



**Williamson County School Board Meeting**  
May 17, 2021 6:30 PM  
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:32 PM.

Mrs. Jennifer Aprea:	Present
Mr. Dan Cash:	Present
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Present
Mrs. Candace Emerson:	Present
Mr. Brad Fiscus:	Present
Mr. Jay Galbreath:	Present
Mrs. Nancy Garrett:	Present
Mr. KC Haugh:	Present
Mr. Eliot Mitchell:	Present
Mr. Eric Welch:	Present
Mr. Rick Wimberly:	Present

Present: 12.

**1. Call to Order**

- a. Record Attendance
- b. Pledge of Allegiance

Madam Chair Garrett called on the two Williamson County Sheriff's Deputies, Jody Cooper and Phil Hunt to lead the Pledge of Allegiance, followed by a moment of silence.

**2. Items of Particular Public Interest (Public Comment)**

Phil Roberts spoke about COVID vaccine.

Robert Lewis spoke about Fostering Healthy Solutions.

Jeff Stewart spoke about Fostering Healthy Solutions.

Revida Rahman spoke about Fostering Healthy Solutions.

Tizel High spoke about Fostering healthy Solutions.

Martha Henley spoke about Fostering Healthy Solutions.

Inetta Gaines spoke about Franklin High School.

John Paul Basham spoke about Fostering Healthy Solutions.

Chelsea Gilbert spoke about vaccines at school.

Lee Cooke spoke about diversity and inclusion.

J. Hatterman spoke about COVID policies.

K Jackson spoke about COVID.

C Kelly spoke about Critical Race Theory.

Dustin Koctar spoke about Fostering Healthy Solutions.

K James spoke about Fostering Healthy Solutions.

Terry Sinclair spoke about masks.

Debbie Pace spoke about COVID Healthcare.  
David Holliday spoke about Critical Race Theory and vaccine mandate.  
Dawn Ann Ritter spoke about Critical Race Theory, vaccines at schools and masks.  
Jim Bicknell spoke about masks and vaccines.  
Marisa Diplock spoke about vaccines.  
Randall Allen spoke about leadership on the board.  
Ryan Parish spoke about diversity, equity, and inclusion.  
E Miller spoke about diversity, equity and inclusion.  
Stephanie Zerger spoke about diversity, equity and inclusion.  
Shanna Lively spoke about masks and no COVID restrictions.  
Erin Newman spoke about Critical Race Theory.  
Jason Mikel spoke about racism.  
Anne Rigdon spoke about Critical Race Theory.

### 3. Approval of Agenda

Madam Chair Garrett presented the Agenda for approval.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Brad Fiscus.

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Yes: 12, Nay: 0

### 4. Approval of Consent Agenda

Madam Chair Garrett presented the Consent Agenda for approval.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. KC Haugh.

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Mr. Jay Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Yes: 12, Nay: 0

- a. Approval of April 19, 2021 School Board Meeting Minutes
- b. Board Policies - Second Reading
  - I. 1.403 Agendas
- c. Physician-Supported Request for Child to be Excused from Compulsory Attendance
- d. Approval of ePlan Applications and Budgets for FY2021-2022 142 School Federal Projects to include ESEA Grants, Title I-A, I Delinquent, I Neglected, Title IIA, Title IIIA, IV, IDEA, Part B, IDEA Pre-School Grants, IDEA Partnership for Systemic Change, K-12, and Carl Perkins Basic Grant, with Superintendent Authorizations (Annual Agenda Item)

#### 5. **Communications to the Board**

##### a. Superintendent's Report

Superintendent Jason Golden thanked the community for speaking. He encouraged individuals to continue to give their opinion. Golden gave updates on these items that were communicated during the School Board work session.

Golden reminded everyone that he does not recommend that the School Board vote on extending the re-opening framework and that the mask requirement will not continue after school releases on Friday. He stated that we are not administering the vaccines to any of our students nor are we requiring anyone to get the vaccine.

Golden said that all curriculum continues to be reviewed and working on adjustments especially at the elementary grades levels. There will be a report at the June meeting about the first year of the state-adopted ELA curriculum.

Golden said he is very proud of the work done at WCS and what we do to help the students grow.

Mr. Golden spoke about Fostering Healthy Solutions, stating that we have heard from families about needs and fear. He reminded everyone that the Fosters are not writing curriculum or promoting CRT.

Golden encouraged everyone to attend one of the three remaining Listen and Learn sessions in June.

Golden reminded everyone that the high School graduation ceremonies are this week on Friday and Saturday.

Golden ended with a thank you to Kevin Fortney for his 20-year service as Facilities and Construction Director. Mr. Fortney will be retiring at the end of May.

##### b. District Update

###### I. Student, Staff and School Spotlights

**In Student Spotlights, Brentwood High senior Nelson Rose was recognized for being named a 2021 U.S. Presidential Scholar. Brentwood Middle sixth grade students Caitlyn Arnold and Ashley Xu qualified for the World VEX Robotics Competition after winning at the State level. Their coach is Adam Petree.**

**Ravenwood High students Mark Bell, Judah Benjamin, Kade Henderson, Adwit Satyawadi and Connor Tasik will also be competing at the World VEX Robotics Competition. They are coached by Rus Hayes. Several students placed first in the Tennessee History Day competition, including Spring Station Middle students Aidan Russ, Austin Russ and Madeleine Russ. Summit High's Eli Martin, Alicia Dinwiddie, Jaqueline Dinwiddie and Sophia Hall also placed first in their categories.**

**Brentwood Middle students Jacob Dong and Katherine Perez earned first place in the Tennessee State Science Olympiad. From Woodland Middle, Aditya Pradeep and Vedant Misra also placed first in their competition, as did Ravenwood High's Eli Bullock-Papa, Sophia Wang, Ammar Farra, Ryan Jordan, Sophia McAtee and Aaron Wu.**

**Williamson County high school media students also brought home many titles at the National Academy of Television Arts and Sciences (NATAS) Midsouth Student Production Awards. Brentwood High's Noah True, Eliza Linney and Stuart Beaton created the Best Public Service Announcement. Their teacher is Ronnie Adcock. Franklin High's Sarah Scott won Best Editing, and her teacher is Keri Thompson. Page High's Matthew Spining won Best Director, and his classmate Joe Ekker won Best Photographer. They are taught by Terry Flowers. Ravenwood High student Will Stafford won both Best Writing and Best Fiction. Brooks Taylor, also from Ravenwood High, won in the Best Sports category. Their teacher is Megan Sanchez.**

**Brentwood High's Emily Kalinowski, MJ Brown and Nelson Rose placed first in their categories of the Tennessee State Career Development Conference. They are taught by Lisa Neese and Melissa Bashore. Page High students Madison Slater and Emelie McKenzie, taught by Tristan Brown, also placed first at the same conference. Ravenwood High's Meredith Sedberry, Harshitha Marepally, Sydnee Floyd, Parrish Rothman and Omkar Upadhye also won their categories. They are taught by Shanee McGhee. From Fairveiw High, Makayla Dobeck and Ella McClendon won first place, and their teacher is Rebecca Brashier.**

More than a dozen middle school students placed first in the Technology Student Association (TSA) State competition. Fairview Middle's Xander McElroy, Sophia Meece and Hayden Damaschun earned a top spot, and they are coached by Sarah Reynolds. From Page Middle, Carson Woodring, Erica Bowman, Alan Foeder, Abi Jones, Gabriele Redding, Aditi Bindra, Connor Parton, Ronan Nolan, Yug Patel, Sathvik Gaddam, Micahel Eischen, Yui Tateuchi, Pooja Potharaju, Varenya Katta, Sloane Strickland, Shruthi Mogan, Janvi Vashishtha, Reeva Lalani, Abbygale Robledo and Shruthika Kakumani won their respective categories. Their coach is Colleen Lowe.

Brentwood High's Shaye Eggleston is the Tennessee Gatorade Volleyball Player of the Year. Her coaches are Barbara Campbell, Angie Noble and Cathy Cram.

In Staff Spotlights, Page Middle's Colleen Lowe won TSA Middle School Adviser of the Year. Franklin High's Ray Scheetz received the Outstanding Teacher of American History award from the Tennessee Society Daughters of the American Revolution.

Three WCS educators were recognized by the Tennessee Association for the Gifted. Crockett Elementary teacher Stephanie Higgs earned the Horizon Award. Hillsboro/Walnut Grove teacher Anna Cassalia and Creekside/Grassland teacher Emily Hollett won the Curriculum Award.

c. Board Chair Report

Madam Chair Garrett thanked Board members Rick Wimberly and Sheila Cleveland for their report at the work session on the legislative session. She thanked all the employees for their work during this challenging year. She asked that we end this year with a renewed commitment for the next school year.

6. **New Business**

a. Superintendent's Evaluation (Annual Agenda Item)

Madam Chair presented Superintendent Golden's evaluation for approval.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. Eric Welch.

Mrs. Angela  
Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Yes: 12, Nay: 0

b. 2020-2021 School Board Budget

I. Approval of General Purpose School Fund Amendment 05.21 SRO Grant- \$35,000.

Madam Chair Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Amendment 05.21 SRO Grant in the amount of \$35,000.

**Motion Passed:** Motion by Mr. KC Haugh to approve. A second was made by Mr. Rick Wimberly.

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Fiscus: Yes

Mrs.  
Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs.  
Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes

Yes: 12, Nay: 0

II. Approval General Purpose School Fund Amendment 05.21 Literacy Training Grant - \$471,800.  
Madam Chair Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Amendment 05.21 Literacy Training Grant in the amount of \$471,800.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mr. Eric Welch.

Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs.  
Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs.  
Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes

Yes: 12, Nay: 0

III. Approval General Purpose School Fund Resolution 06.21 Additional Student Support Services Expenses - \$250,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.21 Additional Student Support Services Expenses in the amount of \$250,000.

**Motion Passed:** Motion by Mr. Brad Fiscus to approve. A second was made by Mr. Eliot Mitchell.

Mr. Brad  
Fiscus: Yes

Mrs.  
Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Yes: 12, Nay: 0

IV. Approval General Purpose School Fund Resolution 06.21 Trustee Commission - \$250,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.21 Trustee Commission in the amount of \$250,000.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mrs. Candace Emerson.

Mrs.  
Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Fiscus: Yes

Yes: 12, Nay: 0

V. Approval General Purpose School Fund Resolution 06.21 ESCO Payment - \$1,082,578.26.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.21 ESCO Payment in the amount of \$1,082,578.26

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mrs. Candace Emerson.

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Fiscus: Yes

Mrs.  
Jennifer  
Aprea: Yes

Yes: 12, Nay: 0

VI. Approval General Purpose School Fund Resolution 06.21 COVID-19 Related Needs - Payroll - \$2,396,000.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.21 COVID 19 Related Needs Payroll in the amount of \$2,396,000.

**Motion Passed:** Motion by Mrs. Jennifer Aprea to approve. A second was made by Mrs. Candace Emerson.

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace: Yes

Emerson:  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes

Yes: 12, Nay: 0

VII. Approval General Purpose School Fund Resolution 06.21 COVID-19 Related Needs - General Purpose - \$956,500.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.21 COVID 19 Related Needs General Purpose in the amount of \$956,500.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eliot Mitchell.

Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Yes: 12, Nay: 0

VIII. Approval of the 2021-2022 Revised General Purpose Budget - \$414,579,134.

Madam Chair Garrett called on Superintendent Golden, who recommended approval of the 2021 - 2022 Revised General Purpose Budget in the amount of \$414,579,134.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mrs. Jennifer Aprea.

Mr. Rick  
Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Fiscus: Yes

Mrs.  
Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace  
Emerson: Yes

Yes: 12, Nay: 0

c. Board Policies - First Reading

I. 3.604 Public Records Request

Madam Chair Garrett called on Superintendent Golden, who recommended approval on first reading of policy 3.604 Public Records Request.

**Motion Passed:** Motion by Mrs. Nancy Garrett to approve. A second was made by Ms. Sheila Cleveland.

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Yes

Fiscus:

Mrs.  
Jennifer Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace Emerson: Yes

Mr. Rick  
Wimberly: Yes

Yes: 12, Nay: 0

#### II. 5.100 Personnel Goals (New)

Madam Chair Garrett called on Superintendent Golden, who recommended approval on first reading of the new policy 5.100 Personnel Goals.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Candace Emerson.

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Fiscus: Yes

Mrs.  
Jennifer Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric  
Welch: Yes

Yes: 12, Nay: 0

#### III. 5.202 Separation Practices for Classified Employees

Madam Chair Garrett called on Superintendent Golden, who recommended approval on first reading of policy 5.202 Separation Practices for Classified Employees.

