

**WASHINGTON COUNTY
BOARD OF EDUCATION**

June 14, 2022

5:00 PM

Central Office

- I. Call to Order**
- 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**
 - A. Caitlin Kite - School Nutrition Overview**
 - B. Boones Creek Athletic Fields**
 - C. TCAT/TBR Agreement for old Boones Creek Elementary**
 - D. Naming of new Jonesborough School**
 - E. Renovations of the electrical system for the Daniel Boone High & David Crockett High light poles at the football fields**
 - F. Facilities Updates**
 - 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**
 - E. **Minutes**
 - 1. **June 2, 2022**
- VII. **Adjournment**

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 \$12.00 per hour

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	\$ 58,883
11	1.1100	\$ 28.54	8	260	\$ 59,424
12	1.1200	\$ 28.80	8	260	\$ 59,964
13	1.1300	\$ 29.06	8	260	\$ 60,505
14	1.1400	\$ 29.31	8	260	\$ 61,045
15	1.1500	\$ 29.57	8	260	\$ 61,586
16	1.1600	\$ 29.83	8	260	\$ 62,126
17	1.1700	\$ 30.09	8	260	\$ 62,667
18	1.1800	\$ 30.34	8	260	\$ 63,207
19	1.1900	\$ 30.60	8	260	\$ 63,748
20	1.2000	\$ 30.86	8	260	\$ 64,288
21	1.2100	\$ 31.11	8	260	\$ 64,829
22	1.2200	\$ 31.37	8	260	\$ 65,369
23	1.2300	\$ 31.63	8	260	\$ 65,910
24	1.2400	\$ 31.89	8	260	\$ 66,450
25	1.2500	\$ 32.14	8	260	\$ 66,991

**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?*

No

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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?*

No

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[Progress](#)

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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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?

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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:



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	REMITTANCE INFORMATION											
Other Charges :	USD	\$0.00	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px dashed black;">Make Checks Payable to:</td> <td style="width: 50%; border-bottom: 1px dashed black;">Bank Wire to:</td> </tr> <tr> <td>13036 COLLECTION CENTER DRIVE</td> <td>Bank of America N A</td> </tr> <tr> <td>CHICAGO</td> <td>071000039</td> </tr> <tr> <td>60693</td> <td>A/C No: 8188105388</td> </tr> <tr> <td>NCS Pearson, Inc.</td> <td>SWIFT : 071000039</td> </tr> </table>		Make Checks Payable to:	Bank Wire to:	13036 COLLECTION CENTER DRIVE	Bank of America N A	CHICAGO	071000039	60693	A/C No: 8188105388	NCS Pearson, Inc.	SWIFT : 071000039
Make Checks Payable to:	Bank Wire to:													
13036 COLLECTION CENTER DRIVE	Bank of America N A													
CHICAGO	071000039													
60693	A/C No: 8188105388													
NCS Pearson, Inc.	SWIFT : 071000039													
Net Amount :	USD	\$22,045.50												
Tax Total :	USD	\$0.00												
Quote/Proforma Total :	USD	\$22,045.50												
Amount Due :	USD	\$22,045.50												



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>

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.
 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



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.
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



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
 TNTPI, Inc
 PO Box 412809
 Boston, MA 02241
 (718) 233-2800
 Deliver to
 W.C.D.E.
 Address 405 West College St.
 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) 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.
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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

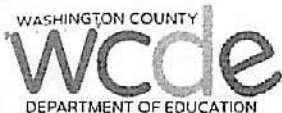
Total	\$40,000.00
Less Withholding	\$0.00
Total Invoice Amount	\$40,000.00

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

Acorn Electrical Specialists, Inc.

Phone: 423-538-6007

Fax: 423-538-5953

403 Rock Lane – PO BOX 550

Piney Flats, TN 37686

PROJECT ESTIMATE

PROJECT: Boone + Crockett Football Field Lighting Upgrades (Budget)

DATE: 6-7-2022

NUMBER OF PAGES: 2

ELECTRICAL SCOPE OF WORK

PER PLANS & SPECS	<u>YES</u>	PIPE BOLLARDS	<u>NO</u>
ADDENDUMS RECEIVED	<u>/</u>	CONCRETE PADS	<u>NO</u>
STATE & LOCAL TAX	<u>YES</u>	CONCRETE CUT/PATCH	<u>NO</u>
PERMITS INCLUDED	<u>YES</u>	ASPHALT CUT/PATCH	<u>NO</u>
UTILITY CHARGES	<u>NO</u>	CONDUIT ENCASEMENT	<u>NO</u>
FIRE ALARM	<u>N/A</u>	DITCHING FOR ELEC.	<u>YES</u>
DUCT DETECTORS	<u>N/A</u>	ROCK REMOVAL	<u>NO</u>
POWER TO HVAC	<u>N/A</u>	GRAVEL BACKFILL	<u>NO</u>
LV / DATA ROUGH IN	<u>N/A</u>	SPOILS REMOVAL	<u>NO</u>
LV / DATA SYSTEMS	<u>N/A</u>	PRIMARY SERVICE	<u>NO</u>
SITE LIGHTING	<u>NO</u>	SECONDARY SERVICE	<u>YES</u>
LIGHT POLE BASES	<u>N/A</u>	WAGE SCALE	<u>NO</u>
SITE SURVEYING	<u>N/A</u>	TEMPORARY SERVICE	<u>NO</u>
GENERATOR	<u>N/A</u>	ENGINEERING FEES	<u>NO</u>
DEMOLITION	<u>YES</u>	P&P BOND	<u>NO</u>

CLARIFICATIONS: Bring under asphalt / concrete areas included.

