools. Within twenty (20) working days of receipt of notice, the Director of Schools shall prepare a
9 copy of the proceedings, including all transcripts and evidence, documentary or otherwise, and provide
10 a copy to the Board.

11 The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in
12 the same manner as the non-tenured teacher.

13 The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may
14 appear in person or be represented by counsel and argue why the decision should be modified or
15 reversed. The Board shall take one of the following actions:

16 1. Sustain the decision;

17

18 2. Send the record back if additional evidence is necessary; or

19

20 3. Revise the penalty or reverse the decision.

21 Before any decision to dismiss is made, a majority of the membership of the Board shall concur in
22 sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days
23 after the conclusion of the hearing.

24 Within twenty (20) working days after receipt of notice of the decision of the Board, either party may
25 appeal to the chancery court in the county where the school district is located. The Board shall provide
26 the entire record of the hearing to the court.

27 **NONRENEWAL**

28 Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of
29 employment enjoyed by tenured teachers except that they have no claim upon continuing employment
30 or tenure protections.

31 The principal is responsible for discussing deficiencies as part of the evaluation process with the non-
32 tenured teacher and providing assistance for overcoming these deficiencies.

33 The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their
34 contract period. If the Director of Schools determines not to renew the contract of a non-tenured
35 teacher, the following action shall be taken:

36 1. The Board shall be notified at the next regular board meeting; and

2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier, or by email within five (5) business days following the last instructional day for the school year.³

If the reason for nonrenewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for nonrenewal.⁴

RESIGNATION

A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation.⁵ The Board may waive the thirty (30) days notice requirement and permit a teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:⁶

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; or
2. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.

Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.⁷

Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a teacher's license. After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the State Board of Education may suspend the license for no less than thirty (30) days and no more than three hundred sixty-five (365) days.⁸

RETIREMENT

Retirement is a termination of services under conditions which will allow the teacher to draw benefits from retirement plans and/or Social Security benefits.

Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal guidelines outlined in this policy.)

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. Public Acts of 2022, Chapter No, 678
5. TCA 49-5-508
6. TCA 49-5-411(a)
7. TCA 49-5-706
8. TCA 49-5-411(b)
9. TCA 8-36-805

Cross References

- Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

First Reading

Click here to choose a school board.			
Monitoring: Review: Annually	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: First Reading
		Rescinds: 5.701	Issued: 01/09/20

1 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies
2 until a licensed teacher is available.^{1,2} Substitute teachers may be employed and paid directly by the
3 Board or by a third-party employer through an agreement between such third-party employer and the
4 Board.

5 Substitute teachers employed by third party entities shall be subject to the same unemployment benefit
6 eligibility conditions as substitute teachers employed directly by the Board.²

7 **APPLICATION/QUALIFICATIONS**

8 Criminal history record checks and fingerprinting of applicants for substitute teaching are required.³

9 Applicants with revoked licenses or certificates according to the Department of Education shall not be
10 hired.⁴

11 Qualifications for substitute teachers shall be determined by the Director of Schools in compliance
12 with board policy, state laws, and State Board of Education rules and regulations.

13 A list of substitute teacher(s) will be prepared by the Personnel Director who will maintain file(s),
14 which may include transcripts, credentials, recommendations, and other pertinent information.

15 **COMPENSATION**

16 If employed directly by the district, the compensation of substitute teachers shall be determined
17 annually by the Board.

18 Retired teachers serving as substitutes who do not have an active teaching license shall be paid the
19 same as a retired substitute teacher with an active teaching license. This only applies to teachers who
20 retired after July 1, 2011 through July 1, 2016.⁵

21 **CERTIFICATION**

22 When substituting for a regular teacher who has been absent for twenty (20) consecutive days, a
23 substitute teacher shall possess a teaching certificate with endorsement in the discipline(s) to be taught
24 **or shall be a retired teacher that held the appropriate endorsement.**⁶

25 When substituting for a teacher without sick leave, the substitute shall be certified and paid according
26 to the state salary schedule.¹

1 EMERGENCY NEEDS

2 All teacher aides, secretaries, and clerks are approved substitute teachers for use in emergency
3 situations. Emergency use shall be defined as less than a full day due to the regular or substitute
4 teacher being unable to arrive on time or remain for the full day.

5 Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would
6 receive under similar circumstances or their regular salary, if higher; however, they shall not receive
7 pay for both positions at the same time.

8 TRAINING AND ORIENTATION

9 The Director of Schools shall be responsible for ensuring that there are appropriate training and
10 development programs for substitute teachers.

11 RESPONSIBILITIES

12 Substitute teachers shall assume the same responsibilities as the regular teacher, including but not
13 limited to, bus duty and playground supervision.

14 RE-EMPLOYMENT/TERMINATION

15 On an annual basis, the Director of Schools, with input from the principals, shall determine which
16 substitute teachers performed at an acceptable level. Substitute teachers who performed below an
17 acceptable level shall not be re-employed.

18 All substitutes shall be responsible for providing correct addresses and phone numbers and for
19 notifying the principal and/or third-party employer if they wish to terminate their service as substitutes.

Legal References

1. TRR/MS 0520-01-02-.04(5)
2. TCA 49-5-709
3. TCA 49-5-413(a)(2)
4. TCA 49-2-203(a)(14)
5. TCA 49-3-312(b)
6. TCA 49-3-312(a); TRR/MS 0520-01-02-.04(5)(b)

Cross References

- Background Investigations 5.118
Employment of Retirees 5.119

First Reading

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Attendance	Descriptor Code: 6.200	Issued Date: First Reading
		Rescinds: 6.200	Issued: 11/04/21

1 *General*

2 Attendance is a key factor in student achievement; therefore, students are expected to be present each
3 day school is in session.

4 The Director of Schools/designee shall ensure that this policy is posted in each school building and
5 disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

6 The Attendance Supervisor shall oversee the entire attendance program which shall include:¹

- 7 1. All accounting and reporting procedures and their dissemination;
- 8 2. Alternative program options for students who severely fail to meet minimum attendance
9 requirements;
- 10 3. Ensuring that all school age children attend school;
- 11 4. Providing documentation of enrollment status upon request for students applying for new or
12 reinstatement of driver's permit or license; and
13
- 14 5. Notifying the Department of Safety whenever a student with a driver's permit or license
15 withdraws from school or fails to maintain satisfactory academic progress.²

16 Student attendance records shall be given the same level of confidentiality as other student records.
17 Only authorized school officials with legitimate educational purposes may have access to student
18 information without the consent of the student or parent(s)/guardian(s).³

19 Absences shall be classified as either excused or unexcused as determined by the principal/designee.
20 Excused absences shall include:⁴

- 21 1. Personal illness/injury;
- 22 2. Illness of immediate family member;
- 23 3. Death in the family;
- 24 4. Extreme weather conditions;
- 25
- 26
- 27
- 28

- 1 5. Religious observances;⁵
- 2
- 3 6. Pregnancy;
- 4
- 5 7. School-endorsed activities;
- 6
- 7 8. Summons, subpoena, or court order; or
- 8
- 9 9. Circumstances which in the judgment of the principal create emergencies over which the
- 10 student has no control.

11 The principal shall be responsible for ensuring that:⁶

- 12 1. Attendance is checked and reported daily for each class;
- 13
- 14 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent
- 15 for the majority of the day;
- 16
- 17 3. All student absences are verified;
- 18
- 19 4. Written excuses are submitted for absences and tardiness; and
- 20
- 21 5. System-wide procedures for accounting and reporting are followed.

22 **TRUANCY**

23 Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that
24 attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled
25 school day in order to be counted present. Students may attend part-time days, alternating days, or for a
26 specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be
27 considered present for school attendance purposes. If a student is required to participate in a remedial
28 instruction program outside of the regular school day where there is no cost to the parent(s)/guardian(s)
29 and the school district provides transportation, unexcused absences from these programs shall be
30 reported in the same manner.⁷

31 A student who is absent five (5) days without adequate excuse shall be reported to the Director of
32 Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's
33 absence. If a parent/guardian does not provide documentation within adequate time excusing those
34 absences or request an attendance hearing, then the Director of Schools shall implement tier two of the
35 progressive truancy plan described below prior to referral to juvenile court.

36 *Progressive Truancy Plan*⁸

37 Tier I of the progressive truancy plan shall apply to all students within the district and include
38 schoolwide prevention-oriented supports to assist with satisfactory attendance.

39 Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5)
40 unexcused absences, but before referral to juvenile court, and includes the following:

- 1 1. A conference with the student and the student's parent(s)/guardian(s);
- 2
- 3 2. An attendance contract, based on the conference, signed by the student, the
- 4 parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:
- 5
- 6 a. A specific description of the school's attendance expectations for the student;
- 7 b. The period for which the contract is effective; and
- 8 c. Penalties for additional absences and alleged school offenses, including additional
- 9 disciplinary action and potential referral to juvenile court.
- 10
- 11 3. Regularly scheduled follow-up meetings to discuss the student's progress; and
- 12
- 13 4. A school employee shall conduct an individualized assessment detailing the reasons a student
- 14 has been absent from school. The employee may refer the student to counseling, community-
- 15 based services, or other services to address the student's attendance problems.

16 Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful.

17 These interventions shall be determined by a team formed at each school. The interventions shall

18 address student needs in an age-appropriate manner. Finalized plans shall be approved by the Director

19 of Schools/designee.

20 **MAKE-UP WORK**

21 Any student whose absence is unexcused or excused shall be expected to make up work missed or due

22 on dates of absence.

23 All missed class work or tests from absences may be made up provided that the student makes the

24 request immediately upon returning to school and provided class time is not taken from other students.

25 **STATE-MANDATED ASSESSMENT**

26 Students who are absent the day of the scheduled end-of-course (EOC) exams shall present a signed

27 doctor's excuse or shall have been given an excused release by the principal prior to testing to receive

28 an excused absence. Students who have excused absences will be allowed to take a make-up exam.

29 Students who have an unexcused absence shall receive a failing grade on the EOC exam, which shall

30 be averaged into their final grade.

31 **CREDIT/PROMOTION DENIAL**

32 Credit/promotion denial determinations may include student attendance; however, student attendance

33 may not be the sole criterion.⁹ If attendance is a factor prior to credit/promotion denial, the following

34 shall occur:

- 35 1. The student and the parent(s)/guardian(s) shall be advised if the student is in danger of
- 36 credit/promotion denial due to excessive absenteeism; and
- 37

1 2. Procedures in due process are available to the student when credit or promotion is denied.

2 **DRIVER'S LICENSE REVOCATION**²

3 A student who has more than ten (10) consecutive or fifteen (15) unexcused absences during any
4 semester ~~or fails to maintain satisfactory academic progress~~ shall be ineligible to retain a driver's
5 permit or license.

6 **ATTENDANCE HEARING**¹⁰

7 Students with excessive (more than five (5)) unexcused absences or those in danger of
8 credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee
9 appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s)
10 shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to
11 address the committee. The committee will conduct a hearing to determine if any extenuating
12 circumstances exist to excuse an absence(s) or to determine if the student has met attendance
13 requirements that will allow him/her to pass the course or be promoted. Upon notification of the
14 attendance committee decision, the principal shall send written notification to the Director of
15 Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the
16 excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to
17 appeal such action within two (2) school days to the Director of Schools/designee.

18 The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

19 Within five (5) school days of the Director of Schools/designee rendering a decision, the student's
20 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
21 Following the review, the Board may affirm or overturn the decision of the Director of
22 Schools/designee. The action of the Board shall be final.

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c); **Public Acts of 2022, Chapter No. 878**
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. TCA 49-6-3021
8. TCA 49-6-3007; TCA 49-6-3009
9. TCA 49-2-203(b)(7); TCA 49-6-3002(b)
10. TRR/MS 0520-01-02-.17(7)

Cross References

- School Calendar 1.800
- Extracurricular Activities 4.300
- Interscholastic Athletics 4.301
- Field Trips/Excursions/Competitions 4.302
- Reporting Student Progress 4.601
- Promotion and Retention 4.603
- Recognition of Religious Beliefs, Customs, & Holidays 4.803
- Voluntary Pre-K Attendance 6.2011
- Homeless Students 6.503
- Students in Foster Care 6.505
- Students from Military Families 6.506
- Student Records 6.600

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Attendance of Non-Resident Students	Descriptor Code: 6.204	Issued Date: First Reading
		Rescinds: 6.204	Issued: 04/11/19

1 Students residing outside the boundaries of the school district may attend schools within the school
2 district under the following conditions:

- 3 1. They shall be approved by the Director of Schools.¹
- 4 2. They shall pay a tuition fee established annually by the Board. Annual tuition may not
5 exceed per student, per annum, an amount equal to the amount of local funds actually
6 used for school purposes by the school district per student during the preceding school
7 year minus any funds received from the student's resident district. Tuition for out-of-
8 state students shall be charged at the same rate as the average cost per student (state and
9 local funds) in the district attended.²
- 10 3. Non-resident students shall make application at least _____ [insert number of
11 days/weeks] prior to the first day of school.³ The Director of Schools/designee shall provide
12 non-resident students notice of eligibility for re-enrollment by the end of the school year. ~~Non-~~
13 ~~resident students may make application to enroll at any point during the school year~~
14 ~~without the consent or approval of the student's home school district.~~
- 15 4. Requests from students from adjoining states to attend school shall be considered on a
16 case-by-case basis.⁴
- 17 5. Students who become residents of the school district shall be refunded any unused
18 portion of the tuition on a pro-rata basis.
- 19 6. When payment is not made on all or any part of the required tuition for a previous year,
20 the student(s) shall be excluded from future attendance until all prior and current tuition
21 is paid.
- 22 ~~7. When approved by the director of schools or his/her designee for a specific school,~~
23 ~~enrollment at that school will be guaranteed until the student leaves the last grade in that~~
24 ~~school. During this period of time, siblings of the student will be assured of enrollment at~~
25 ~~the same school as long as an extended enrollment contract has been approved and is on~~
26 ~~file for each non-resident student.~~
- 27 8. If an employee of this school district has a residence outside the school district, his/her
28 children may be allowed to attend if the appropriate tuition requirements are met.⁵ [Note: This
29 is discretionary. Districts can choose to waive tuition.]

Legal References

1. TCA 49-6-3104
2. TCA 49-6-3003; TCA 49-6-403(f); Public Acts of 2022, Chapter No. 709
3. TCA 49-6-3105
4. TCA 49-6-3108; TCA 49-6-403(f)
5. TCA 49-6-3113; TCA 49-6-3103; Public Acts of 2022, Chapter No. 709

Cross References

Revenues 2.400
Students from Military Families 6.506

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Admission of Suspended or Expelled Students	Descriptor Code: 6.318	Issued Date: First Reading
		Rescinds: 6.318	Issued: 10/27/20

1 The Board may deny admission of any student (except those in state custody) who has been expelled
2 or suspended from another school district in Tennessee or another state even though the student has
3 established residency in the district in which he/she seeks enrollment.

4 After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding
5 the suspension/expulsion from the former school district and make a recommendation to the Board to
6 approve or deny the request.

7 The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

8 ~~If the action of the board is to deny admission, the director of schools shall, on behalf of the~~
9 ~~board, notify the Commissioner of Education of the decision.~~

10 A student may be dismissed if it is determined subsequent to the enrollment that the student has been
11 suspended or expelled from the former school district.¹

Legal References

1. TCA 49-6-3401(f); Public Acts of 2022, Chapter No. 868; 20 USCA § 1232g(b)(4), (h)

Cross References

School Admissions 6.203
Student Records 6.600

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Reporting Child Abuse	Descriptor Code: 6.409	Issued Date: First Reading
		Rescinds: 6.409	Issued: 08/04/20

1 *General*

2 The Director of Schools shall:¹

- 3 1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional
4 employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;
5
6 2. Require that the Coordinator and the Alternate receive appropriate training;
7
8 3. Supply the Coordinator with all necessary resources;
9
10 4. Ensure that all employees working directly with students annually complete the child abuse
11 training program required by state law.²

12 The Coordinator shall assist any employee with appropriately reporting and responding to instances of
13 child abuse or child sexual abuse.

14 **REPORTING**

15 All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.³ If personnel
16 know or have reasonable cause to suspect child abuse, sexual abuse, or neglect, a report shall be filed
17 immediately with the Coordinator, the Department of Children's Services (DCS), and law
18 enforcement.⁴ **When alleged abuse involves someone employed by, previously employed by, or
19 otherwise affiliated with the school, the report may be made directly to the DCS and law
20 enforcement prior to notifying the Coordinator.⁵**

21 The report shall include, to the extent known by the reporter:⁶

- 22 1. The name, address, telephone number, and age of the child;
23
24 2. The name, telephone number, and address of the parents or persons having custody of the child;
25
26 3. The nature and extent of the abuse or neglect; and
27
28 4. Any evidence to the cause or any other information that may relate to the cause or extent of the
29 abuse or neglect.