**Motion Passed:** Motion by Mr. KC Haugh to approve. A second was made by Mrs. Candace Emerson.

Mrs. Nancy  
Garrett: Yes

Mrs. Angela Yes

Durham:  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes

Yes: 12, Nay: 0

IV. 6.405 Medicines

Madam Chair Garrett called on Superintendent Golden, who recommended approval on first reading of policy 6.405 Medicines.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Mr. KC Haugh.

Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Mr. Jay Galbreath: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Yes: 12, Nay: 0

d. Policy for Deletion

I. 5.3051 Families First Coronavirus Response Act

Madam Chair Garrett called on Superintendent Golden, who recommended approval to delete on first reading of policy 5.3051 Families First Coronavirus Response Act.

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mr. Eliot Mitchell.

Mr. Eliot  
Mitchell: Yes

Mr. Brad  
Fiscus: Yes

Mrs.  
Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs.  
Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric  
Welch: Yes

Mr. KC  
Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan  
Cash: Yes

Yes: 12, Nay: 0

e. 2021-2022 Late Start Days

Madam Chair Garrett called on Superintendent Golden, who recommended approval of 2021-2022 Late Start Days.

**Motion Passed:** Motion by Mrs. Jennifer Aprea to approve. A second was made by Mrs. Angela Durham.

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick: Yes

Wimberly:

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Yes: 12, Nay: 0

f. Approval of Williamson County Schools Representative for Growth Plan Coordinating Committee  
Madam Chair Garrett called on Superintendent Golden, who recommended approval of the Williamson  
County Schools Representative for Growth Plan Coordinating Committee.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Mr. Eliot Mitchell.

Mr. Brad Fiscus: Yes

Mrs. Jennifer  
Aprea: Yes

Mr. Jay  
Galbreath: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick  
Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy  
Garrett: Yes

Mrs. Angela  
Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Yes: 12, Nay: 0

## 7. Adjournment

There being no further business, Madam Chair Garrett adjourned the meeting at 8:54 pm.

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Chairperson

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Superintendent



## Williamson County School Board Meeting

April 19, 2021 6:30 PM

Electronically pursuant to Executive Orders #16 and #78 signed by Governor Bill Lee

### Attendance Taken at 6:32 PM.

Mrs. Jennifer Aprea:	Present
Mr. Dan Cash:	Present
Ms. Sheila Cleveland:	Present
Mrs. Angela Durham:	Present
Mrs. Candace Emerson:	Present
Mr. Brad Fiscus:	Present
Mr. Jay Galbreath:	Absent
Mrs. Nancy Garrett:	Present
Mr. KC Haugh:	Present
Mr. Eliot Mitchell:	Present
Mr. Eric Welch:	Present
Mr. Rick Wimberly:	Present

Present: 11, Absent: 1.

### 1. Call to Order

a. As it is necessary to protect public health, safety, and welfare, Williamson County Schools is officially meeting electronically in light of the coronavirus pursuant to Executive Orders #16 and #78 signed by Governor Bill Lee and Waiver of Williamson County School Board Policy 1.400.

b. Record Attendance

c. Pledge of Allegiance

Madam Chair Garrett called on School Board Member Dan Cash to lead the Pledge of Allegiance, followed by a moment of silence.

### 2. Items of Particular Public Interest (Public Comment)

Channing Brown spoke about the amount of homework and mental health.

Cornelia Gipson spoke about appreciation and encouragement for the DEI efforts.

### 3. Approval of Agenda

Madam Chair Garrett presented the Agenda for approval. She then called for a roll call vote.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Brad Fiscus.

Mr. Jay Galbreath: Absent

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace: Yes

Emerson:

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Yes: 11, Nay: 0, Absent: 1

#### 4. Approval of Consent Agenda

Madam Chair Garrett presented the Consent Agenda for approval. She then called for a roll call vote.

**Motion Passed:** Motion by Mr. Eric Welch to approve. A second was made by Mr. Brad Fiscus.

Mr. Jay Galbreath: Absent

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Ms. Sheila  
Cleveland: Yes

Mrs. Candace  
Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Yes: 11, Nay: 0, Absent: 1

Yes: 11, Nay: 0, Absent: 1

a. Approval of the March 22, 2021 School Board Meeting Minutes

b. Board Policies - Second Reading

I. 4.600 Report Cards and Grading Systems

II. 5.104 Equal Opportunity Employment

III. 5.200 Separation Practices for Tenured Teachers

IV. 5.201 Separation Practices for Non-Tenured Teachers

c. Approval of Centennial High School Football Locker Replacement

#### 5. Communications to the Board

a. Superintendent's Report

Superintendent Jason Golden thanked the board members for all they do and for attending the meeting. He gave a review of his presentation from the School Board Work Session, including staying with masks for the last few weeks of school based on the health authorities guidelines, WCS Online, Summer School Program, and Culture Strategy Plan. Golden presented a video of all the hard work of the students and staff this school year, up to to date.

I. Student, Staff and School Spotlights

In Student Spotlights, more than 25 high school students were recognized for scoring a perfect composite score on the ACT. From Brentwood High, Jack Hudson, Mannan Goel, Oakley Martin, Maxwell Aulino, Francis Bailey, John Dawson, Harinishree Sathu, Sienna Shepherd, Harper Thompson, Noah True and Langjia Zhang all scored a 36 composite. Two Centennial High students, Delaney Devlin and Abhinay Dixit, also earned perfect composite scores, as did Franklin High's Lening Cui, James Williams, James Anisi and Emily Taylor. Srivatsav Nemmani and Hunter Basola, both Independence High students, also earned perfect composite scores. Nolensville High's Nathan Montpool and Robert Shelton can both add a perfect ACT score to their list of achievements. Ravenwood High's Sharada Ghantasala, Regan Enderle, Amanda Huang and Connor Wojtak also scored a 36 on their ACT exams. Renaissance High's first perfect ACT score comes from Mason Adams.

Centennial High's Daniel Kuk is the district's first All-State Jazz Band piano player. He is directed by Scott Miller. Both the Franklin and Summit high school winter guard teams came out on top at the Southeastern Color Guard Circuit Tennessee Championship. The Franklin High team is the Scholastic A Division champion. The team is led by Michael Horvath and Levi Brandenburg. The Summit High team is the Scholastic AA Division champion. Those students are led by Tristen Hamilton and Jeremy Hewgley.

In Staff Spotlights, Franklin High College, Career and Technical Education (CCTE) teacher Brent Greene was named the Nashville Technology Council's Technology Educator of the Year.

b. Board Chair Report

Madam Chair Garrett reminded the School Board members of the 2021 TSBA Convention and training in November. She mentioned a board retreat this spring.

**6. New Business**

a. 2020-2021 School Board Budget

I. Approval of General Purpose School Fund Amendment 4.21 Private Grant for Sunset Middle Walking Trail - \$20,000.

Madam Chair Garrett called on Superintendent Golden who recommended approval of the General Purpose School Fund Amendment 4.21 Private Grant for Sunset Middle Walking Trail in the amount of \$20,000.

**Motion Passed:** Motion by Mrs. Candace Emerson to approve. A second was made by Mr. Eliot Mitchell.

Mr. Jay Galbreath: Absent

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Yes: 11, Nay: 0, Absent: 1

II. Approval of Resolution 5.21 Transfer from School Federal Projects to General Purpose School Fund for ESSER Grant 2.0 - \$2,325,328.

Madam Chair Garrett called on Superintendent Golden who recommended approval of Resolution 5.21 Transfer from School Federal Projects to General Purpose School Fund for ESSER Grant 2.0 in the amount of \$2,325,328.00.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mr. Dan Cash.

Mr. Jay Galbreath: Absent

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Emerson:  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes

Yes: 11, Nay: 0, Absent: 1

III. Approval of 2021-2022 Capital Fund

Madam Chair Garrett called on Superintendent Golden who recommended approval of 2021-2022 Capital Fund in the amount of \$10,213,666.

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. Eliot Mitchell.

Mr. Jay Galbreath: Absent  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy Garrett: Yes  
Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes

Yes: 11, Nay: 0, Absent: 1

b. Foundations Autism Charter School Application

Madam Chair Garrett called on Superintendent Golden who recommended the approval of the resolution to deny the Foundations Autism Charter School.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Mrs. Jennifer Aprea.

Mr. Jay Galbreath: Absent  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes

Emerson:  
Mr. Rick Yes  
Wimberly:  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mrs. Angela  
Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
  
Mr. Brad Fiscus: Yes

Yes: 11, Nay: 0, Absent: 1

c. Approval of the 2019-2020 Tenure Recommendations - (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden who recommended approval of the 2019-2020 Tenure Recommendations (Annual Agenda Item).

**Motion Passed:** Motion by Mr. Rick Wimberly to approve. A second was made by Mr. KC Haugh.

Mr. Jay  
Galbreath: Absent  
Ms. Sheila  
Cleveland: Yes  
Mrs. Candace  
Emerson: Yes  
Mr. Rick  
Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy  
Garrett: Yes  
Mrs. Angela  
Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes  
  
Mr. Brad Fiscus: Yes

Mrs. Jennifer  
Aprea: Yes

Yes: 11, Nay: 0, Absent: 1

d. Approval of Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item)

Madam Chair Garrett called on Superintendent Golden who recommended approval of the 2021-2022 Facilities Use Fee Schedule (Board Policy 3.206) (Annual Agenda Item).

**Motion Passed:** Motion by Mr. Dan Cash to approve. A second was made by Mr. Eric Welch.

Mr. Jay  
Galbreath: Absent  
Mrs. Candace  
Emerson: Yes  
Mr. Rick  
Wimberly: Yes  
Mr. Eric Welch: Yes  
Mr. KC Haugh: Yes  
Mrs. Nancy  
Garrett: Yes

Mrs. Angela Durham: Yes  
Mr. Dan Cash: Yes  
Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes

Yes: 11, Nay: 0, Absent: 1

e. Approval of WCS Online K-8 School and High School

Madam Chair Garrett called on Superintendent Golden who recommended approval of the 2021-2022 WCS Online K-8 School and WCS Online High School.

**Motion Passed:** Motion by Ms. Sheila Cleveland to approve. A second was made by Mr. Eric Welch.

Mr. Jay Galbreath: Absent

Mr. Rick Wimberly: Yes

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

Mr. Dan Cash: Yes

Mr. Eliot Mitchell: Yes

Mr. Brad Fiscus: Yes

Mrs. Jennifer Aprea: Yes

Ms. Sheila Cleveland: Yes

Mrs. Candace Emerson: Yes

Yes: 11, Nay: 0, Absent: 1

f. Board Policies - First Reading

I. 1.403 Agendas

Madam Chair Garrett called on Superintendent Golden who recommended approval on first reading of Board Policy 1.403 Agendas.

**Motion Passed:** Motion by Mr. Eliot Mitchell to approve. A second was made by Ms. Sheila Cleveland.

Mr. Jay Galbreath: Absent

Mr. Eric Welch: Yes

Mr. KC Haugh: Yes

Mrs. Nancy Garrett: Yes

Mrs. Angela Durham: Yes

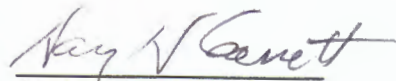
Mr. Dan Cash: Yes


Mr. Eliot Mitchell: Yes  
Mr. Brad Fiscus: Yes  
Mrs. Jennifer Aprea: Yes  
Ms. Sheila Cleveland: Yes  
Mrs. Candace Emerson: Yes  
Mr. Rick Wimberly: Yes

Yes: 11, Nay: 0, Absent: 1

**7. Adjournment**

There being no further business, Madam Chair Garrett adjourned the meeting at 7:25 p.m.

  
\_\_\_\_\_  
Chairperson

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\_\_\_\_\_  
Superintendent~~



# Williamson County Board of Education

Monitoring: <b>Review: Annually, in July</b>	Descriptor Term:  <b>Agendas</b>	Descriptor Code: <b>1.403</b>	Issued Date: <b>01/21/20</b>
		Rescinds: <b>1.403</b>	Issued: <b>01/18/18</b>

1 The Chair and the Superintendent of Schools shall determine the agenda.<sup>1</sup> While developing the  
2 agenda, the Chair and Superintendent shall identify routine or non-controversial items to be placed on  
3 the consent agenda, which shall become a part of the regular agenda. If any member objects to  
4 including an item on the consent agenda, that item shall be moved to the regular agenda as an action  
5 item requiring discussion. The remaining consent items shall be adopted in a single vote without  
6 discussion.