ALTERNATE #1: Add \$86,700⁰⁰

ALTERNATE #2: _____

ALTERNATE #3: _____

ALTERNATE #4: _____


LICENSES

TN #029586	CLASS CE	UNLIMITED	EXP. 12/31/22
VA #2705 045848A	CLASS A	UNLIMITED	EXP. 09/30/22
NC #23374-U	CLASS ELE	UNLIMITED	EXP. 02/28/23

**** THIS QUOTE IS BASED ON THE CURRENT MARKET LEVELS FOR ALL MATERIALS AND IS VALID FOR (30) DAYS. AFTER WHICH TIME IS SUBJECT TO PRICE INCREASES DUE TO MARKET INCREASES.**

BUILDING BASE BID: _____

SITE BASE BID: \$318,200⁰⁰

ESTIMATOR: 
Scott DePriest

Electrical Distribution Upgrades For Football Field Lighting

David Crockett High School
Daniel Boone High School

Washington County Schools
Washington County, Tennessee

May 27, 2022

VREELAND ENGINEERS, INC.
KNOXVILLE, TENNESSEE
865-637-4451

DRAWING INDEX:

E1 1 DAVID CROCKETT HIGH SCHOOL - SITE PLAN - ELECTRICAL
E1 2 DANIEL BOONE HIGH SCHOOL - SITE PLAN - ELECTRICAL
E1 3 LEGEND SCHEDULES AND FEEDER DIAGRAMS



FACILITIES UPDATE

June 2022

- I have not yet accepted the awning replacement at Lamar. Made contact with the contractor. He will be removing the unaccepted section and repair or replace.
- Practice football field at DCHS 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 DCHS culinary arts department.
- ESG communication lines are complete at DCHS; 43 units delivered to DCHS. Control modules have been shipped to HSC. BARD units to be shipped to DBHS early July.
- Turf installation is completed at DCHS. DBHS to be completed week of June 12th.
- DBHS 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 WV. Will be contacting structural engineer for the assessment.
- Installation of propane bus fueling station at DBHS is underway.
- Playground equipment PO for Gray Elementary has been issued.
- Basketball goal installation at DBHS is complete and installation at DCHS is ongoing.



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

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

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) competitive bids.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
4 adhere 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 supports the educational mission of the
8 school;
9 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
10 the material for its strength and value; and
11 e. Present recommendation to principal for further action and to the Director of Schools
12 for purposes of information.
13
14 8. If the complainant desires further action after receiving the recommendation of the committee
15 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); Public Acts of 2022, Chapter No. 744

Cross References

Textbooks and Instructional Materials 4.400
School and System Websites 4.407
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 2. Safety and security of students when they are using electronic mail, chat rooms, and
21 other forms of direct electronic communications;
- 22 3. Preventing unauthorized access, including "hacking" and other unlawful activities by
23 students online;
- 24 4. Unauthorized disclosure, use, and dissemination of personal information regarding
25 students; and
- 26 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 2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading
37 materials that are deemed to be harmful to minors;⁴
- 38 3. Maintaining and securing a usage log; and
- 39
- 40
- 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

- 1 2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier, or
2 by email within five (5) business days following the last instructional day for the school year.³

3 **If the reason for nonrenewal is due only to a loss of funding for the position, then the**
4 **notice shall include a statement listing it as the cause for nonrenewal.⁴**

5 **RESIGNATION**

6 A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the
7 effective date of the resignation.⁵ The Board may waive the thirty (30) days notice requirement and
8 permit a teacher to resign in good standing.

9 The conditions under which it is permissible to break a contract with the Board are as follows:⁶

- 10 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
11 statement of a physician approved by the Board; or
12
13 2. The release by the Board of the teacher from the contract which the teacher has entered into
14 with the Board.

15 Any teacher on leave shall notify the Director of Schools in writing at least thirty (30) days prior to the
16 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
17 Failure to render such notice may be considered a breach of contract.⁷

18 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with
19 the State Board of Education and request the suspension of a teacher's license. After the State Board of
20 Education has provided the teacher an opportunity for defense during a hearing, the State Board of
21 Education may suspend the license for no less than thirty (30) days and no more than three hundred
22 sixty-five (365) days.⁸

23 **RETIREMENT**

24 Retirement is a termination of services under conditions which will allow the teacher to draw benefits
25 from retirement plans and/or Social Security benefits.

26 Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of
27 the retirement system. Central office personnel shall assist teachers in securing retirement benefits;
28 however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in
29 writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be
30 the responsibility of the retiring teacher to file for benefits.

31 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*
32 *does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of*
33 *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.	

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