30 The Director of Schools/designee shall develop reporting procedures, including sample indicators of
31 abuse and neglect, and shall disseminate the procedures to all school personnel.

1 **CONFIDENTIALITY**

2 District employees shall keep all information regarding any child abuse confidential in accordance
3 with state law.

4 **INVESTIGATIONS**

5 School administrators and employees have a duty to cooperate, provide assistance, and information in
6 child abuse investigations⁷ including permitting DCS teams to conduct interviews while the child is at
7 school. The principal may control the time, place, and circumstances of the interview but may not
8 insist that a school employee be present even if the suspected abuser is a school employee or another
9 student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the
10 child is to be interviewed even if the suspected abuser is not a member of the child's household.⁸

Legal References

1. TCA 49-6-1601
2. TCA 37-1-408; Public Acts of 2022, Chapter No. 841
3. TCA 37-1-403(a)(1); TCA 37-1-412; TCA 37-1-602;
TCA 37-1-605(a)(4)
4. TCA 37-1-403(a)(2); TCA 49-6-1601
5. Public Acts of 2022, Chapter No. 781
6. TCA 37-1-403(b)
7. TCA 37-1-611(b)
8. Tenn. Op. Atty. Gen. No. 87-101 (June 9, 1987)

Cross References

Recommendations and File Transfers 5.203
Staff-Student Relations 5.610
Interrogations and Searches 6.303
Student Discrimination, Harassment, Bullying, Cyber-
bullying, and Intimidation 6.304
Title IX & Sexual Harassment 6.3041
Promoting Student Welfare 6.400

First Reading

Washington County Board of Education			
Monitoring: Review: Annually	Descriptor Term: Vacations & Holidays	Descriptor Code: 5.310	Issued Date: First Reading
		Rescinds: 5.310	Issued: 06/03/21

The Board encourages **all twelve** (12) month **full-time** employees to use vacation earned and to take a portion of these days in succession.

NON-CERTIFIED (EXEMPT AND NON-EXEMPT) EMPLOYEES VACATIONS

All twelve (12) month full-time **non-certified salary and hourly** employees, when on the anniversary of employment of any year have been continuously employed in the service of the Board for the period listed below, will receive vacation days with pay as follows:

<u>Experience</u>	<u>Vacation Earned</u>
Less than 1 year	1 day for every six week period completed, not to exceed 5 days
1-8 years	10 days
9-12 years	12 days
13-15 years	14 days
15+ years	15 days

The anniversary date of employment is the most recent day of employment as recorded in the approved minutes of the Board or as shown by the bookkeeping department of the Board.

~~Vacation days granted under this policy are noncumulative.~~ Unused vacation can be retained and accumulate a maximum bank of five (5) days. Unused days above the maximum will be forfeited on the anniversary of employment of any year the eligible employee has been continuously employed in the service of the Board. Banked vacation days will be paid out to the employee upon voluntary termination from the system. Banked vacation days will be forfeited for involuntary terminations.

At the point that an employee terminates, vacation pay will be prorated within the calendar year guidelines.

The Director of Schools shall maintain the list of employees under this policy showing the anniversary date of employment.

CERTIFIED EMPLOYEE PAID HOLIDAY, VACATION, AND SCHEDULED TIME OFF

All twelve (12) month full-time (240 day Contract) certified employees defined as management personnel defined in accordance with the Professional Educators Collaborative Conferencing Act (PECCA) in the Board approved Memorandum of Understanding shall be entitled to scheduled time off (non-contract days) defined in the annual employment contract beginning July 1 and ending June 30 of each fiscal year. Available non-contract days will be prorated from date of employment if hired after July 1 of each fiscal year.

TWELVE (12) MONTH NON-CERTIFIED AND CERTIFIED EMPLOYEE HOLIDAYS

Twelve (12) month **support non-certified salary and hourly employees and certified employees personnel**, if on active payroll at the time, shall be entitled to the following **thirteen (13) paid** holidays:

- **Martin Luther King, Jr. Day**
- **Presidents' Day**
- Good Friday
- Memorial Day
- Independence Day **and one additional day connected to the date (2 days)**
- Labor Day
- Thanksgiving Day and the day after (2 days)
- **Christmas Eve**
- Christmas
- **New Year's Eve**
- New Year's Day

Non-certified salary and hourly employees employed less than 12 months shall be entitled to the following paid holidays:

- **Presidents' Day**
- Good Friday
- Labor Day
- Thanksgiving Day and the day after (2 days)
- **Christmas Eve**
- Christmas
- **New Year's Eve**
- New Year's Day

All Certified employees defined as professional personnel in accordance with the Professional Educators Collaborative Conferencing Act (PECCA) in the Board approved Memorandum of Understanding with 10-month (200 days), 10.5 -month (210 days), or 11-month (220 days) contract, if on active payroll at the time, shall be entitled to the following eleven (11) paid holidays:

- **Good Friday**

- **Thanksgiving Day and the day after (2 days)**
- **Christmas and New Year's Break (8 days)**

Equivalent and additional days, as approved by the Director of Schools, may be taken when these days fall on weekends, or school is in session.

Washington County Board of Education

Monitoring: Review: Annually	Descriptor Term: Supplemental Pay Schedule	Descriptor Code: 5.6101	Issued Date: Click here to enter a date.
		Rescinds: 5.6101	Issued: 08/04/20

DRAFT

Principals

- ~~1. Base salary in terms of training and experience on the salary schedule.~~
- ~~2. Elementary and middle school principals will receive one-tenth (1/10) of their base salary for an eleven (11) month contract.~~
- ~~3. High school principals will receive two-tenths (2/10) of their base salary for a twelve (12) month contract.~~
- ~~4. Add an annual supplement of one hundred fifty dollars (\$150) for each of the first fifteen (15) teachers, thirty dollars (\$30) for each teacher in excess of fifteen (15), and one dollar (\$1) for each teacher over twenty (20).~~
- ~~5. Add a supplement of \$2,000.~~
- ~~6. The Director of Schools may award an incentive for exemplary performance from a pool of \$15,000.~~
- ~~7. Part-time teachers are not counted toward the principal's salary supplement.~~
- ~~8. High school principals will receive an athletic supplement of \$4,000.~~

Assistant Principals

- ~~1. Base salary in terms of training and experience on the salary schedule.~~
- ~~2. Add one-twentieth (1/20) of the base salary for a ten and a half (10 1/2) month contract.~~
- ~~3. Add an annual supplement of ninety dollars (\$90) for each of the first fifteen (15) teachers and fifteen dollars (\$15) for each teacher in excess of fifteen (15).~~
- ~~4. Add an annual supplement of \$1,000.~~
- ~~5. Part-time teachers are not counted toward the principal's salary supplement.~~

Athletic Directors

1. Base salary in terms of training and experience on the salary schedule.
2. Add two-tenths (2/10) of the base salary for a twelve (12) month contract.
3. Add a supplement of \$4,000

Assistant Directors of School

- ~~1. Base salary in terms of training and experience on the salary schedule.~~
- ~~2. Add an annual supplement of \$6,760.~~
- ~~3. Add three-tenths (3/10) of the base salary.~~

Agriculture Education Teachers

1. Base salary in terms of training and experience on the salary schedule.
2. Add two-tenths (2/10) of the base salary for a twelve (12) month contract.
3. Add an annual supplement of \$1,050.

1 **Family & Consumer Science, Trade & Industrial, Marketing Education, Business Education,**
2 **Health Science Education, and Technology Engineering Education Teachers**

- 3 1. Base salary in terms of training and experience on the salary schedule.
4 2. Add an annual supplement of \$1,050.

5 **High School Band Director**

- 6 1. Base salary in terms of training and experience on the salary schedule.
7 2. An 11-month contract
8 3. An annual supplement of \$2,850 for extracurricular activities at both the high school and
9 middle school level. Activities to be verified by building principals.
10 4. A high school band director, who has total responsibility for the extracurricular band activities
11 of middle schools, shall receive an additional supplement equal to one middle school
12 supplement (\$750).

13 **Assistant High School Band Director**

- 14 1. Base salary in terms of training and experience on the salary schedule.
15 2. An 11-month contract
16 3. An annual supplement of \$1,250 for extracurricular activities at both the high school and
17 middle school level. Activities to be verified by building principals.

18 **Middle School Band Director**

- 19 1. Base salary in terms of training and experience on the salary schedule.
20 2. An annual supplement of \$750 for extracurricular activities at the middle school level.
21 Activities to be verified by building principals.

22 **Vocal Music**

- 23 1. Base salary in terms of training and experience on the salary schedule.
24 2. High School – add an annual supplement of \$1,500.
25 3. Middle School (grades 5-8) – add an additional supplement equal to a base of \$200 plus two
26 dollars (\$2.00) per hour for up to 100 hours maximum (\$400). Time to be verified by building
27 principals.

28 **Yearbook Sponsor**

- 29 1. Base salary in terms of training and experience on the salary schedule.
30 2. High School – add an annual supplement of \$1,000.
31 3. Other – add an annual supplement equal to the base of \$150 plus one dollar (\$1.00) per hour for
32 up to \$450 maximum. Time to be verified by building principals.

33 **High School Guidance Counselors**

- 34 1. Base salary in terms of training and experience on the salary schedule.
35 2. Add one-tenth (1/10) for an 11 month contract.

36 **Special Programs**

37 New Programs may be developed with the approval of:

- 38 1. The building principal, and;
39 2. The Director of Schools

1 The sponsors of these new approved programs will be compensated at:

- 2 1. A base supplement of \$250;
- 3 2. Five dollars (\$5) per hour for up to a maximum of one hundred (\$100) hours. Time to be
- 4 verified and approved by the building principal.

5 **JROTC Instructor Compensation Structure (JROTC employees hired prior to 1/14/2021)**

6 1. JROTC Minimum Salary

- 7 a. JROTC personnel have a minimum salary determined by the United States Military.
- 8 The U.S. Military reimburses the Washington County Department of Education for fifty
- 9 percent (50%) of the gross salary amount annually. This amount is adjusted annually by
- 10 the U.S. Military.

11 2. JROTC Annual Salary Adjustment

- 12 a. JROTC personnel will be given an annual salary adjustment equal to fifty percent
- 13 (50%) of the annual percentage pay raise the Washington County Board of Education
- 14 votes to give Washington County Department of Education employees.
- 15 i. The Certified Salary Pay Scale at the ten (10) year experience level based on the
- 16 JROTC Employee's education level will be used to calculate the annual salary
- 17 adjustment. This amount will carry forward to the next year and increase
- 18 accordingly as pay raises are approved by the Washington County Board of
- 19 Education.
- 20 ii. At the start of the JROTC Employee's employment, the appropriate ten (10)
- 21 year benchmark will be used relating to the appropriate educational level to
- 22 calculate the initial pay adjustment.
- 23 1. For the initial pay adjustment, the annual salary will be used based on the
- 24 prior criteria. The appropriate annual salary will be divided by ten (10)
- 25 months. The resulting amount will be equally divided over the
- 26 employees annual pay checks for the fiscal year. This amount carries
- 27 forward and increases per the above criteria.
- 28 iii. If the JROTC employee's education level is less than a Bachelor's degree, the
- 29 Bachelor's degree level and zero (0) years of experience will be used as the
- 30 benchmark for calculation purposes.
- 31

32 **JROTC Compensation Structure (JROTC Employees hired on or after 1/14/2021)**

33 1. JROTC Minimum Salary

- 34 a. JROTC personnel have a minimum salary determined by the United States Military.
- 35 The U.S. Military reimburses the Washington County Department of Education for fifty
- 36 percent (50%) of the gross salary amount annually. This amount is adjusted annually by
- 37 the U.S. Military.

38 2. JROTC Annual Salary Adjustment

- 39 a. The purpose of this salary component is to capture one hundred percent (100%) of the
- 40 pay increases annually to Washington County Department of Education employees, if
- 41 given, and add it to the JROTC employee's compensation carrying forward each year.
- 42

- 1 i. The benchmark for calculating the JROTC Annual Salary Adjustment will be
 2 based off the Certified Salary Teacher Pay Scale using the ten (10) year
 3 experience dollar amount based on the appropriate education level starting with
 4 the Bachelor's degree level.
 5 1. Each year, using the aforementioned benchmark, any salary amount
 6 increase to the Certified Staff Pay Scale will be added at one hundred
 7 percent (100%) to the JROTC Employee's annual salary adjustment total
 8 carrying forward each year.
 9 ii. If the JROTC employee's education level is less than a Bachelor's degree, the
 10 Bachelor's degree level and ten (10) years of experience will be used as the
 11 benchmark for calculation purposes.

12 **Secondary Supplements for Athletic Coaching**

13 **Sport/Position**

14 **Football**

15	Head Coach	\$3,500 plus an eleven month contract
16	Offense Coach	\$2,800
17	Defense Coach	\$2,800
18	Assistant Coach	\$2,200

19 **Basketball**

20	Head Coach, boys	\$3,500 plus an eleven month contract
21	Varsity Assistant	\$2,800
22	Assistant Coach	\$2,500
23	Freshman Boys Coach	\$2,200
24	Head Coach, girls	\$3,500 plus an eleven month contract
25	Varsity Assistant	\$2,800
26	Assistant Coach	\$2,500
27	Freshman Girls Coach	\$2,200

28 **Baseball/Softball**

29	Head Coach	\$3,000
30	Assistant Coach	\$2,200
31	Assistant / 9th Baseball	\$1,800
32	Assistant Coach	\$1,200

33 **Track**

34	Head Coach, boys	\$3,000
35	Assistant Coach	\$2,200
36	Head Coach, girls	\$3,000
37	Assistant Coach	\$2,200
38	Assistant, boys and girls	\$2,000

39 **Cross Country**

40	Head Coach, boys	\$2,100
41	Head Coach, girls	\$2,100

1	Volleyball	
2	Head Coach	\$3,000
3	Assistant Coach	\$2,200
4	Asst. Coach/Freshman	\$1,700
5	Wrestling	
6	Head Coach	\$2,500
7	Assistant Coach	\$1,700
8	Head Girls Coach	\$2,500
9	Cheerleading	
10	Head Coach	\$2,000
11	Assistant Coach	\$1,800
12	Golf	
13	Head Coach	\$1,800
14	Assistant Coach	\$1,500
15	Soccer	
16	Head Coach, boys	\$3,000
17	Assistant Coach	\$2,200
18	Head Coach, Girls	\$3,000
19	Assistant Coach	\$2,200
20	Floating supplement of \$1,500 is available to be applied to any coach at the principal's discretion.	
21	Middle School Supplements for Athletic Coaching	
22	Sport/Position	
23	Football (Combined Team)	
24	Head Coach	\$3,000
25	Offensive Coordinator	\$2,000
26	Defensive Coordinator	\$2,000
27	Special Teams	\$2,000
28	Assistant Coach	\$1,500
29	Basketball (7/8)	
30	Boys Coach	\$2,200
31	Girls Coach	\$2,200
32	Track	
33	Head Coach	\$1,600
34	Baseball	
35	Head Coach	\$1,600
36	Softball	
37	Head Coach	\$1,600

1	Cheerleading	
2	Head Coach	\$1,450
3	Volleyball	
4	Head Coach	\$1,450
5	Soccer (Combined Team)	
6	Head Coach Boys	\$1,800
7	Asst. Coach Boys	\$1,200
8	Head Coach Girls	\$1,800
9	Asst. Coach Girls	\$1,200
10	Wrestling	
11	Head Coach	\$1,400
12	Cross Country	
13	Head Coach	\$500 (participating middle schools)
14		
15	Supplements for Curriculum Design and Professional Development	
16	Teachers who are doing additional curriculum design or professional development outside of their	
17	Washington County Schools contract will receive \$33 per hour for each hour of work up to the hours	
18	allotted by the Director or his/her designee. Curriculum Design and Professional Development hours	
19	must be approved by the Director of Schools or his/her designee prior to the start of the additional	
20	work.	

CONSTRUCTION ASPHALT PAVING SERVICES, INC.

TELEPHONE: 926-8808 or 926-3945 FAX: 929-8883

EMAIL: capspaving@embarqmail.com

188 Willocks Road
Johnson City, TN 37601

May 16, 2022

Attention: Keith Lyons
Job: 306 Forest Drive
Jonesborough, TN

PROPOSAL

We are pleased to quote the following:

- Resurface approximately 52,356 square feet for the total amount of \$85,000.00
- Repair back road paving approximately 4,160 square feet for the total amount of \$12,500.00

Due to raw material price increase, price may change.