7 Additional items of business may be placed on the board work session agenda under “Topics for  
8 Discussion” at the request of a board member made in writing. Board members wishing to suggest an  
9 item of business for the agenda shall notify the Superintendent and Chair in writing at least ten (10)  
10 working days before the board work session. The Board may from time to time invite subject matter  
11 experts to provide informational presentations as part of the work session agenda.

12 Regular meetings shall be conducted under the following order of business:

- 13 1. Call to Order, Pledge and Moment of Silence
- 14 2. Items of Public Interest (Public Comment)\*\*
- 15 3. Approval of Agenda\*/Items of Consent (Consent Agenda)
- 16 4. Communications to the Board (requiring no action)
- 17 5. Unfinished Business
- 18 6. New Business
- 19 7. Adjournment

20 \*Note: Once the agenda has been approved, it may not be changed without action to set aside Board  
21 policy.

22 \*\*Thirty (30) minutes will be placed on the agenda for the Chair to recognize individuals to make  
23 comments. At the discretion of the Chair, this time may be extended. Williamson County residents and  
24 WCS employees shall have first priority. In the event time remains, the Chair may allow nonresidents  
25 to speak. All persons addressing the Board will state his/her name, provide his/her address and provide  
26 the name of the organization or group he/she represents before addressing the Board. The Board  
27 reserves the right to limit the time of any speaker. The Chair shall have the authority to terminate the  
28 remarks of any individual who is disruptive or does not adhere to Board rules.<sup>2</sup>

29 Under the tenure recommendations section of the agenda, if a Board member requests that any specific  
30 tenure recommendation(s) be acted upon separately, this request will be honored automatically.

31 Agendas for special meetings of the School Board shall be established pursuant to requirements  
32 established by Tennessee law. *Thirty (30) minutes will be placed on the agenda for the Chair to*

- 1 *recognize individuals to make public comment. At the discretion of the Chair, this time may be*  
2 *extended. Public Comment is limited to the business related to the call of the meeting and the details*  
3 *related to the agenda item(s) discussed or transacted by the Board at a special meeting. Williamson*  
4 *County residents and WCS employees shall have first priority. In the event time remains, the Chair*  
5 *may allow nonresidents to speak. All persons addressing the Board will state his/her name, provide*  
6 *his/her address and provide the name of the organization or group he/she represents before addressing*  
7 *the Board. The Board reserves the right to limit the time of any speaker. The Chair shall have the*  
8 *authority to terminate the remarks of any individual who is disruptive or does not adhere to Board*  
9 *rules.*<sup>3</sup>.
- 10 The agenda shall be available at each meeting for visitors. The agenda shall be available online to the  
11 members, the media, and the public.

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Legal References

1. TCA 49-2-206
2. TCA 39-17-306
3. [TCA 39-17-306](#)

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Cross References

- Duties of Officers 1.201  
Executive Committee 1.301

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Fax (615) 472-4190  
Website: <http://www.wcs.edu>



## MEMORANDUM

TO: Williamson County Board of Education

FROM: Dana M. Ausbrooks, General Counsel

CC: Jason Golden, Superintendent of Schools

DATE: May 3, 2021

SUBJECT: Physician-Supported Request for Child to be Excused from Compulsory Attendance

**THE DOCUMENTS SUPPORTING THIS MEMORANDUM ARE FERPA-PROTECTED AND CONFIDENTIAL. ANY DISCLOSURE OF PERSONALLY IDENTIFIABLE STUDENT INFORMATION RELATED TO THIS REQUEST IS A VIOLATION OF FEDERAL LAW.**

Included in a prior, separate confidential message from myself to you is a copy of a request from a family to exempt their child from the compulsory attendance law, along with a supporting letter from the child's medical doctor. TCA §49-6-3005(a)(1) allows the Board to approve this request, upon the recommendation of the Principal and Superintendent, if a child is "mentally or physically incapacitated to perform school duties, such disability to be attested by a duly licensed physician in all cases." Under that law, the Board must vote to approve this request. Please note that FERPA, 20 USC §1232(g), the federal student privacy law, still applies to this request. As a result, the Board cannot discuss at a public meeting any personally identifiable information related to this child.


Staff recommends that the Board approve this family's request to exempt their child from compulsory attendance based on the confidential information provided to you. Upon a vote approving this request, Mrs. Garrett as Board Chair would sign the State exemption form which includes the child's name.

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## MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent 

DATE: May 17, 2021

RE: Approval of ePlan Applications for FY2022 to include ESEA Grants as Amended by Every Student Succeeds Act, IDEA, Part B, IDEA Pre-School, IDEA Partnership for Systemic Change, K-12, and Carl Perkins Basic Grant

This memo is to request the approval of the FY2022 Federal Fund 142 ePlan Applications and Budgets with the following statement, allowing superintendent approval of revisions and amendments:

“The Williamson County Board of Education approves the FY2022 ePlan Applications and Budgets for ESEA Grants (Titles IA, I-Delinquent, I-Neglected, IIA, III, IV), IDEA, Part B, IDEA Pre-School, IDEA Partnership for Systemic Change, K-12, and Carl Perkins Basic Grant and authorizes the superintendent to file any necessary budget revisions, plan addenda, or transfer requests.”

**2021-2022 BUDGET FOR 142 SCHOOL FEDERAL PROJECTS**

**WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL MAY 17, 2021**

**(Includes Special Education I.D.E.A., Part B, & I.D.E.A. Pre-School, I.D.E.A. Partnership for Systemic Change, K-12, Carl Perkins Basic, and ESEA Grants (Title I, I Delinquent, I Neglected, IIA, III, IV) As Amended by Every Student Succeeds Act**

**REVENUES**

47131	Carl Perkins Basic Grant	\$341,168
47141	Title IA, I Neglected, I Delinquent Grants to States	\$723,698
47143	Special Education Grants to States	\$6,704,201
47145	Special Education Pre-School	\$119,666
47146	Title III, English Language Acquisition	\$82,318
47189	Title IIA, Eisenhower Professional Development State Grants	\$534,505
47590	Title IV, Other Federal Through State (Student Support and Academic Enrichment)	\$53,743

**REVENUES**

**TOTAL** **\$8,559,299**

**EXPENDITURES**

71100	Regular Instruction Program	\$693,940
71200	Special Education Instruction Program	\$3,898,689
71300	Vocational Education Program	\$238,616
72120	Health Services	\$866,504
72130	Other Student Support	\$120,554
72210	Other Instructional Support	\$629,718
72220	Instructional Staff Support	\$869,238
72230	Career and Technical Staff Support	\$8,428
72710	Transportation	\$800
99100	Transfers Out (Indirect Cost and CCEIS Disproportionality)	\$1,232,812

**EXPENDITURES**

**TOTAL** **\$8,559,299**

142 2021-2022 PROPOSED BUDGET IN EPLAN FOR ESEA AS AMENDED BY EVERY STUDENT SUCCEEDS ACT									
(ePlan defined as "Tennessee Electronic Planning and Grants Management System")									
WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL									
17-May-21									
DESCRIPTION	BUDGET	EPLAN	EPLAN TITLE	EPLAN TITLE I	EPLAN	EPLAN	EPLAN	EPLAN	TOTALS BY CATEGORY
EXPENDITURES	LINES	TITLE I A	NEGLECTED	DELINQUENT	TITLE IIA	TITLE III	TITLE IV		
INSTRUCTION									
	71100								
Teachers	71100 116	416,000.00							
Educational Assistants	71100 163					39,182.00			
Other Salaries & Wages	71100 189		4,000.00	14,300.00		10,000.00			
Social Security	71100 201	25,792.00	248.00	887.00		3,050.00			
State Retirement	71100 204	42,848.00	412.00	1,472.90		2,990.00			
Life Insurance	71100 206	336.00				42.00			
Medical Insurance	71100 207	85,600.00				10,700.00			
Dental Insurance	71100 208	4,000.00				500.00			
Employer Medicare	71100 212	6,032.00	58.00	208.00		714.00			
Contracts with Other School Systems	71100 311	3,000.00							
Instructional Supplies & Materials	71100 429		658.00			9,696.04	8,000.00		
Regular Instruction Equipment	71100 722						3,214.00		
TOTAL INSTRUCTION		\$ 583,608.00	\$ 5,376.00	\$ 16,867.90		\$ 76,874.04	\$ 11,214.00	\$	693,939.94
OTHER STUDENT SUPPORT									
	72130								
Other Salaries & Wages	72130 189	1,200.00							
Social Security	72130 201	75.00							
State Retirement	72130 204	124.00							
Employer Medicare	72130 212	19.00							
In-Service/Staff Development	72130 524						24,000.00		
Other Charges--Parent Involvement	72130 599	5,569.00							
TOTAL OTHER STUDENT SUPPORT		\$ 6,987.00					\$ 24,000.00	\$	30,987.00
INSTRUCTIONAL SUPPORT									
	72210								
Education Media Personnel	72210 137					53,646.00			
Secretary(s)	72210 161					18,172.00			
Other Salaries & Wages	72210 189	53,661.00				272,642.00			
In-Service Training	72210 196					5,000.00	2,000.00		
Social Security	72210 201	3,327.00				21,667.00	124.00		
State Retirement	72210 204	5,527.00				35,995.00	206.00		
Life Insurance	72210 206	42.00				210.00			
Medical Insurance	72210 207	10,700.00				53,500.00			
Dental Insurance	72210 208	500.00				2,500.00			
Employer Medicare	72210 212	778.00				5,068.00	29.00		
Travel--Mileage	72210 355					6,000.00			
Other Contracted Services	72210 399					21,447.00			
Other Supplies and Materials	72210 499						6,000.00		
In-Service/Staff Development	72210 524	11,961.00		2,077.59	25,268.00	3,000.00	8,670.17		
TOTAL INSTRUCTIONAL SUPPORT		\$ 86,496.00		\$ 2,077.59	\$ 521,115.00	\$ 3,000.00	\$ 17,029.17	\$	629,717.76
TRANSPORTATION									
	72710								
Contract with Parents	72710 313	500.00							
Contract with Vehicle Owners	72710 315	300.00							
TOTAL TRANSPORTATION		800.00						\$	800.00
TRANSFERS OUT									
	99100								
Indirect Cost	99100 504	20,743.00	164.00	579.00	13,390.00	2,444.00	1,500.00		
TOTAL TRANSFERS OUT		\$ 20,743.00	\$ 164.00	\$ 579.00	\$ 13,390.00	\$ 2,444.00	\$ 1,500.00	\$	38,820.00
TOTAL EXPENDITURES		\$ 698,634.00	\$ 5,540.00	\$ 19,524.49	\$ 534,505.00	\$ 82,318.04	\$ 53,743.17	\$	1,394,264.70
REVENUE									
TITLE I, Grants to Local Education Agencies	47141	\$ 723,698.49							
TITLE III, English Language Acquisition Grants	47146	\$ 82,318.04							
TITLE IIA, Eisenhower Prof.Dev.State Grants	47189	\$ 534,505.00							
Title IV, Other Federal Through State (Student Support and Academic Enrichment)	47590	\$ 53,743.17							
TOTAL REVENUE		\$ 1,394,264.70							