We propose to furnish labor and materials in complete accordance with above specifications. We will accept subgrade within plus or minus a tenth. Need all radius stakes and other layout in place if curb is not in place

Payment to be made as: **Payment due upon completion.**

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders at additional cost. All agreements contingent upon strikes, accidents or delays are beyond our control. Our workers are fully covered by Workmen's Compensation Insurance. We do not guarantee against grass, water damage, power steering oil or scuffing. In the event an attorney is employed to collect unpaid balance it will be the responsibility of the property owner for the attorney fee. The property owner will also be responsible for court costs and 18% interest on balances over 30 days.

ACCEPTED: The above price is satisfactory and is hereby accepted. You are authorized to do the work.

Date of acceptance:

Respectfully submitted,

BY: _____

April Bowers, 423-926-8808

CLIENT SERVICE AGREEMENT | SHORT FORM CONTRACT

PROJECT NAME: Washington County - West View Elementary School Structural Investigation
DATE: 05/17/2022 | **PROSIM PROJECT #:** _____

CLIENT INFORMATION

Lewis Group Architects
6512 Deane Hill Drive
Knoxville, TN 37919

PROJECT INFORMATION

Project Address/Location: Limestone, TN

Project Scope – What We Are Providing to You:

Prosim understands that corrosion of the floor steel joists has been reported to Lewis Group and that it is desired to have Prosim Engineering perform a structural inspection of the bar joist supported areas of the facility. Since the exact extents of the area is unknown at this time, Prosim proposes the following:

- 1 day inspection time for two Prosim representatives.
 - We have included up to 9 hours for this inspection, and includes travel
 - Inspection to be for areas of concern, inspection is not for entirety of building
- Produce a letter/report of findings noting our observations including photos (provided electronically to Client).

Following the inspection and report, should structural repairs be necessary, Prosim can provide a proposal for structural design services once scope is determined.

Others - What We Need From You:

- Access to the facility during normal business hours and for the duration of the day.
- Any drawings on the facility – delivered to Prosim prior to inspection day
- For Site Visit, if applicable:
 - Framing to be Accessible
 - Finish Removal in select areas may be necessary.
 - Access to property arranged by Client/Owner
 - Client/Owner to be on site during inspection.
 - Areas deemed unsafe will not be inspected
 - Not all areas of structure may be inspected if areas cannot be accessed
 - Ladder or lift to be provided if any areas are inaccessible
 - Access to building/location during normal daylight and weekday hours
 - Client/Owner to provide access to basement/crawlspace/attic/roof as applicable

Exclusions – What We Are Not Including:

The following items are excluded for this purpose of Project Scope and also removed to help keep this Project Scope Fee reduced. However, we are happy to provide these services with additional compensation / signed agreement per request.

- *Additional Services beyond the Project Scope presented herein can be performed at most current hourly billing rates or negotiated via proposal at the time of request; and will not be performed without proper authorization.*
- *Prosim will be closed for select Team Events and Holidays during each calendar year, and thus we will coordinate efforts around these closings.*
- *No work beyond inspection and report outlined above.*
- *Site Visits / Travel (not noted within scope) and Meetings with Building Official / Architect / Client / Applicable Committees or Agencies over what is noted above*

CLIENT SERVICE AGREEMENT | SHORT FORM CONTRACT

PROJECT NAME: Washington County - West View Elementary School Structural Investigation
DATE: 05/17/2022 | **PROSIM PROJECT #:** _____

- If project involves exploratory demo prior to project design, Unforeseen structural issues that may be identified are excluded from scope, and this scope may need to be reevaluated.
- **Communication / Coordination with Owner shall be by Client**
- Site structures, including but not limited to, dumper pad(s), monument signage, mailbox structures, canopy
- Sketches; Design; Architectural Design; Site, Interior Wall / Shell Layout; Civil, Mechanical, Electrical, Plumbing Design; Landscape; Fire Sprinkler + Fire Alarm drawings; Interior Design, Finish Selections, LEED / commissioning
- Construction Administration
- Actual Construction / Installation: Prosim does not provide actual construction or installation services
- Single Use / Site Specific per Address noted herein, One Design
- Revisions due to late changes by others will be considered additional services and invoiced as such.
- Specialized equipment installation / unusual tenant requirements not included in scope.
- Roof/floor loading or analysis
- Special Foundations
- Demo Plans, Lead Paint Removal Plans, Asbestos Abatement Plans
- PEMB Redesign
- Value Engineering / Redesign; if this is requested during this project, services will be billed hourly at most current rate.
- Geotechnical investigations, Soils Inspections; Destructive or non-destructive testing; Crack Monitor(s), Installation, Monitoring; Cost estimating
- Review cycles and or Permitting / Permitting Fees / Submittals by / to authorities / authorities having jurisdiction / State Submittal; Building Official Submittal / Review or Permitting Fees
- Special Inspection reporting services
- Restart fee and rate adjustment incurred for project holds/delays 60 days or longer from contract acceptance
- Drawing Release: Should client wish release of electronic drawings to third parties, third parties will be required to sign an electronic drawing release agreement along with a payment fee for electronic file release.
- Additional Insured: There is a fee of (currently) \$500 per year, per each requested client name, per project, should client wish to be listed as Additional Insured with Prosim Engineering, LLC's Commercial General Liability. If Client wishes to be added as Additional Insured for Commercial General Liability, client must notify Prosim at contract agreement. Additional Insured option of \$500 is valid for 1 year only; if client wishes to renew, client must request renewal prior to end of policy year; otherwise additional insured will be removed at year end renewal.

Deliverables, If Applicable, will be Provided Electronically via Email / Downloadable Link.

CONTRACT COMPENSATION

THIS PROPOSAL IS VALID FOR SIXTY (60) DAYS FROM DATE NOTED HEREIN

Please note: We invoice by structural effort and/or Payment Terms noted above, not architect/contractor percentage complete.

Project Scope Fee(s): \$4,250.00 Lump Sum
Payment Terms: 30 Days

TERMS

1. **Payment Terms.** PROSIM ENGINEERING, LLC may submit invoices at any time to Client for PROSIM ENGINEERING, LLC Services and for reimbursable expenses incurred. Invoices: payable per terms selected in "Compensation" section, and a finance charge of 1.5% per month on any unpaid balance not received by PROSIM ENGINEERING, LLC within 30 days of the invoice date. PROSIM ENGINEERING, LLC shall have the right either to suspend the performance of further PROSIM ENGINEERING, LLC services until all invoices to Client under this or any other agreement are fully paid, or to terminate the Agreement and to initiate proceedings to recover amounts owed by Client. PROSIM ENGINEERING, LLC shall have right to withhold from Client the possession or use of any drawings or documents prepared by PROSIM ENGINEERING, LLC for Client under this or any other agreement with Client until all delinquent invoices are paid in full. PROSIM ENGINEERING, LLC holds right to contact higher authority / project owner directly for invoices not paid per payment terms.

2. **Arbitration of PROSIM ENGINEERING, LLC's Claims for Compensation.** PROSIM ENGINEERING, LLC alone shall have the option to submit any claim for compensation due under this Agreement to be settled by arbitration in Tennessee in accordance with the Construction Industry Arbitration Rules of the American Arbitration Association, and judgment upon the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof; provided, however that client shall not have authority to assert any counterclaim or any defense by way of set-off, PROSIM ENGINEERING, LLC shall have the right to withdraw its demand for arbitration at any time prior to the commencement of the hearing by giving written notice to the arbitrator(s) and Client; and upon the giving of such notice by PROSIM ENGINEERING, LLC, the arbitration shall terminate, no award shall be rendered by the Arbitrator(s), and PROSIM ENGINEERING, LLC may then pursue its remedies in a court of competent jurisdiction.

3. **Limitations on Liability.** PROSIM ENGINEERING, LLC and of PROSIM ENGINEERING, LLC's partners, employees, agents and subcontractors for any loss, property damage or bodily injury of or to Client caused in whole or in part by an error or omission of PROSIM ENGINEERING, LLC, or any of the partners, employees, agents or subcontractors of PROSIM ENGINEERING, LLC in the performance of this Agreement, as this agreement may from time to time be amended, or in the performance of any supplementary services in any way related to this Agreement, shall be limited in the aggregate to the amount of fees theretofore paid by Client to PROSIM ENGINEERING, LLC for such services. PROSIM ENGINEERING, LLC shall not be liable to Client, in any event or for any amount, for delays or for consequential special or incidental damages, or for punitive or exemplary damages.

4. **Indemnification.** Client shall indemnify and hold PROSIM ENGINEERING, LLC and PROSIM ENGINEERING, LLC's partners, employees, agents and subcontractors harmless from and against any and all liability, claims and demands for losses, property damage and bodily injury arising out of work undertaken on the Project by Client, or Clients contractor, subcontractor or other independent company or consultant employed by Client to work on the project, or their respective officers, directors, partners, employees, agents or assigns; or arising out of any other operation, no matter by whom performed, for an on behalf of Client, or such contractor, subcontractor or other independent company or consultant, whether or not due in part to errors or omissions by PROSIM ENGINEERING, LLC or any of its partners, employees, agents, or subcontractors in the performance of this Agreement, as the same may from time to time be amended, or in their performance of any supplementary service in any way related to this Agreement.

5. **Note:** We do business as Prosim Engineering, LLC, Prosim Engineering, PLLC, in select states; and Prosim Engineering, LLC of the Caribbean dba Prosim Engineering, LLC in Florida.

CLIENT SERVICE AGREEMENT | SHORT FORM CONTRACT

PROJECT NAME: Washington County - West View Elementary School Structural Investigation
DATE: 05/17/2022 | **PROSIM PROJECT #:** _____

AUTHORIZATION

To signify your acceptance of this proposal and terms:
sign contract, and return electronically to Caitlin Trent at ctrent@prosimeng.com

Client Name, Print: _____


Authorized Representative Name, Print: _____

Authorized Representative Name, Signature: _____

Date: _____ Client PO#: _____

Prosim Engineering, LLC

Representative: Craig S Young, PE

Signature: 

Date: 05/17/2022

Provided Upon Request: Certificate of Insurance for Prosim Engineering, LLC
(Prosim Engineering, LLC does not own Automobiles, thus no Automobile Insurance)

Daniel Boone High School Football
Gray, Tennessee
June 28, 2022

Sourcewell

Master Project: 199030, Contract Number: 071619-MSL, Expiration: 08/27/2023
Category: Sports lighting with related supplies and services

All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL

Quotation Price – Materials Delivered to Job Site and Installation

Football (Utilizing New Pole Structures) – 360’ x 160’\$ 388,772.00

Bonding is not included.

Pricing furnished is effective for 30 days unless otherwise noted and is considered confidential.

Light-Structure System™ with Total Light Control – TLC for LED™ technology

Guaranteed Lighting Performance

- Guaranteed light levels of 50 Footcandles
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight

System Description

- (4) Pre-cast concrete bases with integrated lightning grounding
- (4) Galvanized steel poles
- Factory wired and tested remote electrical component enclosures
- Pole length, factory assembled wire harnesses
- (44) Factory aimed and assembled luminaires, including BallTracker® luminaires
- UL Listed assemblies

Control Systems and Services

- Control-Link® control and monitoring with Show-Light+® entertainment package to provide (6) pre-programmed and (3) custom theatrical shows set to customer-supplied and licensed music, onsite dimming, and custom color accent lighting control.
- (1) Touchscreen interface(s) to provide pre-programmed theatrical effects

Operation and Warranty Services

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 25 years
- Support from Musco’s Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system – plus a network of 1800+ contractors

Installation Services Provided

See attached scope of work



Payment Terms

Musco's Credit Department will provide payment terms.

Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC
Attn: Amanda Hudnut
Fax: 800-374-6402
Email: musco.contracts@musco.com

**All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL**

Delivery Timing

10 - 12 weeks for delivery of materials to the job site from the time of order, submittal approval, and confirmation of order details including voltage, phase, and pole locations.

Due to the built-in custom light control per luminaire, pole locations need to be confirmed prior to production. Changes to pole locations after the product is sent to production could result in additional charges.

Notes

Quote is based on:

- Shipment of entire project together to one location.
- Structural code and wind speed = 2012 IBC, 115 MPH mi/h, Exposure C, Importance Factor 1.0.
- Owner is responsible for getting electrical power to the site, coordination with the utility, and any power company fees.
- Includes supply and installation of Musco system including underground wiring and conduit, service entrance panel board, and controls by a licensed contractor.
- Standard soil conditions – rock, bottomless, wet or unsuitable soil may require additional engineering, special installation methods and additional cost.
- Confirmation of pole locations prior to production.

Thank you for considering Musco for your lighting needs. Please contact me with any questions or if you need additional details.

Greg Gilley
Sales Representative
Musco Sports Lighting, LLC
Phone: 641-660-2362
E-mail: greg.gilley@musco.com



**Daniel Boone High School Football
Gray, Tennessee
Turnkey Scope of Work**

Customer Responsibilities:

1. Complete access to the site for construction utilizing standard 2-wheel drive rubber tire equipment.
2. Locate existing underground utilities not covered by your local utilities. (i.e. water lines, electrical lines, irrigation systems, and sprinkler heads). Musco or Subcontractor will not be responsible for repairs to unmarked utilities.
3. Locate and mark field reference points per Musco supplied layout. (i.e. home plate, center of FB field)
4. Pay for extra costs associated with foundation excavation in non-standard soils (rock, caliche, high water table, collapsing holes, etc.) or soils not defined in geo-technical report. Standard soils are defined as soils that can be excavated using standard earth auguring equipment.
5. Pay any power company fees and requirements.
6. Pay all permitting fees and obtain the required electrical permitting.
7. Provide area on site for disposal of spoils from foundation excavation.
8. Provide area on site for dumpsters.
9. Provide sealed Electrical Plans. (If required)

Musco Responsibilities:

1. Provide required foundations, poles, electrical enclosures, luminaires, wire harnesses, and control cabinets.
2. Provide layout of pole locations and aiming diagram.
3. Provide Contract Management as required.
4. Provide stamped foundation designs based on soils that meet or exceed those of a Class 5 material as defined by 2018 IBC Table 1806.2.
5. Assist our installing subcontractor and ensure our responsibilities are satisfied.

Subcontractor Responsibilities

General:

1. Obtain any required permitting.
2. Contact 811 for locating underground public utilities and then confirm they have been clearly marked.
3. Contact the facility owner/manager to confirm the existing private underground utilities and irrigation systems have been located and are clearly marked to avoid damage from construction equipment. Notify owner and repair damage to marked utilities. Notify owner and Musco regarding damage which occurred to unmarked utilities.
4. Provide labor, equipment, and materials to off load equipment at jobsite per scheduled delivery.
5. Provide storage containers for material, (including electrical components enclosures), as needed.
6. Provide necessary waste disposal and daily cleanup.
7. Provide adequate security to protect Musco delivered products from theft, vandalism or damage during the installation.
8. Keep all heavy equipment off playing fields when possible. Repair damage to grounds which exceeds that which would be expected. Indentations caused by heavy equipment traveling over dry ground would be an example of expected damage. Ruts and sod damage caused by equipment traveling over wet grounds would be an example of damage requiring repair.
9. Provide startup and aiming as required to provide complete and operating sports lighting system.
10. Installation to commence upon delivery and proceed without interruption until complete. Notify Musco immediately of any breaks in schedule or delays.



Demolition:

1. Disassemble and leave at owner designated location on-site the existing lighting poles, fixtures, and electrical enclosures. This will include the recycling of lamps, aluminum reflectors, ballast, and steel, as necessary.
2. Demolish existing foundations to 2 ft (0.6 m) below grade.
3. Leave existing power feed in place for connection to new pole locations.

Foundations, Poles, and Luminaires:

1. Mark and confirm pole locations per the aiming diagram provided. If there are any issues, immediately notify your Musco Project Manager.
2. Provide labor, materials, and equipment to install (4) LSS foundations as specified on Layout and per the stamped foundation drawings, if applicable.
3. Remove spoils to owner designated location at jobsite.
4. Provide labor, materials, and equipment to assemble Musco TLC-LED luminaires, electrical component enclosures, poles, and pole harnesses.
5. Provide labor, equipment, and materials to erect (4) dressed LSS Poles and aim utilizing the pole alignment beam.

Electrical:

1. Provide labor, materials, and equipment to install new electrical service panels as required.
2. Provide labor, materials, and equipment to install all underground conduit, wiring, pull boxes etc. and terminate wiring as required. Provide 2" conduit behind building for conduit run.
3. Provide as-built drawings on completion of installation, **(if required)**.

Show-Light+[®] Entertainment Package

1. Provide labor, equipment, and materials to install (1) Musco control and monitoring cabinet, communication cabinet and terminate all necessary wiring.
2. Provide a dedicated 120 V 20 A controls circuit or a step-down transformer for 120 V control circuit if not available.
3. Provide 24 AWG twisted wire pair cable. Recommended Belden 7937A or equal. Cable should be underground rated (working distance 1500 ft (457 m)).
4. Cable is terminated on surge protection device in both communication cabinet and control and Monitoring cabinet. Drain wire is landed at surge device on control and monitoring cabinet. Communication cabinet requires earth ground.
5. Plug provided ethernet cable into port on the side of communication cabinet and bottom of touch screen.
6. Connect provided touch screen power supply. Requires 120 V outlet.
7. Provide audio cable 1/8 in (3.5 mm) plug from customer audio system to DMX gateway cabinet (land on Cueserver, must be within 50 ft (15 m)).
8. Land customer provided DMX cable in Musco DMX gateway cabinet on DMX512 input terminals.
9. Check all zones to make sure they work in both auto and manual mode.
10. Commission Control-Link[®] by contacting Control-Link Central[™] at 877-347-3319.



Daniel Boone High School Football
Gray, Tennessee
June 28, 2022

Sourcewell

Master Project: 199030, Contract Number: 071619-MSL, Expiration: 08/27/2023
Category: Sports lighting with related supplies and services

All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL

Quotation Price – Materials Delivered to Job Site and Installation

Football (Utilizing Existing Pole Structures) – 360’ x 160’\$ 289,999.00

Bonding is not included.

Pricing furnished is effective for 30 days unless otherwise noted and is considered confidential.

SportsCluster® system with Total Light Control – TLC for LED™ technology

Guaranteed Lighting Performance

- Guaranteed light levels of 50 Footcandles
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight

System Description

- (4) Factory wired poletop luminaire assemblies
- (44) Factory aimed and assembled luminaires, including BallTracker® luminaires
- Factory wired and tested remote electrical component enclosures
- Pole length, factory assembled wire harnesses
- Mounting hardware for poletop luminaire assemblies and electrical components enclosures
- Disconnects
- UL Listed assemblies

Control Systems and Services

- Control-Link® control and monitoring with Show-Light+® entertainment package to provide (6) pre-programmed and (3) custom theatrical shows set to customer-supplied and licensed music, onsite dimming, and custom color accent lighting control.
- (1) Touchscreen interface(s) to provide pre-programmed theatrical effects

Operation and Warranty Services

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 10 years
- Support from Musco’s Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system – plus a network of 1800+ contractors

Installation Services Provided

See attached scope of work



Payment Terms

Musco's Credit Department will provide payment terms.

Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC
Attn: Amanda Hudnut
Fax: 800-374-6402
Email: musco.contracts@musco.com

**All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL**

Delivery Timing

10 - 12 weeks for delivery of materials to the job site from the time of order, submittal approval, and confirmation of order details including voltage, phase, and pole locations.

Due to the built-in custom light control per luminaire, pole locations need to be confirmed prior to production. Changes to pole locations after the product is sent to production could result in additional charges.

Notes

Quote is based on:

- Shipment of entire project together to one location.
- Owner is responsible for getting electrical power to the site, coordination with the utility, and any power company fees.
- Includes supply and installation of Musco system including underground wiring and conduit, service entrance panel board, and controls by a licensed contractor.
- Confirmation of pole locations prior to production.
- Product assurance and warranty program is contingent upon site review and compatibility with Musco's lighting system
- The owner of the field is responsible for the structural integrity of the existing poles

Thank you for considering Musco for your lighting needs. Please contact me with any questions or if you need additional details.

Greg Gilley
Sales Representative
Musco Sports Lighting, LLC
Phone: 641-660-2362
E-mail: greg.gilley@musco.com



**Daniel Boone High School Football
Gray, Tennessee
Retrofit Scope of Work**

Customer Responsibilities:

1. Complete access to the site for construction using standard 2-wheel drive rubber tire equipment.
2. Locate existing underground utilities not covered by your local utilities. (i.e. water lines, electrical lines, irrigation systems, and sprinkler heads). Musco or Subcontractor will not be responsible for repairs to unmarked utilities.
3. Locate and mark field reference points per Musco supplied layout. (i.e. home plate, center of FB field).
4. Ensure existing poles are structurally adequate to handle new fixture loading.
5. Pay any necessary power company fees and requirements.
6. Pay all permitting fees.
7. Provide any existing as-built documents or drawings.
8. Provide sealed Electrical Plans. (If required)

Musco Responsibilities:

1. Provide required fixtures, electrical enclosures, mounts, hardware, wire harnesses, and control cabinets.
2. Provide poletop luminaire assembly on (4) poles
3. Provide fixture layout and aiming diagram.
4. Provide Contract Management as required.
5. Assist our installing subcontractor and ensure our responsibilities are satisfied.

Subcontractor Responsibilities

General:

1. Obtain any required permitting.
2. Contact 811 for locating underground public utilities and confirm they have been clearly marked.
3. Contact the facility owner/manager to confirm the existing private underground utilities and irrigation systems have been located and are clearly marked to avoid damage from construction equipment. Notify owner and repair damage to marked utilities. Notify owner and Musco regarding damage which occurred to unmarked utilities.
4. Provide labor, equipment, and materials to off load equipment at jobsite per scheduled delivery.
5. Provide storage containers for material, (including electrical components enclosures), as needed.
6. Provide necessary waste disposal and daily cleanup.
7. Provide adequate security to protect Musco delivered products from theft, vandalism, or damage during the installation.
8. Keep all heavy equipment off playing fields when possible. Repair damage to grounds which exceeds that which would be expected. Indentations caused by heavy equipment traveling over dry ground would be an example of expected damage. Ruts and sod damage caused by equipment traveling over wet grounds would be an example of damage requiring repair.
9. Provide startup and aiming as required to provide complete and operating sports lighting system.
10. Installation to commence upon delivery and proceed without interruption until complete. Musco to be immediately notified of any breaks in schedule or delays.



Demolition:

1. Disassemble and leave at owner designated location on site the existing fixtures, and electrical enclosures. This will include the recycling of lamps, aluminum reflectors, ballast, and steel, as necessary.
2. Leave existing ground wires and power feed in place for connection to new lighting equipment.

Retrofit Musco Equipment to Existing Poles:

1. Provide labor, materials, and equipment to assemble and install Musco TLC for LED® equipment on existing poles and terminate grounding and power feed. Power feed may need to be reworked to adapt to the new Musco equipment.
2. Ensure grounding components meet minimum standards required by NEC and NFPA780.
3. For concrete poles provide new lightning down conductor(aluminum) and $\frac{5}{8}$ in copper ground rod. For poles 75 ft (22 m) or less use 1/0 AWG, poles over 75 ft (22 m) use 4/0 AWG conductor. Bond internal pole ground to new down conductor.
4. For steel poles provide new ground rod and pole bonding conductor per NFPA Annex A.1.6.
5. Down conductor shall be converted to copper wire for any underground runs and bonded to ground rod(s).
6. Ensure all Musco components are bonded to both equipment and lightning grounds. No upward sweeps allowed for lightning down conductor or bonding jumper(s). See installation instructions for further information.
7. Test ground resistance with 3-point megger and confirm 25 ohms or less for each pole. Install additional ground rods or create grounding grid until resistance of 25 ohms or less is achieved.

Electrical:

1. Provide materials, and equipment to install new electrical service panels as required.
2. Provide materials, and equipment to install all underground conduit, wiring, pull boxes, etc. and terminate wiring as required. Provide 2" conduit behind building for conduit run.
3. Provide as built drawings on completion of installation, **(if required)**.

Show-Light+® Entertainment Package:

1. Provide labor, equipment, and materials to install (2) Musco Control and Monitoring cabinets, Communication cabinet(s) and terminate all necessary wiring.
2. Provide a dedicated 120 V 20 A controls circuit or a step-down transformer for 120 V control circuit if not available.
3. Provide 24 AWG twisted wire pair cable, land on communication board between Contactor cabinet and DMX Gateway cabinet. Recommended Belden 7937A or equal. Cable should be underground rated (working distance 1500 ft (457 m)).
4. Cable is terminated on surge protection device in both communication cabinet and Control and Monitoring cabinet. Drain wire is landed at surge device on Control and Monitoring cabinet. Communication cabinet requires earth ground.
5. Plug provided ethernet cable into port on the side of communication cabinet and bottom of touch screen.
6. Connect provided touch screen power supply. Requires 120 V outlet.
7. Provide audio cable $\frac{1}{8}$ in (3.5 mm) plug from customer audio system to DMX Gateway cabinet (land on Cueserver, must be within 50 ft (15 m)).
8. Land customer provided DMX cable in Musco DMX Gateway cabinet on DMX512 input terminals.
9. Check all zones to make sure they work in both auto and manual mode.
10. Commission Control-Link® by contacting Control-Link Central™ at 877-347-3319.



David Crockett High School Football
Jonesborough, Tennessee
June 28, 2022

Sourcewell

Master Project: 199030, Contract Number: 071619-MSL, Expiration: 08/27/2023
Category: Sports lighting with related supplies and services

All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL

Quotation Price – Materials Delivered to Job Site and Installation

Football (Utilizing New Pole Structures) – 360’ x 160’\$ 398,900.00

Bonding is not included.

Pricing furnished is effective for 30 days unless otherwise noted and is considered confidential.

Light-Structure System™ with Total Light Control – TLC for LED™ technology

Guaranteed Lighting Performance

- Guaranteed light levels of 50 Footcandles
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight

System Description

- (4) Pre-cast concrete bases with integrated lightning grounding
- (4) Galvanized steel poles
- Factory wired and tested remote electrical component enclosures
- Pole length, factory assembled wire harnesses
- (44) Factory aimed and assembled luminaires, including BallTracker® luminaires
- UL Listed assemblies

Control Systems and Services

- Control-Link® control and monitoring with Show-Light+® entertainment package to provide (6) pre-programmed and (3) custom theatrical shows set to customer-supplied and licensed music, onsite dimming, and custom color accent lighting control.
- (1) Touchscreen interface(s) to provide pre-programmed theatrical effects

Operation and Warranty Services

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 25 years
- Support from Musco’s Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system – plus a network of 1800+ contractors

Installation Services Provided

See attached scope of work



Payment Terms

Musco's Credit Department will provide payment terms.

Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC
Attn: Amanda Hudnut
Fax: 800-374-6402
Email: musco.contracts@musco.com

**All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL**

Delivery Timing

10 - 12 weeks for delivery of materials to the job site from the time of order, submittal approval, and confirmation of order details including voltage, phase, and pole locations.

Due to the built-in custom light control per luminaire, pole locations need to be confirmed prior to production. Changes to pole locations after the product is sent to production could result in additional charges.

Notes

Quote is based on:

- Shipment of entire project together to one location.
- Structural code and wind speed = 2012 IBC, 115 MPH mi/h, Exposure C, Importance Factor 1.0.
- Owner is responsible for getting electrical power to the site, coordination with the utility, and any power company fees.
- Includes supply and installation of Musco system including underground wiring and conduit, service entrance panel board, and controls by a licensed contractor.
- Standard soil conditions – rock, bottomless, wet or unsuitable soil may require additional engineering, special installation methods and additional cost.
- Confirmation of pole locations prior to production.

Thank you for considering Musco for your lighting needs. Please contact me with any questions or if you need additional details.

Greg Gilley
Sales Representative
Musco Sports Lighting, LLC
Phone: 641-660-2362
E-mail: greg.gilley@musco.com



**David Crockett High School Football
Jonesborough, Tennessee
Turnkey Scope of Work**

Customer Responsibilities:

1. Complete access to the site for construction utilizing standard 2-wheel drive rubber tire equipment.
2. Locate existing underground utilities not covered by your local utilities. (i.e. water lines, electrical lines, irrigation systems, and sprinkler heads). Musco or Subcontractor will not be responsible for repairs to unmarked utilities.
3. Locate and mark field reference points per Musco supplied layout. (i.e. home plate, center of FB field)
4. Pay for extra costs associated with foundation excavation in non-standard soils (rock, caliche, high water table, collapsing holes, etc.) or soils not defined in geo-technical report. Standard soils are defined as soils that can be excavated using standard earth auguring equipment.
5. Pay any power company fees and requirements.
6. Pay all permitting fees and obtain the required electrical permitting.
7. Provide area on site for disposal of spoils from foundation excavation.
8. Provide area on site for dumpsters.
9. Provide sealed Electrical Plans. (If required)

Musco Responsibilities:

1. Provide required foundations, poles, electrical enclosures, luminaires, wire harnesses, and control cabinets.
2. Provide layout of pole locations and aiming diagram.
3. Provide Contract Management as required.
4. Provide stamped foundation designs based on soils that meet or exceed those of a Class 5 material as defined by 2018 IBC Table 1806.2.
5. Assist our installing subcontractor and ensure our responsibilities are satisfied.

Subcontractor Responsibilities

General:

1. Obtain any required permitting.
2. Contact 811 for locating underground public utilities and then confirm they have been clearly marked.
3. Contact the facility owner/manager to confirm the existing private underground utilities and irrigation systems have been located and are clearly marked to avoid damage from construction equipment. Notify owner and repair damage to marked utilities. Notify owner and Musco regarding damage which occurred to unmarked utilities.
4. Provide labor, equipment, and materials to off load equipment at jobsite per scheduled delivery.
5. Provide storage containers for material, (including electrical components enclosures), as needed.
6. Provide necessary waste disposal and daily cleanup.
7. Provide adequate security to protect Musco delivered products from theft, vandalism or damage during the installation.
8. Keep all heavy equipment off playing fields when possible. Repair damage to grounds which exceeds that which would be expected. Indentations caused by heavy equipment traveling over dry ground would be an example of expected damage. Ruts and sod damage caused by equipment traveling over wet grounds would be an example of damage requiring repair.
9. Provide startup and aiming as required to provide complete and operating sports lighting system.
10. Installation to commence upon delivery and proceed without interruption until complete. Notify Musco immediately of any breaks in schedule or delays.



Demolition:

1. Disassemble and leave at owner designated location on-site the existing lighting poles, fixtures, and electrical enclosures. This will include the recycling of lamps, aluminum reflectors, ballast, and steel, as necessary.
2. Demolish existing foundations to 2 ft (0.6 m) below grade.
3. Leave existing power feed in place for connection to new pole locations.

Foundations, Poles, and Luminaires:

1. Mark and confirm pole locations per the aiming diagram provided. If there are any issues, immediately notify your Musco Project Manager.
2. Provide labor, materials, and equipment to install (4) LSS foundations as specified on Layout and per the stamped foundation drawings, if applicable.
3. Remove spoils to owner designated location at jobsite.
4. Provide labor, materials, and equipment to assemble Musco TLC-LED luminaires, electrical component enclosures, poles, and pole harnesses.
5. Provide labor, equipment, and materials to erect (4) dressed LSS Poles and aim utilizing the pole alignment beam.

Electrical:

1. Provide labor, materials, and equipment to install new electrical service panels as required.
2. Provide labor, materials, and equipment to install all underground conduit, wiring, pull boxes etc. and terminate wiring as required. Trench in conduit for wiring
3. Provide as-built drawings on completion of installation, **(if required)**.

Show-Light+® Entertainment Package

1. Provide labor, equipment, and materials to install (2) Musco control and monitoring cabinets, communication cabinet and terminate all necessary wiring.
2. Provide a dedicated 120 V 20 A controls circuit or a step-down transformer for 120 V control circuit if not available.
3. Provide 24 AWG twisted wire pair cable. Recommended Belden 7937A or equal. Cable should be underground rated (working distance 1500 ft (457 m)).
4. Cable is terminated on surge protection device in both communication cabinet and control and Monitoring cabinet. Drain wire is landed at surge device on control and monitoring cabinet. Communication cabinet requires earth ground.
5. Plug provided ethernet cable into port on the side of communication cabinet and bottom of touch screen.
6. Connect provided touch screen power supply. Requires 120 V outlet.
7. Provide audio cable ⅜ in (3.5 mm) plug from customer audio system to DMX gateway cabinet (land on Cueserver, must be within 50 ft (15 m)).
8. Land customer provided DMX cable in Musco DMX gateway cabinet on DMX512 input terminals.
9. Check all zones to make sure they work in both auto and manual mode.
10. Commission Control-Link® by contacting Control-Link Central™ at 877-347-3319.