142 2021-2022 PROPOSED BUDGET IN EPLAN FOR INDIVIDUALS WITH DISABILITIES ACT, PART B, I.D.E.A. PRE-SCHOOL, and I.D.E.A. PARTNERSHIP for SYSTEMIC CHANGE, K-12 (SUSTAINABILITY) (ePlan defined as "Tennessee Electronic Planning and Grants Management System") WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL						
DESCRIPTION	17-May-21 BUDGET LINES	EPLAN IDEA IDEA, PART B	EPLAN IDEA PRE-SCHOOL	EPLAN IDEA PARTNERSHIP FOR SYSTEM.CHGE (K-12)	TOTALS BY CATEGORY	EPLAN IDEA,PT.B MANDATORY
<b>EXPENDITURES - SPECIAL EDUCATION INSTRUCTION</b>						
	71200					
Teachers	71200 116		41,756.00			
Educational Assistants	71200 163	1,661,000.00	45,240.00			
Other Salaries & Wages	71200 189	261,320.00				
Social Security	71200 201	119,185.00	5,395.00			
State Retirement	71200 204	96,120.00	4,301.00			
Life Insurance	71200 206	3,864.00	43.00			
Medical Insurance	71200 207	984,400.00	10,700.00			
Dental Insurance	71200 208	46,000.00	500.00			
Employer Medicare	71200 212	27,875.00	1,265.00			
Contracts with Private Agencies	71200 312	581,214.00	2,106.00			
Instructional Supplies & Materials	71200 429	597.85	4,807.00			
Other Materials & Supplies	71200 499	1,000.00				
<b>TOTAL SPECIAL EDUCATION INSTRUCTION</b>		\$ 3,782,575.85	\$ 116,113.00		\$ 3,898,688.85	
<b>HEALTH SERVICES</b>						
	72120					
Medical Personnel	72120 131	635,930.00				
Social Security	72120 201	39,429.00				
State Retirement	72120 204	65,502.00				
Life Insurance	72120 206	420.00				
Medical Insurance	72120 207	107,000.00				
Dental Insurance	72120 208	5,000.00				
Employer Medicare	72120 212	9,223.00				
Travel--Mileage	72120 355	4,000.00				
<b>TOTAL HEALTH SERVICES</b>		\$ 866,504.00			\$ 866,504.00	
<b>OTHER STUDENT SUPPORT</b>						
	72130					
Other Salaries & Wages	72130 189					494,969.00
Social Security	72130 201					30,689.00
State Retirement	72130 204					50,426.00
Life Insurance	72130 206					357.00
Medical Insurance	72130 207					90,950.00
Dental Insurance	72130 208					4,250.00
Employer Medicare	72130 212					7,178.00
Other Contracted Services	72130 399					364,000.00
In-Service/Staff Development	72130 524					20,315.15
<b>TOTAL OTHER STUDENT SUPPORT</b>					\$ -	\$ 1,063,134.15
<b>INSTRUCTIONAL STAFF SUPPORT</b>						
	72220					
Psychological Personnel	72220 124	124,290.00				
Secretary(s)	72220 161	41,025.00				
Other Salaries & Wages	72220 189	469,970.00				
In-Service Training	72220 196			1,200.00		
Social Security	72220 201	39,386.00		76.00		
State Retirement	72220 204	51,113.00		123.00		
Life Insurance	72220 206	336.00				
Medical Insurance	72220 207	85,600.00				
Dental Insurance	72220 208	4,000.00				
Employer Medicare	72220 212	9,212.00		19.00		
Travel--Mileage	72220 355	8,000.00				
In-Service/Staff Development	72220 524			34,888.00		
<b>TOTAL SPECIAL EDUCATION INSTRUCTIONAL STAFF SUPPORT</b>		\$ 832,932.00		\$ 36,306.00	\$ 869,238.00	
<b>TRANSFERS OUT</b>						
	99100					
Indirect Cost	99100 504	167,749.00	3,553.00			
Mandatory CCEIS	99100 590	1,018,134.15				
<b>TOTAL TRANSFERS OUT</b>		\$ 1,185,883.15	\$ 3,553.00		\$ 1,189,436.15	
<b>TOTAL SPECIAL EDUCATION EXPENDITURES</b>		\$ 6,667,895.00	\$ 119,666.00	\$ 36,306.00	\$ 6,823,867.00	
<b>REVENUE</b>						
	47100					
Special Education - Grants to States	47143	\$ 6,704,201.00				
Special Education Pre-School Grants	47145	119,666.00				
<b>TOTAL REVENUE</b>		\$ 6,823,867.00				

WCBOE APPROVAL OF 142 2021-2022 PROPOSED BUDGET FOR CARL D. PERKINS CAREER AND TECHNICAL EDUCATION ACT			
of 2006 AS AMENDED BY THE STRENGTHENING CAREER & TECHNICAL EDUCATION FOR THE 21ST CENTURY			
ACT (PERKINS V)			
WILLIAMSON COUNTY BOARD OF EDUCATION APPROVAL			
(ePlan defined as "Tennessee Electronic Planning and Grants Management System")			
17-May-21		EPLAN	
DESCRIPTION	BUDGET LINES	CARL PERKINS	TOTALS BY CATEGORY
		BASIC GRANT	
<b>EXPENDITURES</b>			
<b>VOCATIONAL AND TECHNICAL EDUCATION</b>			
<b>INSTRUCTION</b>			
	71300		
Teachers	71300 116	22,140.00	
Clerical Personnel	71300 162	17,361.00	
Social Security	71300 201	2,455.00	
State Retirement	71300 204	3,150.00	
Life Insurance	71300 206	37.00	
Medical Insurance	71300 207	9,363.00	
Dental Insurance	71300 208	438.00	
Employer Medicare	71300 212	579.00	
Vocational Instruction Equipment	71300 730	183,093.47	
<b>TOTAL CAREER &amp; TECHNICAL EDUCATION</b>			
<b>INSTRUCTION</b>		\$ 238,616.47	\$ 238,616.47
<b>OTHER STUDENT SUPPORT</b>			
	72130		
Other Salaries & Wages (PD)	72130 189	8,500.00	
Social Security	72130 201	527.00	
State Retirement	72130 204	876.00	
Employer Medicare	72130 212	125.00	
Travel--Mileage (CTSO)	72130 355	62,232.00	
In-Service/Staff Development (PD)	72130 524	17,307.47	
<b>TOTAL OTHER STUDENT SUPPORT</b>		\$ 89,567.47	\$ 89,567.47
<b>CAREER &amp; TECHNICAL EDUCATION SUPPORT</b>			
	72230		
Clerical Personnel	72230 162	5,788.00	
Social Security	72230 201	359.00	
State Retirement	72230 204	290.00	
Life Insurance	72230 206	6.00	
Medical Insurance	72230 207	1,338.00	
Dental Insurance	72230 208	63.00	
Employer Medicare	72230 212	84.00	
In-Service/Staff Development	72230 524	500.00	
<b>TOTAL CAREER &amp; TECHNICAL EDUCATION</b>			
<b>SUPPORT</b>		\$ 8,428.00	\$ 8,428.00
<b>TRANSFERS OUT</b>			
	99100		
Indirect Cost	99100 504	4,555.95	
<b>TOTAL TRANSFERS OUT</b>		\$ 4,555.95	\$ 4,555.95
<b>TOTAL VOCATIONAL EXPENDITURES</b>			\$ 341,167.89
<b>REVENUE</b>			
Vocational Education - Basic Grants to States	47131	\$341,167.89	
<b>TOTAL REVENUE</b>		47131	\$341,167.89

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## **MEMORANDUM**

TO: Williamson County Board of Education  
FROM: Jason Golden, Superintendent of Schools  
DATE: May 4, 2021  
SUBJECT: Performance Goal Report

Reflecting on the performance goals you set for me this year, I am so proud of the accomplishments of our team during this unprecedented year. We safely kept students learning on campus; we taught those who needed online education; we continued to provide extra-curricular opportunities for students; we found a way to serve everyone; and we improved on the delivery of our services each day. Our teachers, students and staff have done amazing work, and their successes provide evidence of that fact.

Below is some information to support our performance on each goal this year:

### **Performance Goal 1**

**To lead the district through the COVID-19 Pandemic with sustained instructional services through the 2020-2021 school year, making appropriate adjustments to plans based on new information that develops through the school year**

#### **Sustained Instructional Services and Plan Adjustments**

- K-12 families were offered a choice of on-campus or online learning each semester.
- Mitigation strategies led to students learning on-campus for the majority of the school year.
  - We quickly adjusted to all grades on campus early in the school year.
  - We drilled down to evaluating individual classes and grade levels on campus when positive cases and quarantines affected individual schools.
  - No school has gone fully remote since February 8, 2021.
- Mitigation strategies were adjusted, when appropriate, to ensure a safe, traditional student experience based on health authority guidance, vaccination distribution and positive COVID case reduction in the community.
  - Temperature checks were removed.
  - Masks for outdoor activities were removed.
- We opened Legacy Middle School and held a virtual ribbon cutting.
- We opened the Sunset Middle School Auditorium and held a virtual ribbon cutting.

### **Academic Achievement to Date**

- All 10 high schools are represented in the top 17 percent of all 385 Tennessee high schools in *US News and World Report's* Public High School rankings.
  - Four of our schools were in the Top 10 of the 385 public high schools. They are the only four comprehensive high schools (non-magnet) in the Top 10.
  - Eight of our high schools are in the Top 20.
- We have 51 National Merit Finalists.
- We have 41 Perfect ACT Composite Scores, to date.
- Students continue to compete on the National stage.
  - Teams from Summit High and Spring Station Middle will compete at National History Day.
  - Franklin High JROTC team will compete in the National Academic Bowl.
  - Fairview Middle, Fairview High, Page Middle and Page High will compete at the National Technology Students Association Conference.
  - DECA students from seven high schools will compete at the International Career Development Conference.
  - Brentwood, Franklin, Page and Ravenwood students will compete in the National Academy of Television Arts and Sciences Student Awards.

### **Arts Achievement to Date**

- Eight high schools with a combined 88 students represented in the All-State Band, Choir, Orchestra and Theater.
- Independence High Transition I student's artwork published in National magazine.
- Nine high schools with students' artwork selected by the National Scholastic Art Awards including six high schools having multiple pieces chosen as Gold Key recipients.
- Woodland Middle student received National 2021 Scholastic Art and Writing Award.
- Summit High student received the National Gold Medal from the Alliance for Young Artists and Writers and the American Vision Gold Medal.

### **Athletics Achievement to Date**

- Six State Team Championships earned with three repeat champions in volleyball and soccer.
- Two State Individual Championships earned with one repeat champion in cross country.
- Summit High football and Fairview High wrestling were first time State Champions.

### **Performance Goal 2**

**To improve communication with stakeholders through the 2020-2021 school year**

#### **InFocus Newsletter**

- Subscribers to newsletter exceeded Strategic Plan goal of 20,000 recipients by 1,000.
- Subscribers increased by 3,000 in the last 12 months.

- Newsletter exceeded goals with an average open rate for InFocus of 52 percent while open rate for email newsletters is between 15-25 percent.

### **Social Media**

- We produced 10 targeted YouTube programs, to include the Superintendent's Report, from July 14, 2020, to date.
- The district has 47,800 Twitter followers.
- The district has 33,800 Facebook followers.
- The district has 10,000 Instagram followers.
- The district has 4,600 YouTube subscribers.

### **Connecting with the community through speaking engagements, meetings and one-on-one conversations**

- Williamson Inc. and Spring Hill Chamber presentations
- Brentwood Morning and Noon Rotary Clubs
- Williamson County Realtors Association
- Franklin Tomorrow: Breakfast with the Mayors
- Semester meetings with Parent Organization Presidents
- Booster Club President/Treasurer meeting
- Gifted Parents meeting
- Williamson County Education Association meetings two times monthly
- Numerous email and phone conversations with WCS stakeholders
- COVID Response City and County leaders' meetings two times per week

### **Performance Goal 3**

**To review the WCS Strategic Plan based on the impact of COVID-19 and revise administrative action steps and time schedules to address progress toward strategic plan goals, in light of COVID-19**

#### **Strategic Commitment: Investing in Team Quality and Excellence**

**Goal 2: To expand mentoring programs for all new district and veteran employees needing assistance.**

- We continued Aspiring Principals Academy for Assistant Principals and hired two members of this group for 2021-2022 Principal positions.
- We continued the mentoring program for new and transferring teachers.

**Goal 3: To improve and maintain competitive compensation for all employees.**

- Four percent pay increase for employees is included in 2021-2022 budget.

**Goal 5: To evaluate and implement the most effective staffing standards for all employee roles.**

- We added a Health and Safety Executive Director.
- We increased nursing staff.

## **Strategic Commitment: Improving Student-Centered Operational Support Systems**

### **Goal 1: To maintain and upgrade all district facilities to meet the most current standards.**

- We completed the final middle school performing arts center at Sunset Middle.
- We obtained funding approval for turf fields at three high schools.
- We opened Legacy Middle School.

### **Goal 2: To identify and secure revenue sources that support the WCS strategic plan, including both traditional funding streams and nontraditional resources.**

- We used ESSER 2.0 funds to pay the second of four annual payments for student Chromebooks.
  - This allows PTOs to take next steps for innovative support of schools, eliminating funding need for computers on wheels (“COWs”).

### **Goal 4: To identify and acquire property for school district growth in advance of need.**

- We anticipate closing on Triune property in May of 2021. That property includes land for elementary school and middle school growth.

### **Goal 8: To utilize technology to improve communications among all district stakeholders.**

- WCS and school district websites were redesigned to improve access for visual and hearing-impaired users.
- We began utilizing the text message feature of the phone/email notification system.

### **Goal 9: To expand student and staff use of current technology-based learning strategies, including online and blended student courses and staff professional development.**

- WCS Online was expanded to meet COVID-related needs, giving all students a choice between traditional or online learning in 2020–21 and 2021-22.
- WCS Online to be expanded to provide direct, synchronous instruction for middle school students during the 2021-2022 school year to follow the elementary model.
- Professional development opportunities were provided to staff as they adjusted to online instruction.

## **Strategic Commitment: Preparing Students for the Future**

### **Goal 1: To expand support services for students including social, emotional, physical, and mental health needs.**

- District is expanding Mercy Clinic services for 2021-2022.
- District is expanding STARS (Students Taking a Right Stand) for 2021-2022.
- District to provide additional suicide prevention professional development for 2021-2022.

### **Goal 4: To increase the number of Science, Technology, Engineering, and Math (STEM) offerings for students.**

- District is adding “Project Lead the Way” (engineering and computer science) CTE program for 2021-2022.
- District is adding “Engineering by Design” CTE program for 2021-2022.
- District to continue phased funding to transform elementary school libraries to learning commons which will support STEM opportunities.

#### **Performance Goal 4**

**To prepare a 2021-2022 budget that addresses changes and highest needs evidenced and brought on by COVID-19**

We presented a budget that is moving through the Williamson County Commission that is providing for two online schools; super substitute teachers for all schools; additional student support services staff; and math and literacy coaches in every school building.

We increased the daily pay rate for substitute teachers and that will continue into next school year.

#### **Personnel Budget Additions 2020-21, added to 2021-22 Budget**

- Two Data Processing Personnel
- COVID Director, transitioning to Executive Director for Health and Safety
- Two HR Specialists
- Two Instructional Technology Positions
- Two Student Support Services Specialists
- Overtime for various departments including technology, data processing and instructional technology

#### **Other budget additions:**

- Portions of ESSER 2.0 funding are committed to summer camps including salaries, supplies and materials, buses, etc.
- We entered into a lease/purchase agreement with Dell for Chromebooks; two of four annual payments are already funded.
- ESSER 3.0 "learning loss" funding analysis has begun.

**BUERGER, MOSELEY & CARSON, PLC**  
ATTORNEYS AT LAW  
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TELEPHONE 615-794-8850  
TELEFAX 615-790-8861

May 12, 2021

**VIA EMAIL [dana.ausbrooks@wcs.edu](mailto:dana.ausbrooks@wcs.edu)**

Dana Ausbrooks, General Counsel  
**WILLIAMSON COUNTY SCHOOLS**  
1320 West Main Street, Suite 202  
Franklin, TN 37064

**RE: Superintendent Evaluation**

Dear Dana:

As requested, we have completed the compilation of evaluations of the Superintendent submitted by members of the Board of Education. Attached you will find an excel spreadsheet containing the data sorted by performance goal, the number of individual responses in each scoring category, points received, and average score. The average was computed on the actual number of responses received for the specific performance goal. The comments submitted by Board members are included below the scoring for each performance goal. At the bottom of the spreadsheet, you will find a quick view of the average score attributable to each performance goal as well as an overall average score.

If you have any questions, or we can be of additional service, please let me know.

Sincerely,

**BUERGER, MOSELEY & CARSON, PLC**



Lee Ann Thompson

enclosures

## 2020-2021 WCS Superintendent of Schools Evaluation Annual Goals and Objectives

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	Average
<b><i>Performance Goal 1: To lead the district through the COVID-19 Pandemic with sustained instructional services through the 2020-2021 school year, making appropriate adjustments to plans based on new information that develops through the school year.</i></b>	1	7	0	1 [2.5]	2	0	11	
	Number of evaluators							
	5	28	0	2.5	2	0	37.5	3.41
	Points							

**Comments:**

**Cash** - The last 3 months of school was a complete loss for our students due to making sure everyone was treated fairly in a crisis situation. I believe O.L. training was a benefit to many students and parents to have a choice.

I feel teachers were not prepared for so many different platforms that could have phased into the curriculum over time. I believe this added to the loss of many instructional days due to lack of training and tech issues.

**Cleveland** - Jason followed the Reopening Plan the Board approved and was successful in doing so. WCS education during the pandemic was better than most public schools in the state of TN and in the country. There was a small percentage of learning loss. Our schools remained open while schools systems across the country remained closed. During the pandemic, WCS continues to have exceptional student academic and athletic achievements.

**Durham** - Despite community, board member and constituent feedback and changes in data, contact tracing and limitations on distancing, there were no bold changes to process. Time and resources were spent focused on practices that distracted from academics. The repeated comments around “we kept schools open” places a veil of misrepresentation on the truth, which is that we lacked focus on our core mission as a district. Repeated requests for more transparency and engagement with the health department resulted in shutdowns by staff members and/or blatant disregard and “ignoring” of the request.

**Fiscus** - Mr. Golden did an effective job adapting throughout the year as new information was provided on COVID response. He kept the focus on students and teachers have effective means of instruction by adjusting how and when schools needed to shift off campus to remote instruction due to increases in active cases in the individual school as well as specific as individual classrooms. The development of the OLP and appropriate staffing helped WCS continue to provide excellent instruction. Mr. Golden effectively led this team to make multiple adjustments throughout the school year.

**Galbreath** - Jason did not at all meet my expectations for what it means to lead during the pandemic. Below are a few areas that my expectations were not met: -At the beginning of the year, Jason and staff took the stance that adjusting the school reopening plan was an administrative item and while he wanted to provide the Board with a plan to review, but only after the majority of the Board requested to vote on the plan did we do so. -Even after the Board set as its goals to limit the impact of quarantine, Jason did little to nothing to push back on the department of health. He continues to cite adherence to CDC guidelines and deference to the TN Health Dept rather than taking ownership of the single issue that has and is causing the most disruption to our students' opportunity for in-person classes. -Jason cites his efforts to make adjustments to the plan as removing temperature checks and allowing kids not to wear masks outside. The problem is both of these changes were made months after the restrictions were deemed unnecessary and/or ineffective by the health policy makers. Rather than leading on reducing unnecessary restrictions on our students, Jason told the Board that even though the CDC said that taking temperatures wasn't needed, that the staff had become used to it, so it continued for nearly 5 months after the CDC's announcement.

**Garrett** - WCS academic achievements were significant during this year. However, opportunities continue for improvement and adjustment in High School Online. Quarantine instruction could also have been improved for HS students.

**Haugh** - In a challenging year, instruction was sustained for all students, whether they were in-person, temporarily remote, or using WCS Online. Proactive procurement of devices and bandwidth assessment was accomplished swiftly. A bumpy rollout of WCS Online was swiftly followed by corrective action including a significant re-allocation of human resources. A need was identified to close some gaps in planning time and remote teaching, and the Flex Days were a quickly proposed solution. This was a tradeoff for full week instructional consistency with the Flex Days, but from this perspective, it was in service to the students and the quality of education. When inclement weather disrupted the schedule, a Flex Day was cancelled to prioritize instructional time. At multiple work sessions, quantitative student performance measurements were shared with the Board and public. Prior to the start of the school year, the availability of key personnel (bus drivers, substitutes) was very much an unknown and a potentially disruptive staffing concern, which was addressed proactively. The emphasis placed on the "super subs," as one example, helped with instructional continuity. Over the course of the year, several covid-related practices were adjusted as events and guidance warranted. The consistency with which this was addressed throughout the year certainly proved frustrating to some, while reassuring to others.

**Mitchell** - Jason was in a no-win situation this year managing the pandemic. I believe he has done a very good job with this challenge. He has tried to keep the schools open and has done a very good job with that. I appreciate the micro approach he took with closing down schools instead of closing the whole district. I think the student achievement metrics for the Online population could be better monitored and reported. I would like to see more real time options (proactive and reactive) made available to parents for failing/struggling children in the online program.

**Welch** - Under the leadership of Superintendent Golden, the Williamson County Schools District has not only led Tennessee but been a national leader in getting students back into the classroom. It would be a challenge to find a dozen school districts with enrollment numbers as large as WCS that started in-person classes as early as WCS and have sustained them throughout the pandemic. In addition, WCS has offered online options for families that have expressed concerns about returning to the classroom, creating a virtual program from scratch without any blueprints to work from. While this has often been challenging to meet the high standards the community places on a WCS education, the district has adjusted procedures, added additional resources and training where needed, and created new communication channels for parents and students to work on continuous improvement.

		5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	Average
<b><i>Performance Goal 2: To improve communication with stakeholders through the 2020-2021 school year.</i></b>									
<i>Number of Evaluators</i>		0	4	3 [one 3.5]	2	2	0	11	
<i>Points</i>		0	16	9.5	4	2	0	31.5	2.86

**Comments:**  
**Apra** - This year has presented extra challenges as far as communicating directly with families. I hope going forward that WCS and Jason will work to engage more families in open communication to garner more feedback and prevent the spread of misinformation.

**Cash** - Re: Keeps brd mbrs informed....: Poor with COVID 19. It was always up to someone else to make decisions.

Re: Offers professional advice.....: Some

Re: Maintains a high degree of understanding...: When asking questions to staff and getting no answers is a lack of respect.

Re: Supports Board policy...: Yes

Re: Refrains from criticism.....: Yes

Re: Is an effective spokesperson.....: Refused to speak with mix and mingling.

Re: Delegates authority.....: "check mark"

Re: Offers professional development.....: don't know

Re: Uses technologies...: Yes.

Re: Provides shared leadership.....: Not always.

Community relationships, very poor in my opinion. Parents have not really been heard since last spring. Parents haven't been heard with concerns about curriculum issues. Teachers have not been heard. To recommend hiring F.H.S. w/o the Board being able to ask one question was very inappropriate. This whole process is being completed w/o any board input. To my knowledge there are no Board members on any committees. Jason has shown a lack of leadership in this area.

**Cleveland** - Community Relationships: Jason has done a great job speaking to the community through social media and attending speaking engagements. However, I have heard from many constituents, both sides of the political spectrum, he spends too much of his allotted time talking how great WCS is and student accolades and not enough time on the serious issues at hand. The community knows that tough days are ahead and they want a leader who is transparent, tackles the issues head on, communicates the issues with possible solutions, all without the rose colored glasses. I felt that Jason could have challenged the quarantine process more aggressively with the local health department, without worrying about a possible public conflict.

**Durham** - This area suffered greatly this year due to deferral of decision making to an agency that proved to be ineffective and inconsistent in its recommendations.

**Fiscus** - Mr. Golden does an effective job of communicating with Board members. He strives to listen well and respond appropriately even when there is a differing opinion on a subject.

He and the Communication's department have provided multiple ways of communicating the the WCS community.

He could continue to build his capacity to delegate to staff members who may have more expertise or knowledge on specific subject matters. While he has done this more recently, he still will take on topics that others may be more equipped to respond.

**Galbreath** - Jason provides monthly Facebook live sessions with questions from Carol. This is a far cry from the 'Let's Talk Schools' events where parents were able to ask questions directly to the Superintendent and Board members. I was disappointed that Jason chose to cancel an event to talk with a community group after it was deemed 'too political'.

-As for communication to the Board. Jason is accessible to me as a Board member. One of my biggest frustrations has been a couple of occasions at Board meetings when the Board has long discussions about topics (e.g. opening schools in Sept and stopping temp checks) and Jason provided little feedback and was non-committal, until the next day, I believe both days Fridays, that a decision was made and communicated to principals less than 24 hours after the Board deliberations. -Jason delegates to staff and trusts them implicitly, which does create trust and loyalty among the staff. However, I want Jason to take responsibility and leadership in making tough decisions on behalf of our students rather than deferring to staff and the health department.

**Garrett** - The District has been responsive to the extremely varied and overwhelming need for communication this year. However, the organization is understaffed in this area and strategic priorities need to be reexamined.

**Haugh** - Communication to the Board has been consistently thorough and timely, particularly in the Superintendent's report at Board meetings. Communication to individuals (parents, Board members, County Commissioners) is always detailed and thoughtful, providing essential context sometimes at the (appropriate) expense of brevity. The Board is kept apprised of anticipated concerns and items that may require Board action.

At times, WCS has needed to provide better crisis-level, executive summary style communication to stakeholders. A good example of swift improvement on that front was in the first weeks of school, communicating outages via SMS text message. The practice of including FAQs on the website for specific areas of interest (Covid, Cultural Planning Strategy) has been very helpful and quite comprehensive. In lieu of in-person gatherings, the Facebook live updates have been a convenient option for parents.

**Mitchell** - Jason has done a very good job with this goal. I am very satisfied with his communication to the board and community.