David Crockett High School Football
Jonesborough, Tennessee
June 28, 2022

Sourcewell

Master Project: 199030, Contract Number: 071619-MSL, Expiration: 08/27/2023
Category: Sports lighting with related supplies and services

All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL

Quotation Price – Materials Delivered to Job Site and Installation

Football (Utilizing Existing Pole Structures) – 360’ x 160’\$ 299,664.00

Bonding is not included.

Pricing furnished is effective for 30 days unless otherwise noted and is considered confidential.

SportsCluster® system with Total Light Control – TLC for LED™ technology

Guaranteed Lighting Performance

- Guaranteed light levels of 50 Footcandles
- BallTracker® technology – targeted light, optimizing visibility of the ball in play with no glare in the players typical line-of-sight

System Description

- (4) Factory wired poletop luminaire assemblies
- (44) Factory aimed and assembled luminaires, including BallTracker® luminaires
- Factory wired and tested remote electrical component enclosures
- Pole length, factory assembled wire harnesses
- Mounting hardware for poletop luminaire assemblies and electrical components enclosures
- Disconnects
- UL Listed assemblies

Control Systems and Services

- Control-Link® control and monitoring with Show-Light+® entertainment package to provide (6) pre-programmed and (3) custom theatrical shows set to customer-supplied and licensed music, onsite dimming, and custom color accent lighting control.
- (1) Touchscreen interface(s) to provide pre-programmed theatrical effects

Operation and Warranty Services

- Product assurance and warranty program that covers materials and onsite labor, eliminating 100% of your maintenance costs for 10 years
- Support from Musco’s Lighting Services Team – over 170 Team members dedicated to operating and maintaining your lighting system – plus a network of 1800+ contractors

Installation Services Provided

See attached scope of work



Payment Terms

Musco's Credit Department will provide payment terms.

Email or fax a copy of the Purchase Order to Musco Sports Lighting, LLC:

Musco Sports Lighting, LLC
Attn: Amanda Hudnut
Fax: 800-374-6402
Email: musco.contracts@musco.com

**All purchase orders should note the following:
Sourcewell purchase – contract number: 071619-MSL**

Delivery Timing

10 - 12 weeks for delivery of materials to the job site from the time of order, submittal approval, and confirmation of order details including voltage, phase, and pole locations.

Due to the built-in custom light control per luminaire, pole locations need to be confirmed prior to production. Changes to pole locations after the product is sent to production could result in additional charges.

Notes

Quote is based on:

- Shipment of entire project together to one location.
- Owner is responsible for getting electrical power to the site, coordination with the utility, and any power company fees.
- Includes supply and installation of Musco system including underground wiring and conduit, service entrance panel board, and controls by a licensed contractor.
- Confirmation of pole locations prior to production.
- Product assurance and warranty program is contingent upon site review and compatibility with Musco's lighting system
- The owner of the field is responsible for the structural integrity of the existing poles

Thank you for considering Musco for your lighting needs. Please contact me with any questions or if you need additional details.

Greg Gilley
Sales Representative
Musco Sports Lighting, LLC
Phone: 641-660-2362
E-mail: greg.gilley@musco.com



**David Crockett High School Football
Jonesborough, Tennessee
Retrofit Scope of Work**

Customer Responsibilities:

1. Complete access to the site for construction using standard 2-wheel drive rubber tire equipment.
2. Locate existing underground utilities not covered by your local utilities. (i.e. water lines, electrical lines, irrigation systems, and sprinkler heads). Musco or Subcontractor will not be responsible for repairs to unmarked utilities.
3. Locate and mark field reference points per Musco supplied layout. (i.e. home plate, center of FB field).
4. Ensure existing poles are structurally adequate to handle new fixture loading.
5. Pay any necessary power company fees and requirements.
6. Pay all permitting fees.
7. Provide any existing as-built documents or drawings.
8. Provide sealed Electrical Plans. (If required)

Musco Responsibilities:

1. Provide required fixtures, electrical enclosures, mounts, hardware, wire harnesses, and control cabinets.
2. Provide poletop luminaire assembly on (4) poles
3. Provide fixture layout and aiming diagram.
4. Provide Contract Management as required.
5. Assist our installing subcontractor and ensure our responsibilities are satisfied.

Subcontractor Responsibilities

General:

1. Obtain any required permitting.
2. Contact 811 for locating underground public utilities and confirm they have been clearly marked.
3. Contact the facility owner/manager to confirm the existing private underground utilities and irrigation systems have been located and are clearly marked to avoid damage from construction equipment. Notify owner and repair damage to marked utilities. Notify owner and Musco regarding damage which occurred to unmarked utilities.
4. Provide labor, equipment, and materials to off load equipment at jobsite per scheduled delivery.
5. Provide storage containers for material, (including electrical components enclosures), as needed.
6. Provide necessary waste disposal and daily cleanup.
7. Provide adequate security to protect Musco delivered products from theft, vandalism, or damage during the installation.
8. Keep all heavy equipment off playing fields when possible. Repair damage to grounds which exceeds that which would be expected. Indentations caused by heavy equipment traveling over dry ground would be an example of expected damage. Ruts and sod damage caused by equipment traveling over wet grounds would be an example of damage requiring repair.
9. Provide startup and aiming as required to provide complete and operating sports lighting system.
10. Installation to commence upon delivery and proceed without interruption until complete. Musco to be immediately notified of any breaks in schedule or delays.



Demolition:

1. Disassemble and leave at owner designated location on site the existing fixtures, and electrical enclosures. This will include the recycling of lamps, aluminum reflectors, ballast, and steel, as necessary.
2. Leave existing ground wires and power feed in place for connection to new lighting equipment.

Retrofit Musco Equipment to Existing Poles:

1. Provide labor, materials, and equipment to assemble and install Musco TLC for LED® equipment on existing poles and terminate grounding and power feed. Power feed may need to be reworked to adapt to the new Musco equipment.
2. Ensure grounding components meet minimum standards required by NEC and NFPA780.
3. For concrete poles provide new lightning down conductor(aluminum) and $\frac{5}{8}$ in copper ground rod. For poles 75 ft (22 m) or less use 1/0 AWG, poles over 75 ft (22 m) use 4/0 AWG conductor. Bond internal pole ground to new down conductor.
4. For steel poles provide new ground rod and pole bonding conductor per NFPA Annex A.1.6.
5. Down conductor shall be converter to copper wire for any underground runs and bonded to ground rod(s).
6. Ensure all Musco components are bonded to both equipment and lightning grounds. No upward sweeps allowed for lightning down conductor or bonding jumper(s). See installation instructions for further information.
7. Test ground resistance with 3-point megger and confirm 25 ohms or less for each pole. Install additional ground rods or create grounding grid until resistance of 25 ohms or less is achieved.

Electrical:

1. Provide materials, and equipment to install new electrical service panels as required.
2. Provide materials, and equipment to install all underground conduit, wiring, pull boxes, etc. and terminate wiring as required. Trench in conduit for wiring.
3. Provide as built drawings on completion of installation, **(if required)**.

Show-Light+® Entertainment Package:

1. Provide labor, equipment, and materials to install (2) Musco Control and Monitoring cabinets, Communication cabinet(s) and terminate all necessary wiring.
2. Provide a dedicated 120 V 20 A controls circuit or a step-down transformer for 120 V control circuit if not available.
3. Provide 24 AWG twisted wire pair cable, land on communication board between Contactor cabinet and DMX Gateway cabinet. Recommended Belden 7937A or equal. Cable should be underground rated (working distance 1500 ft (457 m)).
4. Cable is terminated on surge protection device in both communication cabinet and Control and Monitoring cabinet. Drain wire is landed at surge device on Control and Monitoring cabinet. Communication cabinet requires earth ground.
5. Plug provided ethernet cable into port on the side of communication cabinet and bottom of touch screen.
6. Connect provided touch screen power supply. Requires 120 V outlet.
7. Provide audio cable $\frac{1}{8}$ in (3.5 mm) plug from customer audio system to DMX Gateway cabinet (land on Cueserver, must be within 50 ft (15 m)).
8. Land customer provided DMX cable in Musco DMX Gateway cabinet on DMX512 input terminals.
9. Check all zones to make sure they work in both auto and manual mode.
10. Commission Control-Link® by contacting Control-Link Central™ at 877-347-3319.





THOMPSON
& LITTON

ARCHITECTURE ENGINEERING

June 22, 2022

Dr. Jarrod Adams,
Chief Operations Officer
Washington County, Dept. of Education
405 W College Street
Jonesborough, TN 37659

Re: Kitchen Equipment Upgrades for
Daniel Boone High School
1440 Suncrest Drive
Washington County, TN 37615
T-L Project No. 16246

Dear Dr. Adams:

Bids were received on Thursday, June 16, 2022 in regards to the Kitchen Equipment Upgrades for Daniel Boone High School. Due to existing contractor demand, we received one qualifying bid for the work. That bidder was Hoilman Construction with a bid of \$167,287.00.

Therefore, we recommend the construction contract be awarded to Hoilman Construction Company for the bid of \$167,287.00. The final award of the Bid is at the discretion of Washington County.

Hoilman Construction Company is properly licensed and insured for the work of the project.

Thank you for your assistance throughout the bid process. If you have any questions or comments, please contact us.

Sincerely,

Thompson & Litton

Jerry Sartain
Senior Architect

Pc: File

Hoilman Construction Company, Inc.
P. O. Box 371
Johnson City, Tennessee 37605
(423) 926-1297 or 926-0596

2:46 pm

TN LICENSE # 26587 – Expires: 7-31-2023
CLASSIFICATION: BC
LIMIT: Unlimited

6/16/22
JAS

TO: Washington County Department of Education
405 W. College Street
Jonesborough, Tennessee 37659

PROPOSAL FOR:

Kitchen Equipment Upgrades for Daniel Boone High School,
Washington County, Tennessee

Bid Date: June 16, 2022 @ 3:00 PM

<u>Sub-Contractor</u>	<u>License No.</u>	<u>Exp. Date</u>	<u>Classification</u>
HVAC	NONE REQUIRED		
PLUMBING	Allied Piping Company, Inc. 20029	5/31/2023	MU-A,B; CMC-A,B,C
ELECTRICAL	Briscall Electric, Inc. 47067	3/31/2023	CE
MASONRY	NONE REQUIRED		
GEOTHERMAL	NONE REQUIRED		



BID FORM

PROJECT IDENTIFICATION:

**Kitchen Equipment Upgrades for
Daniel Boone High School**

CONTRACT IDENTIFICATION NO:

T&L Project No. 16246

THIS BID IS SUBMITTED TO:

**Washington County Department of Education
405 West College Street
Jonesborough, Tennessee 37659**

1. The undersigned Bidder proposes and agrees, if this Bid is accepted, to enter into an Agreement with Owner in the form included in the Contract Documents to perform and furnish all Work as specified or indicated in the Contract Documents for the Contract Price and within the Contract Time indicated in this Bid and in accordance with the other terms and conditions of the Contract Documents.
2. Bidder accepts all of the terms and conditions of the Advertisement and Instructions to Bidders, including without limitation those dealing with the disposition of Bid Security. This Bid will remain subject to acceptance for sixty (60) days after the day of Bid Opening. Bidder will sign and submit the Agreement with the Bonds and other documents required by the Bidding Requirements within the timeframe presented in the Instructions to Bidders.
3. In submitting this Bid, Bidder represents, as more fully set forth in the Agreement, that:
 - (A) Bidder has examined copies of all Bidding Documents and of the following Addenda (receipt of all which is hereby acknowledged):

Number	Date
001	May 26, 2022
002	June 8, 2022

- (B) Bidder has familiarized itself with the nature and extent of the Contract Documents, Work, site, locality, and all local conditions and Laws and Regulations that in any manner may affect cost, progress, performance, or furnishing of the Work.
- (C) Bidder has obtained and carefully studied (or assumes responsibility for obtaining and carefully studying) all such examinations, investigations, explorations, tests, and studies which pertain to the subsurface or physical conditions at the site or otherwise may affect the cost, progress, performance, or furnishing of the Work as Bidder considers

necessary for the performance or furnishing of the Work at the Contract time and in accordance with the other terms and conditions of the Contract Documents, including specifically the provisions of Paragraph 3.2 of the General Conditions; and no additional examinations, investigations, explorations, tests, reports, or similar information or data are or will be required by Bidder for such purposes.

- (D) Bidder has reviewed and checked all information and data shown or indicated on the Contract Documents with respect to existing utilities at or contiguous to the site and assumes responsibility for the accurate location of said utilities. No additional examinations, investigations, explorations, tests, reports or similar information or data in respect of said utilities are or will be required by Bidder in order to perform and furnish the Work at the Contract Price, within the Contract Time and in accordance with the other terms and conditions of the Contract Documents, including specifically the provisions of Paragraph 3.2 of the General Conditions.
- (E) Bidder has correlated the results of all such observations, examinations, investigations, explorations, tests, reports, and studies with the terms and conditions of the Contract Documents.
- (F) Bidder has given Architect written notice of all conflicts, errors, or discrepancies that it has discovered in the Contract Documents and the written resolution thereof by Architect is acceptable to Bidder.
- (G) This Bid is genuine and not made in the interest of or on behalf of any undisclosed person, firm, or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization or corporation; Bidder has not directly or indirectly induced or solicited any other Bidder to submit a false or sham Bid; Bidder has not solicited or induced any person, firm, or corporation to refrain from bidding; and Bidder has not sought by collusion to obtain for itself any advantage over any other Bidder or over Owner.
- (H) By submission of this bid, each Bidder and each person signing on behalf of any Bidder certifies, and in the case of a joint bid each party thereto certifies as to its own organization, under penalty of perjury, that to the best of its knowledge and belief that each Bidder is not on the list created pursuant to the Tennessee Code §12-12-106.

4. The bidder has relied upon the public historical climatological records by NOAA National Climate Data Center for Johnson City, TN

5. Bidder will complete the Work for the following price:

BASE BID:

Lump sum price for Kitchen Equipment Upgrades for Daniel Boone High School including allowances as indicated in specification SECTION 01 2100 – ALLOWANCES, complete in accordance with drawings and specifications.

One hundred sixty-seven thousand two hundred eighty-seven &

no/100----- Dollars (\$167,287.00)

6. Contract award will be based on the **Total Base Bid Amount shown above** as the Owner in its discretion decides to award.

7. **TIME OF COMPLETION:** The Bidder is to indicate the number of consecutive calendar days required to complete the work. Time not available Days.

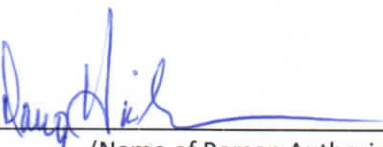
8. The following documents are attached to and made a condition of this Bid:

- (A) Required Bid Security in the form of 5% Bid Bond attached.
- (B) Certification of Bidder Regarding Debarment.
- (C) Workers' Compensation Certificate of Coverage.
- (D) Drug-Free Workplace Affidavit of Prime Bidder.
- (E) Affidavit of Compliance with Tennessee Criminal History Records Check Tennessee Code Annotated, Section 49-5-413.

9. Communications concerning this Bid shall be addressed to the address of Bidder indicated below.

The following address: 513 Twin Oaks Drive, Johnson City, TN 37601

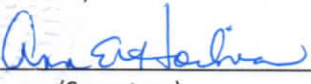
10. The terms used in this Bid which are defined in the General Conditions of the Construction Contract included as part of the Contract Documents have the meanings assigned to them in the General Conditions.

By  (SEAL)
(Name of Person Authorized to Sign)
Doug Hoilman
President

(Title)



(Corporate Seal)

Attest 
(Secretary)
Ann E. Hoilman, Secretary

Business address: 513 Twin Oaks Drive
Johnson City, Tennessee 37601

Phone No.: (423) 926-1297 or 926-0596

Email Address: hcchoilman@aol.com

A Joint Venture N/A

By _____
(Name)

(Address)

By _____
(Name)

Email Address: _____

(Each joint venturer must sign. The manner of signing for each individual, partnership, and corporation that is a party to the joint venture should be in the manner indicated above).



AIA Document A310™ - 2010

Bid Bond

CONTRACTOR:

(Name, legal status and address)

Hoilman Construction Company, Inc.
513 Twin Oaks Dr.
Johnson City, TN 37601

SURETY:

(Name, legal status and principal
place of business)

Travelers Casualty and Surety Company of America
One Tower Square
Hartford, CT 06183

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

OWNER:

(Name, legal status and address)

Washington County Department Of Education
405 West College Street
Jonesborough, TN 37659

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

BOND AMOUNT: Five Percent of the Amount Bid (5%)

PROJECT:

(Name, location or address, and Project number, if any)

Kitchen Equipment Upgrades for Daniel Boone High School

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 2nd day of June, 2022.

(Witness)

Linda M. Howers

(Witness)

Hoilman Construction Company, Inc.

(Principal)

(Title) Doug Hoilman, President

Travelers Casualty and Surety Company of America
(Surety)

(Title) Lavonne Sherrod, Attorney-in-Fact

CAUTION: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will not be obscured



**Travelers Casualty and Surety Company of America
Travelers Casualty and Surety Company
St. Paul Fire and Marine Insurance Company**

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint **Lavonne Sherrod** of **KNOXVILLE Tennessee** their true and lawful Attorney(s)-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this **21st** day of **April, 2021**.



State of Connecticut

City of Hartford ss.

By: 
Robert L. Raney, Senior Vice President

On this the **21st** day of **April, 2021**, before me personally appeared **Robert L. Raney**, who acknowledged himself to be the Senior Vice President of each of the Companies, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

My Commission expires the **30th** day of **June, 2026**




Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of each of the Companies, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, **Kevin E. Hughes**, the undersigned, Assistant Secretary of each of the Companies, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this **2nd** day of **June, 2022**




Kevin E. Hughes, Assistant Secretary

To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880.

Please refer to the above-named Attorney(s)-in-Fact and the details of the bond to which this Power of Attorney is attached.

CERTIFICATION OF BIDDER REGARDING DEBARMENT

This is to certify that this person/firm/corporation has not been barred from bidding on contracts by any agency of the State of Tennessee, nor is this person/firm/corporation a part of any firm/corporation that has been barred from bidding on contracts by any agency of the State of Tennessee.



Name of Official

Doug Hoilman
President

Title

Hoilman Construction Company, Inc.

Firm or Corporation

June 16, 2022

Date

WORKERS' COMPENSATION

Certificate of Coverage

This Contract requires construction contractors and subcontractors to obtain and maintain workers' compensation insurance while performing work on this project.

Evidence of coverage must be provided prior to commencement of Work.


This form must be completed and returned to the organization contracting the Work.

The undersigned organization stipulates that it:

- A. has workers' compensation insurance and is in compliance with the Tennessee Workers' Compensation Act. Yes No
Insurance Company Flagship City Insurance Company
Policy expiration date 3/31/2023
- B. is self-insured for workers' compensation. Yes

Title of Construction Contract: Kitchen Equipment Upgrades for Daniel Boone High School
Washington County, Tennessee

Contract Number: T & L Project No. 16246

Signed by: 

Title: Doug Hoilman, President

Firm Name: Hoilman Construction Company, Inc.

Address: 513 Twin Oaks Drive

Johnson City, Tennessee 37601

**DRUG-FREE WORKPLACE AFFIDAVIT
OF PRIME BIDDER**

The undersigned principal officer of Hoilman Construction Company, Inc., an employer of five (5) or more employees contracting with Washington County BOE to provide construction services, states under oath as follows:

1. The undersigned is a principal officer of Hoilman Construction Company, Inc. (hereinafter referred to as the "Company"), and is duly authorized to execute this Affidavit on behalf of the Company.

2. The Company submits this Affidavit pursuant to TCA §50-9-113, which requires each employer with no less than five (5) employees receiving pay who contracts with the state or any local government to provide construction services to submit an affidavit stating that such employer has a drug-free workplace program that complies with Title 50, Chapter 9, of the Tennessee Code Annotated.

3. The company is in compliance with TCA §50-9-113.

Principal Officer Name Doug Hoilman, President

Principal Officer Signature 

STATE OF Tennessee

COUNTY OF Washington

Before me personally appeared Doug Hoilman with whom I am personally acquainted (or who proved to me on the basis of satisfactory evidence), and who I acknowledge that such person executed the foregoing affidavit for the purposes therein contained.

Witness my hand and seal this 16th day of June, 2022

Notary Public



My commission expires: 12/19/2023



SECTION 01 4550

**COMPLIANCE WITH PUBLIC ACTS 587 & 844
(WORKER BACKGROUND CHECK FOR REGISTERED SEX OFFENDERS
AND CONVICTION OF CERTAIN OTHER CRIMES)**

Background Check Requirement for School System Suppliers

In submitting this bid, you are certifying that you are aware of the requirements imposed by T.C.A. §49-5-413(d) as amended by Public Act 844, Senate Bill 2356 to conduct criminal history background checks through the Tennessee Bureau of Investigation on yourself and any of your employees who may come in direct contact with students or who may come on or about school property anytime students are present. You are further certifying that at no time will you ever permit any individual who has committed a sexual offense or who is a Registered Sex Offender or has been convicted of the expanded list of disqualifying crimes to come in direct contact with children or to come on or about school property while students are present.

Project Name: Kitchen Equipment Upgrades for Daniel Boone High School

School Address: 1440 Suncrest Drive, Gray, TN 37615

Hoilman Construction Company, Inc.

Signature of Authorized Representative: 

Doug Hoilman, President
June 16, 2022

END OF SECTION

**Non-Collusion
Affidavit**

- This Non-Collusion Affidavit is material to any contract awarded pursuant to this bid.
- This Non-Collusion Affidavit must be executed by the member, officer, or employee of the bidder who makes the final decision on prices and the amount quoted in the bid.
- Bid rigging and other efforts to restrain competition and the making of false sworn statements in connection with the submission of bids are unlawful and may be subject to criminal prosecution. The person who signs the affidavit should examine it carefully before signing and assure himself or herself that such statement is true and accurate, making diligent inquiry, as necessary, of all other persons employed by or associated with the bidder with responsibilities for the preparation, approval, or submission of the bid.
- In the case of a bid submitted by a joint venture, each party to the venture must be identified in the bid documents, and an affidavit must be submitted separately on behalf of each party.
- The term "complementary bid" as used in the affidavit has the meaning commonly associated with that term in the bidding process and includes the knowing submission of bids higher than the bid of another firm, an intentionally high or noncompetitive bid, and any other form of bid submitted for the purpose of giving a false appearance of competition.
- Failure to file an affidavit in compliance with these instructions may result in disqualification of the bid.

**Non-Collusion
Affidavit**

STATE OF Tennessee

COUNTY OF Washington

I state that I am (Title) President of (Name of My Firm) Hoilman Construction Company, Inc. and that I am authorized to make this affidavit on behalf of my firm and its owners, directors, and officers. I am the person responsible in my firm to the price(s) and the amount of this bid.

ISTATE THAT:

The price(s) and amount of this bid have been arrived at independently and without consultation, communication, or agreement with any other contractor, bidder, or potential bidder.

Neither the price(s) nor the amount of this bid and neither the approximate price(s) nor approximate amount of this bid, have been disclosed to any other firm or person who is a bidder or potential bidder, and they will not be disclosed before bid opening.

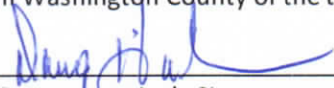
No attempt has been made or will be made to induce any firm or person to refrain from bidding on this contract, or to submit a bid higher than this bid, or to submit any intentionally high or noncompetitive bid or other form of complementary bid.

The bid of my firm is made in good faith and not pursuant to any agreement or discussion with, or inducement from, any firm or person to submit a complementary or other noncompetitive bid. (Name of My Firm) Hoilman Construction Company, Inc., its affiliates, subsidiaries, officers, directors, and employees are not currently under investigation by any governmental agency and

have not in the last three years been convicted or found liable for any act prohibited by State of Federal law in any jurisdiction involving conspiracy or collusion with respect to bidding on any public contract, except as follows:

None

I state that (Name of My Firm) Hoilman Construction Company, Inc. understands and acknowledges that the above representation are material and important and will be relied on by Washington County in awarding the contract(s) for which this bid is submitted. I understand and my firm understands that any misstatement in this affidavit is and shall be treated as fraudulent concealment from Washington County of the true facts relating to submission of bids for this contract.

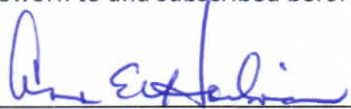


Representative's Signature
Doug Hoilman

President

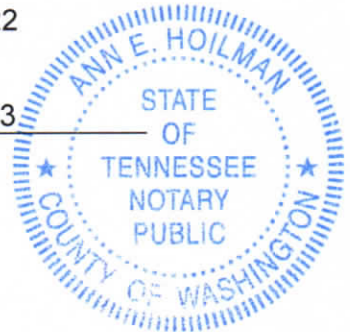
Title

Sworn to and subscribed before me this 16th day of June, 2022



Notary Public

My commission expires: 12/19/2023



CERTIFICATION REGARDING LOBBYING

Applicable to Grants, Subgrants, Cooperative Agreements, and Contracts Exceeding \$100,000 in Federal Funds.

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by section 1352, Title 31, U.S. Code. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certifications shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned certifies, to the best of his knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a
- (2) Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.
- (2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.
- (3) The undersigned shall require that the language of this certification be included in the award documents for all covered subawards exceeding \$100,000 in Federal funds at all appropriate tiers and that all subrecipients shall certify and disclose accordingly.

Hoilman Construction Company, Inc.

513 Twin Oaks Drive,
Johnson City, TN 37601

Name/Address of Organization Name/Title

Doug Hoilman, President

of Submitting Official



Signature

June 16, 2022

Date

Document A305

Contractor's Qualification Statement

The Undersigned certifies under oath that the information provided herein is true and sufficiently complete so as not to be misleading.

SUBMITTED TO: Washington County Board of Education

ADDRESS: 405 West College Street, Jonesborough, TN 37659

SUBMITTED BY:

NAME: Hoilman Construction Company, Inc.

ADDRESS: 513 Twin Oaks Drive, Johnson City, TN 37601

PRINCIPAL OFFICE: 513 Twin Oaks Drive, Johnson City, TN 37601

Corporation

Partnership

Individual

Joint Venture

Other

NAME OF PROJECT (if applicable): Kitchen Equipment Upgrades for Daniel Boone High School
Washington County, Tennessee

TYPE OF WORK (file separate form for each Classification of Work):

General Construction

HVAC

Electrical

Plumbing

Other (please specify)

§ 1. ORGANIZATION

§ 1.1 How many years has your organization been in business as a Contractor? 33+

Began operations February 1988 as Hoilman Construction Company a sole proprietor

§ 1.2 How many years has your organization been in business under its present business name? Incorporated January 1990

§ 1.2.1 Under what other or former names has your organization operated?

Hoilman Construction Company – a sole proprietor

§ 1.3 If your organization is a corporation, answer the following:

§ 1.3.1 Date of incorporation: January 1, 1990

§ 1.3.2 State of incorporation: Tennessee

§ 1.3.3 President's name: Doug Hoilman

§ 1.3.4 Vice-president's name(s) N/A

§ 1.3.5 Secretary's name: Ann E. Hailman

§ 1.3.6 Treasurer's name: Ann E. Hailman

§ 1.4 If your organization is a partnership, answer the following: N/A

§ 1.4.1 Date of organization:

§ 1.4.2 Type of partnership (if applicable):

§ 1.4.3 Name(s) of general partner(s)

§ 1.5 If your organization is individually owned, answer the following: N/A

§ 1.5.1 Date of organization:

§ 1.5.2 Name of owner:

§ 1.6 If the form of your organization is other than those listed above, describe it and name the principals: N/A

§ 2. LICENSING

§ 2.1 List jurisdictions and trade categories in which your organization is legally qualified to do business, and indicate registration or license numbers, if applicable. TN General Contractor's BC License # 26587, VA Class A General Contractor's CBC-RBC License # 2701036552, NC General Contractor's License # 31228

§ 2.2 List jurisdictions in which your organization's partnership or trade name is filed. N/A

§ 3. EXPERIENCE

§ 3.1 List the categories of work that your organization normally performs with its own forces. All required except Electrical & Mechanical.

§ 3.2 Claims and Suits. (If the answer to any of the questions below is yes, please attach details.)

§ 3.2.1 Has your organization ever failed to complete any work awarded to it? No

§ 3.2.2 Are there any judgments, claims, arbitration proceedings or suits pending or outstanding against your organization or its officers? No

§ 3.2.3 Has your organization filed any law suits or requested arbitration with regard to construction contracts within the last five years? No

§ 3.3 Within the last five years, has any officer or principal of your organization ever been an officer or principal of another organization when it failed to complete a construction contract? (If the answer is yes, please attach details.) No

§ 3.4 On a separate sheet, list major construction projects your organization has in progress, giving the name of project, owner, architect, contract amount, percent complete and scheduled completion date. Please see attached

§ 3.4.1 State total worth of work in progress and under contract: Please see attached

§ 3.5 On a separate sheet, list the major projects your organization has completed in the past five years, giving the name of project, owner, architect, contract amount, date of completion and percentage of the cost of the work performed with your own forces. Please see attached

§ 3.5.1 State average annual amount of construction work performed during the past five years:
\$1.9 million

§ 3.6 On a separate sheet, list the construction experience and present commitments of the key individuals of your organization. Please see attached

§ 4. REFERENCES

§ 4.1 Trade References: BLS Thompson & Litton, Johnson City, TN (423) 928-1175 – Mr. Jerry Sartain,
Mr. Dan Jackson, Mr. Scott Lusk

§ 4.2 Bank References: Carter County Bank, Johnson City, TN (423) 434-2716 – Laura Sadler

§ 4.3 Surety:

§ 4.3.1 Name of bonding company: Travelers Casualty & Surety Company of America

§ 4.3.2 Name and address of agent: TIS – Tennessee Insurance Services (800) 328-0293 Mr. Jim Oakes

§ 5. FINANCING

§ 5.1 Financial Statement. Furnished Upon Request

§ 5.1.1 Attach a financial statement, preferably audited, including your organization's latest balance sheet and income statement showing the following items:

Current Assets (e.g., cash, joint venture accounts, accounts receivable, notes receivable, accrued income, deposits, materials inventory and prepaid expenses);

Net Fixed Assets;

Other Assets;

Current Liabilities (e.g., accounts payable, notes payable, accrued expenses, provision for income taxes, advances, accrued salaries and accrued payroll taxes);

Dishwasher Replacement for David Crockett High School, Jonesborough, TN
OWNER: Washington Co. Board of Education, Jonesborough, TN - (423) 753-1129 – Mr. Phillip Patrick
ARCHITECT: Beeson, Lusk & Street, Inc., Johnson City, TN - (423) 928-1175 – Mr. Jerry A. Sartain
CONTRACT AMOUNT: \$135,771.00
COMPLETION DATE: December 2020

Gymnasium Toilet Room Renovations for Hunter Elementary School, Elizabethton, TN
OWNER: Carter County Board of Education, Elizabethton, TN - (423) 213-7128 – Mr. Phillip Nave
ARCHITECT: Beeson, Lusk & Street, Inc., Johnson City, TN - (423) 928-1175 – Mr. Anthony K. Street
CONTRACT AMOUNT: \$160,324.00
COMPLETION DATE: August 2017

Renovations to Existing Chemistry Labs for Cloudland, Hampton & Happy Valley High Schools,
Carter County, TN
OWNER: Carter County Board of Education, Elizabethton, TN - (423) 213-7128 – Mr. Phillip Nave
ARCHITECT: Beeson, Lusk & Street, Inc., Johnson City, TN - (423) 928-1175 – Mr. Anthony K. Street
CONTRACT AMOUNT: \$455,362.00
COMPLETION DATE: April 2016

Office Renovations for the Johnson City Eye Clinic, Johnson City, TN
OWNER: Johnson City Eye Clinic, Johnson City, TN – (423) 929-2111 - Mrs. Katie Ketchem
ARCHITECT: Beeson, Lusk & Street, Inc., Johnson City, TN - (423) 928-1175 – Mr. Anthony K. Street
CONTRACT AMOUNT: \$177,690.00
COMPLETION DATE: September 2016

Renovations to Existing Chemistry Classroom for Cloudland High School, Roan Mountain, TN
OWNER: Carter County Board of Education, Elizabethton, TN - (423) 213-7128 – Mr. Phillip Nave
ARCHITECT: Beeson, Lusk & Street, Inc., Johnson City, TN - (423) 928-1175 – Mr. Anthony K. Street
CONTRACT AMOUNT: \$104,337.00
COMPLETION DATE: December 2016

Gate City FMS 9 Modernization-Construction Building Addition, Gate City, VA, PC#: 13-0065
OWNER: Department of Military Affairs, Fort Pickett, Blackstone, VA
ARCHITECT – LMW, P.C., Roanoke, VA - (540) 342-4456 – Mr. Douglas Meredith
CONTRACT AMOUNT: \$442,437.00
COMPLETION DATE: May 2015

MAJOR CONSTRUCTION PROJECTS IN PROGRESS

Currently we have approximately \$600,000.00 of work under contract.