**Welch** - In what has been the most challenging school year that most can remember and when emotions and stress can run high and strong mutually exclusive opinions have been vocal, Superintendent Golden has always maintained a tone of confident professionalism and been supportive of the needs of all stakeholders. Superintendent Golden has also taken on new necessary initiatives like a strategic plan for inclusiveness and not shied away simply to avoid what he knows will be a hot button topic. I would encourage the Superintendent to be more pro-active in addition to being very responsive to questions. Specifically, think of what concerns might arise and address them earlier, as well as what misinformation might spread and push back on it more forcibly.

<b><i>Performance Goal 3: To review the WCS Strategic Plan based on the impact of COVID-19 and revise administrative action steps and time schedules to address progress toward strategic plan goals, in light of COVID-19.</i></b>											
		5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	Average		
	<i>Number of Evaluators</i>	3	3	4	1	0	0	11			
	<i>Points</i>	15	12	12	2	0	0	41	3.73		

**Comments:**

**Apra** -Would love to see a greater focus on teacher and staff pay increases.

-With the way the real estate market is, I think WCS needs to be very strategic and forward thinking when it comes to sourcing land for district growth in advance of need particularly in high growth areas like Nolensville and Spring Hill.

**Cash** - I honestly feel we have a great board that has worked together and made great decisions for our students. I feel if Jason would have used his board and let us help make decisions he would have been much more effective with all stake holders.

**Fiscus** - Mr. Golden and his staff have done a tremendous job of evaluating and developing plans to respond to our quickly changing community demographics and population.

He has developed a great team that helps monitor and manage facilities and support systems.

**Galbreath** - The district's response to Covid-19 has been to push all of our students to use devices at a much higher rate than our BYOD that we were moving away from in the Strategic Plan. We are also opening up 2 online schools that drastically increases the online-only options that is also not reflected in the Strategic Plan. I have asked several times to come up with a better reporting mechanism on the progress towards the Strategic Plan, and still the only update we get is a series of memos attached as additional materials in our Board meeting packets, without a mention by anyone during the meetings.

We made massive adjustments that impacted our students with this Covid plan, and I hope that Jason can get staff focused on returning to normal; not a 'new normal' where our students will only feel safe if everyone is vaccinated, but the normal that gives students and parents back their voice, focuses on personal responsibility and freedom for each student to exercise his/her own rights with respect to their own safety and not require others to suspend their freedoms to make themselves feel safe.

With respect [sic] to fiscal responsibility, last spring, he recommended that we stay at full employment, including the self-sustaining funds for cafeteria and SACC. We burned through \$2.5M of reserves and general fund transfers rather than allow a good portion of the staff to furlough. Jason made it clear that in this fiscal year, we would not use taxpayer funds to bail out these self-sustaining funds, and they are still dangerously low. The 'loans' that the Board has authorized do not have a repayment plan in the current budget and leave these funds in dangerously low cash positions, where the cash balance may be less than the amount of deposits that are a liability and owed to students for either next year's account or for refunds.

**Garrett** - Administrative action steps, guidelines, and schedules were addressed on an ongoing basis to stay aligned with strategic goals. Updates and forecasting on strategic plan were also provided on an ongoing basis.

**Haugh** - All aspects of WCS were impacted by COVID-19, and it was understandably a monumental task to address from prior to the start of the school year. The decision to add a dedicated resource to the COVID response was a bold move to free up resources whose time is better spent focused on supporting classroom instruction. Strategic plan goals pivoted in some areas (tech-based learnings, funding sources) as a result of COVID circumstances, but all progressed as effectively in most cases as they would have in a traditional school year.

**Mitchell** - Jason has fully met my expectations for keeping the strategic plan in sight and updated during the pandemic.

**Welch** - COVID planning and preparation has been the figurative "elephant in the room" for every program, new initiative, and concept since our first positive case in 2020. While it is impossible to please every stakeholder and community member, Superintendent Golden has been clear and consistent in what WCS plans are based on. As our understanding of the COVID virus has grown and recommendations from public health agencies have adjusted, the WCS COVID plans have similarly adjusted in a timely manner. While following the guidelines of public health agencies and medical professionals has caused Supt. Golden to be the target of criticism by some, it is important to note that he is following the guidelines given to him by the Board of Education and no changes to that have been made, or even proposed with a vote taking place.

	5 - Significantly Above Expectations	4 - Above Expectations	3 - At Expectations	2 - Below Expectations	1 - Significantly Below Expectations	NA - Not Applicable	TOTAL	Average
<b><i>Performance Goal 4: To prepare a 2021-2022 budget that addresses changes and highest needs evidenced and brought on by COVID-19.</i></b>	3	2	5	1	0	0	11	
<i>Number of evaluators</i>								
<i>Points</i>	15	8	15	2	0	0	40	3.64

**Comments:**

**Apra** - Our highest need before, during and after COVID has been human capital. If anything, COVID made it even more clear how critical it is that we retain the amazing teachers and staff we have and look for ways to attract more. We need to look beyond the state mandated raises and raise the bar to keep WCS competitive with our neighboring districts.

**Fiscus** - For the first time that most of us are aware of, Mr. Golden and staff have prepared a budget that did not cause the County Commission committees to ask for cut backs. I think he and staff have done a commendable job of managing the expenses related to COVID as well as ever changing technology needs by utilizing both budgeted funding as well as grant funding. I do believe that WCS will continue to need to address teacher and staff compensation in order to keep up with surrounding districts. This will require the WCS Board of Education, Mr. Golden, and the County Commission to address this need either through property tax changes or a concerted effort to push the TN General Assembly to provide more funding to address the large gap of expenses not funded by the BEP.

**Galbreath** - I would have hoped to have had a reopening plan prior to creating a budget. If we end up reducing the restrictions for Covid, we may well have been able to avoid having an online program and we could have put 100% of our resources to full-time in-person school, and built upon our learnings in OLP this year to upgrade our existing OLP program for high-schoolers.

**Garrett** - The body of work addressed by the annual WCS budget process is significant. Fiduciary responsibility evidenced by the application of ESSER funds to Chromebook purchases, and by cafeteria having to repay fund balance (not required by other districts investigated). Work continues at this time on addressing and reducing the Online Schools budget.

**Haugh** - Appropriate priorities have been identified and incorporated into the budget, including student support and tech resources. Concerns for recruiting and retention of personnel have been addressed in multiple areas.

**Mitchell** - Jason has met my expectations for the budget year. I believe more counselors and mental health support needs to be considered given the challenges of the pandemic and its impact on staff and students.

**Welch** - The WCS budget is constant challenge given our federal and state funding limitations, made even more difficult with the uncertainty of COVID and 11th hour changes and vague direction from the TDOE. Supt. Golden and staff have put together a very responsible budget that addresses needs and puts the district in a position to be successful.

PERFORMANCE GOALS			OVERALL AVERAGE
Goal 1: To read the district through the COVID-19 Pandemic with sustained instructional services through the 2020-2021 school year, making appropriate adjustments to plans based on new information that develops through the school year.			3.41
Goal 2: To improve communication with stakeholders through the 2020-2021 school year.			2.86
Goal 3: To review the WCS Strategic Plan based on the impact of COVID-19 and revise administrative action steps and time schedules to address progress toward strategic plan goals, in light of COVID-19.			3.73
Goal 4: To prepare a 2021-2022 budget that addresses changes and highest needs evidenced and brought on by COVID-19.			3.64
		TOTAL	3.41

**AMENDMENT:**

**APPROPRIATING \$35,000 FROM THE SCHOOL RESOURCE OFFICER GRANT**

**WHEREAS,** the Board of Education has received a grant from the state which is used along with county funds to fund a portion of the new SRO program for the second year at Creekside Elementary; and

**WHEREAS,** the amount of funding from the state is for new SRO's only; and

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of Education meeting in regular session on May 17, 2021 approve and amend the 2020-2021 General Purpose School Fund budget as follows:

**Revenue**

<b>141.40000.465900.</b>	<b>Other State Ed-Safe Schools</b>	<b>\$35,000</b>
<b>381.00.31.G2280</b>		

**Expenditure**

<b>141.72130.530900.45</b>	<b>Contracts with Govt Agencies</b>	<b>\$35,000</b>
<b>7.G2280</b>		

**School Board Vote:**                      **Yes**\_\_\_\_\_      **No**\_\_\_\_\_

**Amendment:**

**APPROPRIATING \$471,800, STATE LITERACY TRAINING TEACHER STIPEND GRANT IN  
THE 2020-2021 GENERAL PURPOSE SCHOOL FUND BUDGET FOR TEACHERS  
COMPLETING EARLY LITERACY TRAINING**

**WHEREAS,** the State initiated a program for training teachers in Early Literacy as part of READ 360;  
and

**WHEREAS,** teachers must complete a two week course to qualify for a \$1,000 stipend; and

**WHEREAS,** we are hosting 8 cohorts of 50 teachers each for a total of 400 teachers participating; and

**WHEREAS,** no local funds will be necessary;

**NOW, THEREFORE BE IT RESOLVED** that the Williamson County Board of Education meeting  
in regular session on May 17,2021 approve and amend the 2020-2021 General  
Purpose School Fund budget as follows:

<b>Revenue</b>		
141.40000.465900	<b>Other State Funds</b>	<b>\$471,800</b>
<b>Expenditure</b>		
141.71100.518900.388	<b>Other Salaries and Wages</b>	<b>\$400,000</b>
141.71100.520100.388	<b>Social Security</b>	<b>24,800</b>
141.71100.520400.388	<b>Retirement</b>	<b>41,200</b>
141.71100.521200.388	<b>Medicare</b>	<b>5,800</b>
	<b>Total</b>	<b>\$471,800</b>

**School Board Vote**

**Yes**\_\_\_\_\_

**No**\_\_\_\_\_

RESOLUTION NO. \_\_\_\_\_

Requested by: Board of Education

**RESOLUTION AMENDING THE 2020-21 GENERAL PURPOSE SCHOOL BUDGET \$250,000 FOR ADDITIONAL STUDENT SUPPORT SERVICE EXPENSES**

**WHEREAS,** the Student Support Services Department has estimated there is a need to increase the amount for contracted services for legal services associated with due process; and

**WHEREAS,** each year due processes are ended and started throughout the year and there is no way to determine the exact cost during the budget process; and

**WHEREAS,** there is an available amount within the Student Support Services Department to help cover a portion of these expenditures; and

**WHEREAS,** we will use fund balance to offset the remaining balance needed;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on June 14, 2021 approve and amend the 2020-21 General Purpose School Fund budget in the following manner:

**Revenue/Expend. Decrease:**

<b>141.39000</b>	<b>Fund Balance</b>	<b>\$ 50,000</b>
<b>141.71200.531200.389</b>	<b>Contracts with Private Agencies</b>	<b>200,000</b>

**Expenditure Increase:**

<b>141.72220.539999.89</b>	<b>Other Contracted Services-Legal</b>	<b>\$250,000</b>
	<b>Total</b>	<b>\$250,000      \$250,000</b>

\_\_\_\_\_  
Commissioner Tom Tunnicliffe

Committees Referred to & Action Taken

- |                          |                                 |
|--------------------------|---------------------------------|
| 1. School Board          | For ___ Against ___             |
| 2. Education             | For ___ Against ___             |
| 3. Budget                | For ___ Against ___             |
| COMMISSION ACTION TAKEN: | For ___ Against ___ ABS Out ___ |

\_\_\_\_\_  
Elaine Anderson - County Clerk

\_\_\_\_\_  
Tommy Little - Commission Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Rogers Anderson - County Mayor

RESOLUTION NO. \_\_\_\_\_  
Requested by : Board of Education

**RESOLUTION APPROPRIATING \$250,000 IN THE GENERAL PURPOSE SCHOOL FUND  
BUDGET FROM CURRENT REVENUES FOR RELATED TRUSTEE COMMISSION**

**WHEREAS,** there is a need for an additional **\$250,000** in the trustee commission line item due to the actual revenue for property taxes exceeding budgeted amounts; and

**WHEREAS,** the expense for Trustee's Commission is directly related to the amount collected in property tax;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on June 14, 2021 amend the 2020-2021 General Purpose School Fund budget in the following manner:

<b>Revenue</b> <b>141.40110</b>	<b>Property Tax Collections</b>	<b>\$250,000</b>
<b>Expenditures</b> <b>141.72310.551000</b>	<b>Trustee Commission</b>	<b>\$250,000</b>

\_\_\_\_\_  
Commissioner, Tom Tunnicliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