Our client base currently includes local manufacturing companies, government suppliers, a local and regional utility company, higher education and local county school systems, a local and regional medical facility, a local bank and a local credit card call center. We currently perform maintenance and emergency repairs as needed for several clients.

We are experienced in the security issues of working with banks and credit card centers, the safety and precision required when working near utility company equipment and the rules, regulations and safety measures necessary with working on school campuses where children and young adults are present.

We have attached our current certificate of insurance for your review.

Please find also attached a brief listing of completed projects. At this time we have only included projects completed of similar scope and characteristics as this project. We will be happy to furnish a more in-depth completed schedule if needed.

Hoilman Construction Co., Inc.

513 TWIN OAKS DRIVE
JOHNSON CITY, TN 37601
PHONE: (423) 926-1297 • (423) 926-0596
FAX: (423) 926-2278

CONSTRUCTION EXPERIENCE OF SUPERINTENDENTS

SHELDON R. SMITH, SUPERINTENDENT

42+ years experience in the construction industry. Has been with our company since 1988.

PROJECTS: ETSU Luntsford Hall, Johnson City, TN

CONTRACT AMOUNT: \$2,337,847.00

OWNER: State of Tennessee – East Tennessee State University (423) 439-7762

ARCHITECT: Beeson, Lusk & Street, Inc. (423) 928-1175

Training Areas at Wilson Hall, Greene Valley Developmental Center, Greeneville, TN

CONTRACT AMOUNT: \$459,933.00

OWNER: Greene Valley Developmental Center (423) 639-2131

ARCHITECT: Reedy & Sykes, Architecture & Design (423) 543-4781

New Educational Wing & Renovations for Westminster Presbyterian Church, Johnson City, TN

CONTRACT AMOUNT: \$933,240.00

OWNER: Westminster Presbyterian Church (423) 283-4643

ARCHITECT: Beeson, Lusk & Street, Inc. (423) 928-1175

Other Liabilities (e.g., capital, capital stock, authorized and outstanding shares par values, earned surplus and retained earnings).

§ 5.1.2 Name and address of firm preparing attached financial statement, and date thereof:

[Redacted]

§ 5.1.3 Is the attached financial statement for the identical organization named on page one?

[Redacted]

§ 5.1.4 If not, explain the relationship and financial responsibility of the organization whose financial statement is provided (e.g., parent-subsiary).

[Redacted]

§ 5.2 Will the organization whose financial statement is attached act as guarantor of the contract for construction?

[Redacted]

§ 6. SIGNATURE

§ 6.1 Dated at this 16th day of June 2022

Name of Organization: Hoilman Construction Company, Inc.

By: *Doug Hoilman*

Title: Doug Hoilman, President

§ 6.2

[Redacted]

I, Doug Hoilman being duly sworn deposes and says that the information provided herein is true and sufficiently complete so as not to be misleading.

Subscribed and sworn before me this 16th day of June 20 22

Notary Public: *Ann E. Hoilman*

My Commission Expires: 12/19/2023





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

6/16/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER		CONTACT NAME: Ashlee Oliver	
C.R. Gregory Insurance		PHONE (A/C, No, Ext): (423) 926-7722	FAX (A/C, No):
2726 E Oakland Ave #106		E-MAIL ADDRESS: ashlee@crgregory.com	
Johnson City TN 37601		INSURER(S) AFFORDING COVERAGE	
		INSURER A: ERIE JNS EXCH	NAIC # 26271
		INSURER B: FLAGSHIP CITY INS CO	35585
		INSURER C:	
		INSURER D:	
		INSURER E:	
		INSURER F:	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:			Q39-3150613	03/31/2022	03/31/2023	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			Q03-3140073	03/31/2022	03/31/2023	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB DED RETENTION \$			Q27-3170205	03/31/2022	03/31/2023	EACH OCCURRENCE \$ 7,000,000 AGGREGATE \$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	Q87-8100224	03/31/2022	03/31/2023	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Project: Kitchen Equipment Upgrades for Daniel Boone High School, Washington County, Tennessee.

CERTIFICATE HOLDER	CANCELLATION
Washington County Board of Education	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
405 West College Street	AUTHORIZED REPRESENTATIVE
Jonesborough TN 37659	Ashlee Oliver

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STATE OF TENNESSEE
DEPARTMENT OF
COMMERCE AND INSURANCE



378890

HOILMAN CONSTRUCTION COMPANY, INC.

ID NUMBER: 26587

LIC STATUS: ACTIVE

EXPIRATION DATE: July 31, 2023

BOARD FOR LICENSING CONTRACTORS
CONTRACTOR

THIS IS TO CERTIFY THAT ALL REQUIREMENTS
OF THE STATE OF TENNESSEE HAVE BEEN MET

HOILMAN CONSTRUCTION COMPANY, INC.
513 TWIN OAKS DRIVE
JOHNSON CITY, TN 37601

State of Tennessee

378890 12589259

BOARD FOR LICENSING CONTRACTORS
CONTRACTOR
HOILMAN CONSTRUCTION COMPANY, INC.

This is to certify that all requirements of the State of Tennessee have been met.

ID NUMBER: 26587
LIC STATUS: ACTIVE
EXPIRATION DATE: July 31, 2023
UNLIMITED; BC



IN-1313
DEPARTMENT OF
COMMERCE AND INSURANCE



Epic Solutions Worldwide, LLC

d.b.a. Epic Solutions
2619 Superior
Trenton MI 48183
Phone: 855-720-0100
Fax: 888-839-4972



PROPOSAL

Valid Till: Jul 7, 2022
Proposal Number : 7123
Tax Id # 46-2343266

BILL TO:

Washington County Department of
Education
405 W. College St
Jonesborough, TN 37659
Logan Clark

SHIP TO:

Washington County Department of
Education

405 W. College St
Jonesborough, TN 37659
Logan Clark

Account Name: Washington County Department of Education	Ship By:
On Site Contact: TBD	Delivery:
Phone: 423-388-1686	Pick Up:

Product Number	Product Details	Qty	List Price	Total
R-SB	Steel Barrier:	1	\$	\$
	Steel Barrier Rental 7 LF Per unit with Flat Bases & Locking Hooks		6,186.70	6,186.70
	Qty 343 units			
	Location 1: 1,100 LF with Setup Around Field			
	Location 2: 1,300 LF with Setup Around Field			
	Month 2 Billed @ \$4,783.37			
	Month 3 Billed @ \$4,783.37			
	Month 4 Billed @ \$4,783.37			
			Sub Total	\$ 6,186.70
			Tax	\$ 0.00
			Adjustment	\$ 0.00
			Grand Total	\$ 6,186.70

Rental Notes:

Distance between locations was stated by customer to be approximately 20 miles a part and truck access to field for unloading and setup at each location. Setup and take down is included with this 4 month rental. All Equipment shall be free of damage and look new in appearance.

Damages / Lost Equipment

1. Replacement Base \$25 each
2. Complete Unit \$150 each

Rental Agreement

EPIC Solutions Worldwide, LLC ("The Company") shall be bound exclusively and solely to the terms and conditions set forth in this Product Rental Agreement and the terms and conditions set forth in The Company's Proposal (collectively with these terms referred to herein as the "PRA"). This transaction is expressly limited to the Customer's (as identified in the Proposal) acceptance of the terms, conditions, or instructions stated in the PRA and any additional or differing terms, conditions, acknowledgements or instructions proposed by Customer are rejected. No terms or conditions embodied in any prime or other third party contract that pertains to the Product shall be applicable to The Company and these terms and conditions take precedence over any differing or contrary terms.

Rental Term

The Company rents to the Customer and the Customer hereby rents from The Company the product described in the Proposal (the "Product") for the term described in the Proposal.

Payments

1. All Rentals are pre-paid including rental fees, labor, freight, and handling charges. All fees are due immediately upon signing the PRA.
2. All rentals must be pre-paid by credit card, check, or wire transfer.
3. To extend a rental The Company must be notified.
 - a. If The Company is not notified in time and a truck is sent to pick-up the Product you will be charged for any additional fees that apply.
 - b. Extended rental and or any additional fees will be invoiced separately and will be due upon receipt of invoice.

Transportation

If a date, period, or time for delivery of the Product is set forth in the Proposal, it is an estimate only and is subject to and conditional upon the date of Customer's acceptance without exception of the Proposal, timely receipt by The Company of Customer's deliverables (including, without limitation, survey data, dimensions, engineering data and other engineering, shop or detail drawings specifications, and materials), and delays due to strikes, shortages in skilled labor, fires, accidents or any other causes or contingencies beyond The Company's control ("Delay Event"). Unless otherwise provided, the Product shall be delivered FOB Destination.

1. Rental rate is FOB stocking location.
 - a. If transportation is being provided by The Company, any shipping and handling charges will be included in the rental proposal.
 - b. A designated site(s) must be given prior to delivery and pick-up.
- c. The Customer must have personnel at the designated site for unloading and reloading. If personnel are not designated for unloading or reloading it will be considered a missed delivery. Any additional transportation and labor fees will be charged to the Customer.
2. If Customer is providing transportation.
 - a. The Customer must call prior to pick-up and drop-off.
 - b. The Customer must pick-up and return Product within normal business hours, allowing for sufficient time for loading and unloading the Product at the location.
3. Customer will be held responsible for any damage caused by improper loading or unloading of Product.
4. Customer must take a count of Product and assess any damage while it is being unloaded. Customer must note any damage or loss on the BOL (bill of lading) before signing it. If it is not noted on the BOL the Customer will be responsible for any loss or damage of the Product. Customer must document any damage with a camera.

Use

Customer has sole responsibility for the installation and use of the Product. Customer shall install and use the Product in compliance with all governmental regulations and all national, state, local and other laws, ordinances and regulations.

Maintenance

During the term of the PRA, Customer, at its own cost and expense, shall keep the Product in good condition and repair.

Taxes

Customer will pay all use and other taxes and fees and charges levied on the Product during the term of this PRA.

Ownership

The Product is, and shall at all times be and remain, the sole and exclusive property of The Company, and the Customer shall have no right, title or interest therein or thereto except as expressly set forth in this PRA. Customer shall, at all times, protect, defend at its own cost and expense, the ownership of The Company against any claims, liens or legal processes of creditors of Customer and others and keep the Product free and clear of all claims, liens and processes.

Warranty

The Company makes no warranties or representations, express or implied, as to the condition, merchantability or fitness for particular purpose or any other matter concerning the product. The Company shall not have any responsibility to Customer or any punitive, special, incidental, indirect or consequential damages of any nature, including but not limited to interruption of service, loss of business or anticipated profits. During the period of this PRA, which Customer renders faithful performance of its obligations, The Company hereby assigns to Customer any warranty, whether express or implied, The Company may have against the manufacturer in connection with defects in the Product covered by this PRA.

Loss/Damage

1. Customer is not to obscure or remove any signs or markings on Product without permission of The Company. Customer will be responsible for any fees that apply to the replacement of markings on Product.
2. Damage is considered any bent frames, missing parts, or removal of any signs or markings in place for proper identity of Company

decals, tape, banding, etc. will be subject to all fees associated to repair or replace Product.

3. Replacement charges for loss/or damaged Product will be billed at the current purchase price per item of Product.

Liability

Customer agrees to defend, indemnify and hold Company harmless to the maximum extent permitted by law from and for all claims, lawsuits, damages, expenses, and other losses arising out of the rental or use of Equipment or Services delivered to or rented by Customer. Customer's obligation will apply to the extent permitted by law to all accidents or incidents regardless of whether same occur as a result of Customer's or third party's negligence, fault or other legal liability. Customer will have no obligation to defend, indemnify or hold harmless Company if the accident or incident arises out of the sole negligence or willful misconduct of Company. Company, its officers, directors, employees and agents shall not, under any circumstances, be liable to Customer for consequential, incidental, special, exemplary or punitive damages arising out of the or relating to the Equipment or Services. Customer's sole and exclusive remedy for any claims or causes of action arising out of or related to the Equipment or Services shall be to recover from Company direct damages in an amount not to exceed the amount paid by Customer for use of the Equipment or Services.

Cancellation

1. Cancellation of Product will result in lost revenues for the Company because the Product has been reserved for the Customers use. If cancellation occurs the Customer will be charged accordingly.

- a. If payment is not received on or before the ship date the Company will consider the rental to be canceled.
- b. The Company will charge a cancellation fee of ½ of the rental fee prior to 10 days of rental.
- c. If cancellation occurs once rental yard has loaded any Product for transportation Customer will be responsible for any freight and handling fee as well as ½ of the cancellation fee.
- d. If transportation has left the rental yard Customer can no longer cancel the rental and will be responsible for the full cost of the rental, freight, and any labor or handling fees that occur.

PLEASE SIGN BELOW AND RETURN:

I acknowledge and agree to abide by the above terms and conditions of rental in this agreement. This agreement shall be governed under Michigan law without regard to its conflicts of law principles.

I authorize the Company to hold any and all credit card information provided for this rental until the conclusion of the rental and the equipment is accessed and deemed clear from damages. I further authorize the Company to charge the credit card for losses, damages, and or cancellation fees that may occur as a result of the rental of the Company's equipment. The Company will inform the Customer of any additional charges and provide receipts and invoices for such charges. The Company will keep the Customers personal information in a secured location.

All litigation, disputes, or claims arising from this agreement shall be in Wayne County, Michigan. The prevailing party in any litigation shall be entitled to attorney's fees and costs.

This agreement takes precedence over all other contractual rental agreements between the Company and the entity stated below.

Please, fill out, sign, and return to EPIC Solutions Worldwide, LLC

Entity: _____

Billing Address: _____

City: _____ State: _____ Zip Code: _____

Name: _____

Title: _____ Signature: _____ Date: ____/____/____

CREDIT CARD PAYMENT

Card (Check One): Visa AMEX Mastercard Discover

Card # _____

Expiration Date _____ Security Code _____

Cardholder Name _____

Signature _____

Date ____/____/____



DBA Reliable Onsite Services
 BRANCH 29D
 10639 DUTCHTOWN RD
 KNOXVILLE TN 37932-3206
 865-269-7385

207570896

Job Site

TWO ADDRESSES, 25 MILES APART
 405 W COLLEGE ST
 JONESBOROUGH TN 37659-1009

Office: 423-753-1105 Cell: 423-388-1686

Customer # : 956109
 Quote Date : 06/17/22
 Estimated Out : 08/01/22 05:00 PM
 Estimated In : 12/01/22 05:00 PM
 UR Job Loc : 405 W COLLEGE ST, JO
 UR Job # : 37
 Customer Job ID:
 P.O. # :
 Ordered By : LOGAN CLARK
 Written By : JEREMY CHAPMAN
 Salesperson : STEPHEN HEASLEY

WASHINGTON COUNTY BOARD OF ED
 405 W COLLEGE ST
 JONESBOROUGH TN 37659-1009

**This is not an invoice
 Please do not pay from this document**

RENTAL ITEMS:							
Qty	Equipment	Description	Minimum	Day	Week	4 Week	Estimated Amt.
343	550/8000	BIKE RACK		24.15	24.15	24.15	41,417.25
							Rental Subtotal: 41,417.25
SALES/MISCELLANEOUS ITEMS:							
Qty	Item		Price		Unit of Measure		Extended Amt.
1	DELIVERY CHARGE		1773.000		EACH		1,773.00
1	PICKUP CHARGE		1773.000		EACH		1,773.00
							Sales/Misc Subtotal: 3,546.00
							Agreement Subtotal: 44,963.25
							Estimated Total: 44,963.25

COMMENTS/NOTES:

CONTACT: LOGAN CLARK
 CELL#: 423-388-1686
 THE PRICE QUOTED INLCUDES PICKUP AND
 DELIVERY ONLY, SET UP AND TEAR DOWN IS
 NOT INCLUDED.

TO SCHEDULE EQUIPMENT FOR PICKUP, CALL 800-UR-RENTS (800-877-3687)
 WE ARE AVAILABLE 24/7 TO SUPPLY YOU WITH A CONFIRMATION #
 IN ORDER TO CLOSE THIS CONTRACT

This proposal may be withdrawn if not accepted within 30 days. The above referenced Rental Protection Plan, environmental, and tax charges are estimates and are subject to change.

NOTICE: This is not a rental agreement. The rental of equipment and any items listed above is subject to availability and subject to the terms and conditions of the Rental and Service Agreement, which are available at <https://www.unitedrentals.com/legal/rental-service-terms-US> and which are incorporated herein by reference. A COPY OF THE RENTAL AND SERVICE AGREEMENT TERMS ARE AVAILABLE IN PAPER FORM UPON REQUEST.



ATLANTA OFFICE
(770) 819-7787



800-352-5675 • rentnational.com

QUOTE FOR SERVICES

COMPANY INFO: CUSTOMER # NEW			JOB SITE INFO: SITE # NEW		
Company:	WCDE		Job Name:	SCHOOL ADDRESS WILL UPDATE	
Requested By:	LOGAN CLARK	Phone: 423-388-1686	Address:	2891 HWY 11E TELFORD, TN 37690	
E-mail:	CLARKL@WCDE.ORG		Cross Street:		
Other Phone:			Site Contact:	LOGAN CLARK	Phone: 423-388-1686
Billing Address:			Site E-mail:		
			Customer Ref #:		
Expected Install Date	Payment Terms	Prevailing Wage	Job Type		
Thu. Jul 21, 2022	COD	No	Construction		
Quantity	UOM	Description	Rental Term (up to)	Unit Price	Amount
2401	FT	FT OF BARRICADES	6 Months	6.99	16,782.99
Fence Notes:					

Fence Subtotal: 16,782.99

*Fence Minimum applies: If the total unit price times quantity for the above items does not exceed \$2000, this minimum will be charged rather than the per unit price.
Note: Damaged, missing, and lease buyout charges are not included in minimum charge.*

Subtotal:	\$16,782.99	Sales Tax:	\$1,258.81	Grand Total:	\$18,041.80
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All prices include a one-time Delivery/Installation and a one-time Pick-Up/Removal.

Bids are based on quantity; if quantity changes, bid changes. Additional fees for hillside installations, hand carry, core drilling and inaccessibility. Deliveries and installs are scheduled Mon. - Fri. 7:00 a.m. - 3:00 p.m. Additional charges apply for weekends and after hours work. COD orders are to be paid in advance or upon delivery prior to installation. Orders with driven post(s) require 3-5 business days to complete underground markings. Remove and relocate charges are billed at the same rate as installation price. If services are subject to prevailing wage laws, any penalties or wages not included in this estimate will be paid by the lessee. Certified payroll is available upon request.

Customer's Signature: _____

Date: _____

Print Customer Name: _____

PO # _____

NOTE: Installation CANNOT be confirmed until quote is signed and returned. This bid expires in 14 days.

Date of Quote	Quote Number	Quote Prepared By	Email Address	Fax Signed Quote to
Tue. Jun 07, 2022	133322	WENNIS	WENNIS@RENTNATIONAL.COM	


Company	Time Frame	Cost	Additional Comments
Epic Solutions Trenton, Michigan	August 1 – December 1	\$20,536.81	Turn Key Operations Includes Delivery, Set up, and Pick up 7 ft panels
United Rentals Knoxville, TN	6 month agreement	\$44,963.25	Turn Key Operations Includes Delivery, Set up, and Pick up 8 ft panels
National Construction Rentals Atlanta, GA	6 month agreement	\$16,782.99	Turn Key Operations Includes Delivery, Set up, and Pick up 8 ft panels



Technology Department

Memorandum

To: Brad Hale

From: Curtis Fullbright 

Date: June 22, 2022

Re: County Capital Funds for Technology, FY23

Brad –

The Technology Department intends to purchase 2000 Chromebooks with the \$640,000.00 from the county's Capital Funds for Technology. These devices will replace the same number of Chromebooks that aged out June 1, 2022.

Let me know if you have any questions.

Attachment (2 pages)

Board of Directors

Annette Buchanan
Jason Day
Mary Beth Dellinger

Keith Ervin
Chad Fleenor
David Hammond

Mike Masters
Mitch Meredith
Whitney Riddle



SALES QUOTE

GovConnection, Inc.
732 Milford Road
Merrimack, NH 03054

Account Executive: Jamie Stoltze
Phone: (800) 800-0019 ext. 75520
Fax: 603-683-0882
Email: jamie.stoltze@connection.com

25363442.03

PLEASE REFER TO THE ABOVE
QUOTE # WHEN ORDERING

Date: 6/22/2022
Valid Through: 7/22/2022
Account #: 1855661

Account Manager:
Phone:
Fax:
Email:

Customer Contact: Jeana Money
Email: moneyj@wcde.org

Phone: (423) 753-1100
Fax:

QUOTE PROVIDED TO:	SHIP TO:
AB#: 1855661 WASHINGTON COUNTY BOARD OF EDUCATION ACCOUNTS PAYABLE 405 WEST COLLEGE STREET JONESBOROUGH, TN 37659 (423) 753-1105	AB#: 12352735 WASHINGTON COUNTY SCHOOLS 306 1/2 FORREST DR TECHNOLOGY DEPARTMENT JONESBOROUGH, TN 37659 (423) 753-1100

DELIVERY	FOB	SHIP VIA	SHIP WEIGHT	TERMS	CONTRACT ID#
5-30 Days A/R/O	Destination	Heavy Weight Ground	11,804.00 lbs	Net 30	R210402

Important Notice: --- THIS QUOTATION IS SUBJECT TO THE FOLLOWING Terms of Sale: All purchases from GovConnection, Inc. are subject to the Terms and Conditions of our OMNIA Partners/Region 4 ESC Contract # R210402. Any Order accepted by GovConnection for the items included in this Quotation is expressly limited to those Terms and Conditions; any other terms and conditions referenced or appearing in your Purchase Order are considered null and void. No other terms and conditions shall apply without the written consent of GovConnection, Inc. Please refer to our Quote Number in your order.

* Line #	Qty	Item #	Mfg. Part #	Description	Mfg.	Price	Ext
1	2,000	41326599	NX.AYVAA.002	Acer C734 Chromebook Celeron N4500 / 8GB / 32GB eMMC / ax / BT / 11.6" HD / Chrome OS Acer	Acer	\$ 288.09	\$ 576,180.00
2	2,000	41216547	CROSSWDISEDUNEW	Acad. Google Chrome OS Management Console License Google	Google	\$ 31.79	\$ 63,580.00
3				AUE Date 2029			\$ -
						Subtotal	\$ 639,760.00
						Fee	\$ 0.00
						Shipping and Handling	\$ 0.00
						Tax	Exempt!
						Total	\$ 639,760.00

Connection™

PUBLIC SECTOR SOLUTIONS

we solve IT™

ORDERING INFORMATION

GovConnection, Inc. DBA Connection
OMNIA Partners/Region 4 ESC Contract #R210402
Contract Expiration: 31 May 2024

Please contact your account manager with any questions.

Ordering Address

GovConnection, Inc.
732 Milford Road
Merrimack, NH 03054

Remittance Address

GovConnection, Inc.
Box 536477
Pittsburgh, PA 15253-5906

Please reference the Contract # on all purchase orders.

TERMS & CONDITIONS

Payment Terms:	NET 30 (subject to approved credit)
FOB Point:	DESTINATION (within Continental US)
Maximum Order Limitation:	NONE
FEIN:	52-1837891
DUNS Number:	80-967-8782
CEC:	80-068888K
Cage Code:	OGTJ3
Business Size:	LARGE

WARRANTY: Manufacturer's Standard Commercial Warranty

NOTE: It is the end user's responsibility to review, understand and agree to the terms of any End User License Agreement (EULA).

Important Notice: --- THIS QUOTATION IS SUBJECT TO THE FOLLOWING Terms of Sale: All purchases from GovConnection, Inc. are subject to the Terms and Conditions of our OMNIA Partners/Region 4 ESC Contract #R210402. Any Order accepted by GovConnection for the items included in this Quotation is expressly limited to those Terms and Conditions; any other terms and conditions referenced or appearing in your Purchase Order are considered null and void. No other terms and conditions shall apply without the written consent of GovConnection, Inc. Please refer to our Quote Number in your order.

If you require a hard copy invoice for your credit card order, please visit the link below and click on the Proof of Purchase/Invoice link on the left side of the page to print one:
<https://www.govconnection.com/web/Shopping/ProofOfPurchase.htm>

Please forward your Contract or Purchase Order to:

SLEDOPS@connection.com

QUESTIONS: Call 800-800-0019

FAX: 603.683.0374



Mr. Jerry S. Boyd
Director Of Schools

405 W. College St.
Jonesborough, TN 37659
Phone (423) 753-1100

FUTURE BUS NEEDS
SY 22/23 to SY 26/27

The following list indicates the needs of conventional AND mini-buses for the next five school years.

School year of Purchase	Year to go in Service	Number of Propane Buses		Number of Minibuses				Total Cost per School Year
			@ \$115,000 per Bus	@ \$70,000 per Standard Bus		@ \$80,000 per Wheelchair Bus		
2022-2023	August 2023	4	\$460,000	0	0	0	0	\$460,000
2023-2024	August 2024	5	\$575,000	0	0	0	0	\$575,000
2024-2025	August 2025	2	\$230,000	0	0	0	0	\$230,000
2025-2026	August 2026	5	\$575,000	1	\$70,000	1	\$80,000	\$725,000
2026-2027	August 2027	6	\$690,000	1	\$70,000	1	\$80,000	\$840,000
OVERALL TOTALS		22	\$2,530,000	2	\$140, 000	2	\$160,000	\$2,830,000

Grant monies will be explored to purchase electric schools buses in place of propane moving forward. Cost difference should be negligible.

Board of Directors

Annette Buchanan
Jason Day
Mary Beth Dellinger

Keith Ervin
Chad Fleenor
David Hammond

Mitch Meredith
Mike Masters
Whitney Riddle

Education Capital Projects Fund (\$1,000s)

FY2023 - FY2027

Fiscal Years Ended June 30,

	2022	2023	2024	2025	2026	2027
Projected Penny Value at .75% Growth	330,937	333,420	335,921	338,441	340,980	343,538
Capital Project Pennies	17	17	17	17	17	17
Source of Funds for Capital Expenditures						
Property Tax Projected at 0.75% Growth	5,626	5,668	5,711	5,753	5,797	5,840
Other Revenue (Grants, PY Tax, Other Tax, Investment Income)	533	549	565	582	600	618
EESI - LED Lighting Project-Funded by WCDE General Fund	2,328					
Unused Funds from the Prior Year	2,608	4,422	174	513	138	2,061
Revenues	11,095	10,639	6,450	6,848	6,534	8,519
Capital Projects Encumbrance Projection						
Trustee Commission	179	217	132	140	133	174
Technology (Smart Classroom, Tablets, Audio)	640	640	640	640	640	640
School Buses	946	460	575	230	575	690
Paving, Sidewalks, & Curbing	0	150	75	75	75	75
School Security Updates		350	350			
School Playground Upgrades		150	150			
EESI - LED Lighting Project	2,328					
South Central - Doors		170				
West View - Doors		170				
Fall Branch - Door Controls / HVAC Controls		350				
Sulphur Springs - Door & Hardware / HVAC Controls-(Reduction)	185					
Boone Stadium Renovations		1,500				
Boone - Football Stadium Turf	750					
Crockett Stadium Renovations		1,500				
Crockett - Football Stadium Turf	750					
Dietary Kitchen Upgrades	600					
DBHS Replace Basketball Goals	70					
DCHS Replace Basketball Goals	60					
Gray Elementary School Playground Equipment-(Addition)	165					
System HVAC Controls (Except BCES)		1,700				
DBHS Concrete at Entrance & Curb		233				
DBHS Replace Galvanized Piping		450				
DCHS Replace Galvanized Piping		425				
BCES Athletic Complex		1,000				
Phase II-Boone HS Athletic Facilities		500				
Phase II-Crockett HS Athletic Facilities		500				
New Jonesborough K-8			3,050	3,050	3,050	3,050
DCHS Re-roof of Annex Buildings			568			
LES New Guttering & Downspouts			43			
LES Replacement of Walls & Fascia Panels			195			
LES Replace Glass in the Courtyard			160			
Old JES Renovation-Repurpose for Alt. School & C.O. Admin.-at 50%				1,056		
Old JES-Replacement of full HVAC System-at 50%				1,400		
New BCES-Add. Boiler, pump, pipping, etc.				120		
DCHS Reroof						3,550
Asbury Reroof						310
Transfer						
Total Expenditure Projection	6,673	10,465	5,938	6,711	4,473	8,489
Projected Fund Balance (Deficit)	4,422	174	513	138	2,061	30

Approved 2022-2023 Bus Drivers

Code 1 = One bus route Code 2 = Two bus routes Code 3 = SpED (one bus route)

Code 1 \$12,360 / 185 days = \$66.82 per day or \$33.41 per ½ day
 10 checks = \$1,236.00
 12 checks = \$1,030.00

Code 2 \$16,562 / 185 days = \$89.53 per day or \$44.77 per ½ day
 10 checks = \$1,656.20
 12 checks = \$1,380.17

Code 3 (SpED) \$13,727 / 185 days = \$74.20 per day or \$37.10 per ½ day
 10 checks = \$1,372.70
 12 checks = \$1,143.92

Sp Ed @ Preschool \$13,134 / 177 days = \$74.21 per day
 10 checks = \$1,313.40
 12 checks = \$1,094.50

Sub Bus Driving Rate = \$66.82 per day or \$33.41 per ½ day

Field Trips, Bus Driver Training Pay, are paid at \$16.00 per hour

**AN INTERLOCAL AGREEMENT
BETWEEN
THE WASHINGTON COUNTY BOARD OF COMMISSIONERS
AND
THE WASHINGTON COUNTY BOARD OF EDUCATION
REGARDING
THE IMPROVEMENT OF COMMUNITY RECREATIONAL FACILITIES**

This Interlocal Agreement is entered into this the ___ day of _____, 2022 between the Washington County Board of Commissioners and the Washington County Board of Education pursuant to the authority of Tenn. Code Ann. § 12-9-104 and Tenn. Code Ann. § 49-2-203(b)(4) for the purpose of improving the public recreational opportunities at the Boones Creek athletic facilities located at Highland Church Road.

WHEREAS the Washington County Board of Commissioners purchased certain Property adjacent to the new Boones Creek Elementary School for the purpose of providing high quality public recreational facilities for the citizens and residents of Washington County; and

WHEREAS the Board of Commissioners has determined that the Property requires additional capital improvement in order to offer the public the anticipated benefit; and

WHEREAS the Board of Commissioners has entered into an interlocal agreement with the Town of Jonesborough dated October 2, 2020, for the future maintenance and upkeep of this Property; and

WHEREAS this agreement with the Town of Jonesborough does not provide for current maintenance and upkeep, scheduling of events, or capital improvement; and

WHEREAS the Board of Commissioners and the Washington County Board of Education have a shared vision for the opportunities this Property has for the community; and

WHEREAS the Board of Education has already assumed the responsibility for day-to-day maintenance of the Property and the scheduling of events; and

WHEREAS the Board of Commissioners and the Board of Education desire to partner together for the improvement of this Property and the betterment of Washington County;

SO THEREFORE, PREMISES CONSIDERED, the Washington County Board of Commissioners and the Washington County Board of Education do hereby agree as follows:

1. The Washington County Board of Commissions will appropriate \$3.1 million toward certain capital improvements at the Property to be designated by the Washington County Board of Education.
2. The Board of Commissioners will then deed the Property to the Washington County Board of Education subject to the condition that the Property shall be kept and maintained as a public recreational facility open to the citizens and residents of Washington County subject to such reasonable rules and regulations as the Board of Education in its discretion may establish from time to time. Such rules and regulations may include, but need not be limited to, designating priority of use to the programs at Boones Creek Elementary School; limiting public access during school hours; the creation of a fee schedule; and reservation of facilities.
3. The Board of Education will assume the responsibility for any additional capital improvement to the Property subsequent to the Board

of Commissioners' \$3.1 million appropriation noted in Paragraph 1 above.

4. The Board of Commissioners will assign to the Board of Education its right to the services from the Town of Jonesborough for the maintenance of the Property.

5. As additional consideration for the conveyance of the Property to the Board of Education, the Board of Education will deed the former Boones Creek Elementary School property to the Washington County Board of Commissioners for the future development of that property as a TCAT program under the Tennessee Board of Regents.

6. All conveyances contemplated herein will be completed within 120 days from the date this interlocal agreement shall be ratified.

APPROVED AND RATIFIED by the Washington County Board of Commissioners on the ____ day of _____, 2022.

Washington County Mayor

Chairman,
Washington County Board of Commissioners

APPROVED AND RATIFIED by the Washington County Board of Education on the ____ day of _____, 2022.

Director of Washington County Schools

Chairman,
Washington County Board of Education

Executive Secretary,
Washington County Board of Education