\_\_\_\_\_  
Elaine Anderson, County Clerk

\_\_\_\_\_  
Commission Chairman, Tommy Little

\_\_\_\_\_  
Rogers Anderson, County Mayor

\_\_\_\_\_  
Date

RESOLUTION NO. \_\_\_\_\_

Requested by: Board of Education

**RESOLUTION TO TRANSFER FUNDS TO THE RURAL AND GENERAL DEBT SERVICE FUNDS TO PAY PRINCIPAL AND INTEREST ON ENERGY SYSTEMS CONSERVATION DEBT**

**WHEREAS,** Williamson County Schools initiated an energy savings program whereby savings resulting from the upgrade of infrastructure relating to utilities in our school will offset the related debt; and

**WHEREAS,** the Board entered into an agreement with the county to reimburse the debt service interest and principal payments;

**NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Commission meeting in regular session on June 14, 2021 approve the following funds and amend the 2020-2021 General Purpose School Fund as follows:

**Revenue  
141.39000**

**Fund Balance**

**\$1,082,578.26**

**Expenditures Increase  
141.82330.562000.510.**

**Debt Service Contributions to  
Primary Government**

**\$1,082,578.26**

\_\_\_\_\_  
Commissioner, Tom Tunnicliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

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

\_\_\_\_\_  
Elaine Anderson, County Clerk

\_\_\_\_\_  
Commission Chairman, Tommy Little

\_\_\_\_\_  
Rogers Anderson, County Mayor

\_\_\_\_\_  
Date

**RESOLUTION NO.** \_\_\_\_\_  
Requested by: Board of Education

**RESOLUTION REQUESTING THE WILLIAMSON COUNTY BOARD OF COUNTY COMMISSIONERS' APPROVAL OF INTERCATEGORY TRANSFERS FOR SALARY DEFFICIENCIES**

- WHEREAS,** there are salary lines that do not have enough budgeted funds available for salaries in part due to certain COVID needs, specifically super- subs; and
- WHEREAS,** the CFO retired and has been placed on a 120 day contract for work on this year's budget; and
- WHEREAS,** there was a need for additional funding for CTE (vocational) teachers this school year due to experience increases; and
- WHEREAS,** Student Support Services had various unfilled positions such as teachers and special education teaching assistants, so that these funds can be used to meet the noted deficiencies; and
- WHEREAS,** this was unanticipated and fund balance can be used to fund the remaining amount;
- NOW, THEREFORE BE IT RESOLVED,** that the Williamson County Board of County Commissioners meeting in regular session on June 14, 2021 amend the 2020-2021 General Purpose School Fund budget in the following manner:

**Revenue/Expenditures Decrease:**

141.71200-511600	SSS Teachers	\$800,000
141-71200-516300	Educational Assistants	981,000
141-39000	Fund Balance	615,000

**Expenditures Increase:**

141.71100.519800	Non-Certified Subst. Teachers	\$2,000,000
141.71300.511600	Teachers	350,000
141.72510.510500	Supervisor/Director	46,000
	<b>TOTAL</b>	<b>\$2,396,000    \$2,396,000</b>

\_\_\_\_\_  
Commissioner, Tom Tunnicliffe

**COMMITTEES REFERRED TO & ACTION TAKEN:**

School Board: For \_\_\_ Against \_\_\_ Pass \_\_\_ Out \_\_\_  
Education Committee: For \_\_\_ Against \_\_\_ Pass \_\_\_ Out \_\_\_

Budget Committee:  
Commission Action Taken:

For \_\_\_ Against \_\_\_ Pass \_\_\_ Out \_\_\_  
For \_\_\_ Against \_\_\_ Pass \_\_\_ Out \_\_\_

\_\_\_\_\_  
Elaine Anderson, County Clerk

\_\_\_\_\_  
Commission Chairman, Tommy Little

\_\_\_\_\_  
Rogers Anderson, County Mayor

\_\_\_\_\_  
Date

06.21 COVID RELATED NEEDS-PAYROLL.docx



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Rogers Anderson, County Mayor

---

Date

06.21 COVID RELATED NEEDS- GP.docx



To: Board of Education  
From: Rachel Farmer, Assistant Superintendent of Finance  
Cc: Jason Golden , Superintendent  
RE: **2021-2022 Revision to the Proposed Budget**  
Date: May 13, 2021

Attached please find a revised 2021-2022 budget for the General Purpose School Fund.

1. Insurance: After you approved the budget on March 22, 2021, the county's purchasing and insurance committee approved an increase to the amount that the county, and all funds, should budget for medical insurance. Currently the amount we budget for medical insurance is \$10,100 per employee and has been for four years. They approved a \$600 increase raising the cost to \$10,700 and that amount was not in the budget that you approved.

We are not recommending adjusting the Central Cafeteria and Extended School Program Fund budgets for the insurance increase at this time as it will budget a deficit for them based on our current resource projections and thus, they will not receive state approval. It is best to wait until next year to budget an amendment for them based on actual fund balances known at that time.

During the Commission's education and budget committees' first review of the proposed budget, they asked that we include this insurance cost increase in our budget for 2021-2022 instead of bringing as a budget amendment in the next year. The attached proposed expenditures have been adjusted to reflect this increase of **\$2,973,283**.

2. WCS Online: In addition, the enrollment figures for the online schools that were included in the budget became available also after you approved the budget. The State has indicated for a student to go to school online full-time, they must be enrolled in an actual online school. This mandate led to a reduction in the number of students wanting to participate in the online program which in turn changed our staffing needs requests. Since we were asked to make the adjustment for the insurance by the Commission committees, we felt it was appropriate to include additional adjustments to our budget to align our projected cost of an online school with actual student enrollment. Staffing requests that decreased were 5 assistant principals, 2 interventionists, 3 counselors, 4 literacy coaches, 1 RTI teacher, 2 secretaries and a .5 librarian. We did have to increase the number of designated teachers for the Online Schools to 11 (or 7 additional) and we added 1 bookkeeper. As a result, we have a net reduction related to salaries and benefits for the Online Schools totaling **\$514,000**.
3. Total Net Budget Request: With the original budget, total approved expenditures were **\$412,119,851**. Revised with the two adjustments for insurance and Online Schools, the proposed budget request is now **\$414,579,134**.

In addition to the changes to appropriations, we have adjusted the property tax amount based on more current information from the county. Also based on more current revenue and expenditure projections as we get closer to year end, our estimate for fund balance has slightly increased.

Staff recommends approval of the increase to the 2021-2022 General Purpose School Fund proposed budget. We will give the Commission committees the revised copy of the attached statements once approved by the Board. These are presented in Commission format.

WILLIAMSON COUNTY BOARD OF EDUCATION  
SUMMARY OF OPERATIONS - GENERAL PURPOSE SCHOOL  
JULY 1 2021 THROUGH JUNE 30, 2022

Row Labels	LY Actual	CY Original Budget	CY Revised Budget	Board Amend	
<b>141 - GENERAL PURPOSE SCHOOL</b>					
<b>Revenue</b>	<b>-374,029,460</b>	<b>-372,915,330</b>	<b>-380,658,243</b>	<b>-390,344,219</b>	(390,344,219) PROJECTED
40000 - REVENUES	-374,029,460	-372,915,330	-380,658,243	-390,344,219	(30,896,436) EST FUND BALANCE 5.5.21
					(421,240,655) TOTAL RESOURCES
<b>Expense</b>	<b>377,130,312</b>	<b>395,925,769</b>	<b>407,136,771</b>	<b>414,579,134</b>	414,579,134 EXPENSES
71100 - REGULAR INSTRUCTION	185,603,655	189,330,385	191,667,523	190,394,584	12,437,374 3%
71150 - ALTERNATIVE INSTRUCTION	615,151	683,081	683,081	632,424	427,016,508 TOTAL EXP AND 3%
71200 - SPECIAL EDUCATION INSTRUCTION	53,256,265	59,432,553	59,467,288	60,803,754	
71300 - CAREER AND TECHNICAL EDUCATION	7,343,975	7,763,068	8,619,388	8,430,796	
71400 - STUDENT BODY EDUC PRGM	1,341,003	1,950,000	1,950,000	1,950,000	
72110 - ATTENDANCE	487,247	509,110	509,110	497,041	5,775,853 Need 0 or below
72120 - HEALTH SERVICES	5,954,611	6,160,540	6,180,540	7,218,227	
72130 - OTHER STUDENT SUPPORT	11,989,875	12,100,122	13,223,395	13,072,924	
72210 - INSTRUCTION SUPPORT	12,075,432	12,842,944	13,194,720	13,733,530	
72215 - ALTERNATIVE SUPPORT	205,416	206,574	206,574	215,735	
72220 - SPECIAL EDUCATION SUPPORT	6,863,099	7,003,571	7,183,571	7,740,680	
72230 - CAREER/TECH EDUC SUPPORT	311,896	324,251	370,212	445,931	
72250 - TECHNOLOGY	7,414,712	9,651,532	9,787,087	10,394,756	
72310 - BOARD OF EDUCATION	5,971,740	6,838,818	6,838,818	15,480,375	
72320 - OFFICE OF SUPERINTENDENT	1,476,375	1,619,786	1,652,775	1,711,573	
72410 - OFFICE OF PRINCIPAL	24,361,377	25,231,656	25,231,656	26,156,133	
72510 - FISCAL SERVICES	1,713,561	1,864,359	1,891,309	2,070,740	
72520 - HUMAN SERVICES/PERSONNEL	1,533,676	1,521,099	1,576,599	1,960,765	
72610 - OPERATION OF PLANT	16,820,006	19,510,519	19,530,519	20,038,006	
72620 - MAINTENANCE OF PLANT	9,808,371	9,391,043	10,247,428	9,748,973	
72710 - TRANSPORTATION	19,717,450	20,037,726	22,844,526	19,892,776	
73300 - COMMUNITY SERVICES	927,061	1,030,723	1,098,343	1,106,857	
73400 - EARLY CHILDHOOD/PRE K	838,358	922,309	922,309	882,554	
<b>141 - GENERAL PURPOSE SCHOOL Total</b>					
<b>Grand Total</b>	<b>3,100,853</b>	<b>23,010,439</b>	<b>26,478,528</b>	<b>24,234,915</b>	

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Public Records Request</b>	Descriptor Code: <b>3.604</b>	Issued Date: <b>04/20/20</b>
		Rescinds: <b>3.604</b>	Issued: <b>08/21/17</b>

1 The Tennessee Public Records Act (“TPRA”) provides that all state, county and municipal records  
2 shall, at all times during business hours be open for personal inspection by any citizen of this state, and  
3 those in charge of the records shall not refuse such right of inspection to any Tennessee citizen, unless  
4 otherwise provided by state law.<sup>1</sup> Accordingly, the public records of Williamson County Schools  
5 (“WCS”) are presumed to be open for inspection unless otherwise provided by law. Access to public  
6 records shall be limited to Tennessee citizens.

7 Personnel of Williamson County Schools shall timely and efficiently provide access and assistance to  
8 Tennessee citizens requesting to view or receive copies of public records to the degree required by  
9 applicable law. No provisions of this Policy shall be used to hinder access to open public records.  
10 However, the integrity and organization of public records, as well as the efficient and safe operation of  
11 Williamson County, shall be protected as provided by current law. Concerns about this Policy should  
12 be addressed to the Public Records Request Coordinator for Williamson County Schools or to the  
13 Tennessee Office of Open Records Counsel (“OORC”).

14 This Policy is available for inspection and duplication at the Williamson County School’s central  
15 office and at [www.wcs.edu](http://www.wcs.edu). This Policy shall be reviewed every two years to ensure continued  
16 compliance with applicable law.

17 This Policy shall be applied consistently throughout the various offices, departments, and/or divisions  
18 of Williamson County Schools.

## 19 **Definitions:**

- 20 1. Records Custodian: The office, official or employee lawfully responsible for the direct custody  
21 and care of a public record. The records custodian is not necessarily the original preparer or  
22 receiver of the record.  
23
- 24 2. Public Records: All documents, papers, letters, maps, books, photographs, microfilms,  
25 electronic data processing files and output, films, sound recordings, or other material,  
26 regardless of physical form or characteristics, made or received pursuant to law or ordinance or  
27 in connection with the transaction of official business by any governmental agency.  
28
- 29 3. Public Records Request Coordinator: The individual, or individuals, designated in Section III,  
30 A.3 of this Policy who has, or have, the responsibility to ensure public record requests are  
31 routed to the appropriate records custodian and are fulfilled in accordance with the TPRA. The  
32 Public Records Request Coordinator (“PRRC”) may also be a records custodian.

- 1 4. Requestor: A Tennessee Citizen seeking access to a public record, whether it is for inspection  
2 or duplication.

### 3 Requesting Access to Public Records

- 4 1. Public record requests shall be made to the Public Records Request Coordinator  
5 ("Coordinator") or his/her designee in order to ensure public record requests are routed to the  
6 appropriate records custodian and fulfilled in a timely manner.

7  
8 ~~Requests for inspections may be made orally. WCS would, however, prefer but does not~~  
9 ~~require a written or digital request. The Coordinator shall, however, request a U.S. mail address~~  
10 ~~or email address from the Requestor in order to provide any written communication required~~  
11 ~~under the TPRA.~~

- 12  
13 2. Requests for inspection may be made orally, in writing or in person at the Williamson County  
14 Schools Central Office located at 1320 Main Street, Suite 202, Franklin, Tennessee 37064; by  
15 U.S. mail at the Williamson County Schools, 1320 Main Street, Suite 202, Franklin, Tennessee  
16 37064 or by calling Williamson County Schools at 615-472-4000. *WCS would prefer but does*  
17 *not require a written or digital request. The Coordinator shall, however, request a U.S. mail*  
18 *address or email address from the Requestor in order to provide any written communication*  
19 *required under the TPRA.*

- 20  
21 3. Requests for copies of public records shall be made in writing delivered in one of the following  
22 ways: in person at the Williamson County Schools Central Office located at 1320 Main Street,  
23 Suite 202, Franklin, Tennessee 37064; by U.S. mail at the Williamson County Schools, 1320  
24 Main Street, Suite 202, Franklin, Tennessee 37064 or by calling Williamson County Schools at  
25 615-472-4000.

- 26  
27 4. *Request made on social media will not be accepted. Requests for either inspection or copies*  
28 *should be made in the manner described in the paragraphs above, directed to the PRRC as*  
29 *provided herein, in order to receive prompt attention.*

- 30  
31 5. Proof of Tennessee citizenship by presentation of a valid Tennessee driver's license or  
32 alternative acceptable form of ID is not required as a condition to inspect or receive copies of  
33 public records, unless there is an indication that the Requestor is not a Tennessee citizen.

### 34 Responding to Public Records Requests

- 35 1. The Coordinator shall review public record requests and make an initial determination of the  
36 following: a. If the requestor provided evidence of Tennessee citizenship; b. Whether the  
37 records requested are described with sufficient specificity to identify them; and c. Whether the  
38 records are Williamson County Schools records and, if so, what Williamson County School is  
39 the custodian of the records
- 40  
41 2. The PRRC shall acknowledge receipt of the request and take any of the following appropriate  
42 action(s):  
43

- 1 a. Advise the requestor of this Policy and ask for proof of Tennessee citizenship;
- 2
- 3 b. If the requestor asks for copies explain the form that needs to be completed and any
- 4 fees, if not otherwise waived.
- 5
- 6 c. If permitted under this Policy, the Custodian shall inform the requestor in writing that
- 7 the request has been denied and an explanation of the reason why the request is denied,
- 8 including any one of the following reasons:
  - 9 i. The requestor is not, or has not presented evidence of being, a Tennessee citizen.
  - 10 ii. The requestor's description of the records is not specific enough to determine
  - 11 what records are being requested.
  - 12 iii. An exemption makes the record not subject to disclosure under the TPRA and
  - 13 provide the exemption in written detail.
  - 14 iv. Williamson County Schools are not the custodian of the requested records.
  - 15 v. The records do not exist.
- 16
- 17 d. If appropriate, contact the requestor to see if the public records request can be narrowed
- 18 and/or clarified.
- 19
- 20 e. If known, forward the records request to the appropriate records custodian in
- 21 Williamson County School.
- 22
- 23 f. If requested records are in the custody of a different governmental entity, and the
- 24 Coordinator knows the correct governmental entity, advise the requestor of the correct
- 25 governmental entity and Coordinator for that entity if known.
- 26
- 27 3. The designated Coordinators for Williamson County Schools are:
  - 28
  - 29 a. For Requests from citizens of the State of Tennessee to Williamson County Schools is
  - 30 the General Counsel for Williamson County Schools;
  - 31
  - 32 b. For Personnel Requests to Williamson County Schools is the Assistant Superintendent
  - 33 of Human Resources;
  - 34
  - 35 c. For Media Requests to Williamson County Schools is the Communications Director;
  - 36
  - 37 d. Contact Information: Williamson County Schools, 1320 West Main Street, Suite 202,
  - 38 Franklin, Tennessee 37064; [public.records@wcs.edu](mailto:public.records@wcs.edu).
  - 39
- 40 4. Distributing Public Records Request to the Appropriate Records Custodian:
  - 41
  - 42 a. Upon receiving a public records request, a records custodian shall promptly make
  - 43 requested public records available in accordance with Tenn. Code Ann. § 10-7-503. If
  - 44 the records custodian is uncertain that an applicable exemption applies, the custodian
  - 45 may consult with the Coordinator, legal counsel, or the Office of Records Counsel.
  - 46

- 1           b. If not practicable to promptly provide requested records because additional time is  
2           necessary to determine whether the requested records exist; to search for, retrieve, or  
3           otherwise gain access to records; to determine whether the records are open; to redact  
4           records; or for other similar reasons, then a records custodian shall, within seven (7)  
5           business days from the records custodian's receipt of the request notify the requestor in  
6           writing.  
7
- 8           c. If a records custodian denies a public record request, he or she shall deny the request in  
9           writing.  
10
- 11           d. If a records custodian reasonably determines production of records should be segmented  
12           because the records request is for a large volume of records, or additional time is  
13           necessary to prepare the records for access, the records custodian shall notify the  
14           requestor in writing that production of the records will be in segments and that a records  
15           production schedule will be provided as expeditiously as practicable. If appropriate, the  
16           records custodian should contact the requestor to see if the request can be narrowed.  
17
- 18           e. If a records custodian discovers records responsive to a records request were omitted,  
19           the records custodian should contact the requestor concerning the omission and produce  
20           the records as quickly as practicable.  
21
- 22   5. Redacting Confidential Information or Information not otherwise subject to the Public Records  
23   Act.  
24
- 25           a. If a record contains confidential information or information that is not open for public  
26           inspection, the records custodian shall prepare a redacted copy prior to providing  
27           access. If questions arise concerning redaction, the records custodian should coordinate  
28           with counsel or other appropriate parties regarding review and redaction of records.  
29
- 30           b. Whenever a redacted record is provided, a records custodian should provide the  
31           requestor with the basis for redaction. The basis given for redaction shall be general in  
32           nature and not disclose confidential information. A records custodian is otherwise not  
33           required to provide any sort of privilege log.  
34
- 35   6. Inspection of Records  
36
- 37           a. There shall be no charge for inspection of open public records that are subject to  
38           inspection under the TPRA.  
39
- 40           b. Inspection of public records shall take place at Williamson County Schools located in  
41           Williamson County, Tennessee. The location for inspection of public records within  
42           Williamson County Schools shall be determined by the PRRC or the appropriate  
43           records custodian. A member of WCS staff will assist the requestor while inspecting  
44           public records.  
45

- 1 c. Appointments for inspection of public records are required. The record Custodian will  
2 cooperate with the requester and try to schedule a time during regular business hours  
3 that is convenient for the requestor.

4 7. Copies of Records

- 5  
6 a. A records custodian shall promptly respond to a public record request for copies.  
7  
8 b. Copies will be available for pickup at a location specified by the records custodian.  
9  
10 c. Upon payment for postage, copies will be delivered to the requestor's home address by  
11 the United States Postal Service.  
12  
13 d. A requestor is not permitted to make copies of records with any type of personal  
14 equipment, including but not limited to cell phones, portable scanners, flash drives or  
15 portable copy machines, and is prohibited from removing the records to have copied by  
16 a third party.

17  
18 8. Fees and Charges and Procedures for Billing and Payment

- 19  
20 a. Records custodians shall provide requestors with an itemized estimate of the charges  
21 prior to producing copies of records, to the extent possible, and may require pre-  
22 payment of such charges before producing requested records.  
23  
24 b. When fees for copies and labor do not exceed five dollars (\$5.00), the fees may be  
25 waived. Requests for waivers of any fees above must be presented to the Coordinator  
26 who is authorized to determine if such waiver is in the best interest of Williamson  
27 County and in the public good. Fees associated with aggregated records requests will  
28 not be waived.  
29  
30 c. The Superintendent, or his or her designee, may waive or reduce any part of the fees  
31 calculated under this policy upon a submission of a written request for waiver or  
32 reduction. Any decision to waive or reduce the fees is in the sole discretion of the  
33 Superintendent, is not subject to judicial review and does not establish any precedent.  
34  
35 d. Payment in advance is required for all requests for copies of public records. *Requestors*  
36 *must pay by personal or cashier's check payable to Williamson County Schools*  
37 *delivered as specified by the PRRC. If the requestor's check does not clear, Williamson*  
38 *County Schools will not comply with any public records requests by that requestor until*  
39 *payment, including any processing fees related to the check, is received in full.*  
40  
41 e. Fees and charges for copies are as follows:  
42 i. \$0.15 per page for letter- and legal-size black and white copies.  
43 ii. \$0.50 per page for letter- and legal-size color copies.  
44 iii. Other fees: A Public Records Custodian may charge higher fees for copies of  
45 documents that are on a medium other than 8½ x 11 inch paper or 8½ x 14 inch  
46 paper.

- 1                   iv. Cost of Labor to produce copies. When the total time to fulfill a public records  
2                   request exceeds 1 hour the records custodian may charge the Requester a labor  
3                   fee after the Requester is notified of the labor charge.
  - 4                   1. In calculating the charge for labor, a Records Custodian shall determine  
5                   the number of hours each employee spent producing a request.
  - 6                   2. The Records Custodian shall then subtract the 1 hour threshold from the  
7                   number of hours the highest paid employee spent producing the request.
  - 8                   3. The Records Custodian will then multiply the total number of hours to be  
9                   charged for the labor of each employee by that employee's hourly wage.
  - 10                  4. Finally, the Records Custodian will add together the totals for all the  
11                  employees involved in the request and that will be the total amount of  
12                  labor that can be charged.
- 13                  v. In calculating the charge for labor, a Records Custodian shall determine the  
14                  number of hours each employee spent producing a request.
- 15                  vi. The Records Custodian shall then subtract the 1 hour threshold from the number  
16                  of hours the highest paid employee spent producing the request.
- 17                  vii. The Records Custodian will then multiply the total number of hours to be  
18                  charged for the labor of each employee by that employee's hourly wage.
- 19                  viii. Finally, the Records Custodian will add together the totals for all the employees  
20                  involved in the request and that will be the total amount of labor that can be  
21                  charged.
- 22                  ix. If an outside vendor is used, the actual costs assessed by the vendor.

## 23           9. Aggregation of Frequent and Multiple Requests.

- 24
- 25           a. Williamson County Schools may aggregate public record requests when more than (4)  
26           requests are received within a calendar month either from a single individual or a group  
27           of individuals deemed working in concert, and WCS adopts the "Frequent and Multiple  
28           Request Policy" and any successor policy developed by the Office of Open Records  
29           Counsel.
- 30
- 31           b. Such requests may be aggregated on any level whether by school, department, program,  
32           office or otherwise.
- 33
- 34           c. The PRRC is responsible for making the determination that a group of individuals are  
35           working in concert. The PRRC must inform the individuals that they are deemed to be  
36           working in concert and that they have the right to appeal the decision to the Office of  
37           Open Records Counsel.
- 38

## 39           10. Failure to Inspect or to Pay for Copies

- 40
- 41           a. *If a requestor make two (2) or more requests to view a public record within a six-month*  
42           *period and, for each request, the requestor fails to view the public record within fifteen*  
43           *(15) business days of receiving notification that the record is available to view,*  
44           *Williamson County Schools will not comply with any records request from that*  
45           *requestor for a period of six (6) months from the date of the second request to view the*

- 1                    *public records request unless the Superintendent or designee determines there was*  
2                    *good cause for the failure to view the public record.*  
3                    *b. If, after agreeing to pay an estimated cost prior to the production of copies, a requestor*  
4                    *fails to pay the cost to produce the requested copies, Williamson County Schools will*  
5                    *not comply with any public records request from the requestor until payment is*  
6                    *received.*

---

Legal References

1. TCA 10-7-503(a)(2)(A)

# PUBLIC RECORDS REQUEST FORM

*The Tennessee Public Records Act (TPRA) grants Tennessee citizens the right to access open public records that exist at the time of the request. The TPRA does not require records custodians to compile information or create or recreate records that do not exist.*

To: Williamson County Schools

Requestor's Name: \_\_\_\_\_

Requestor's Address: \_\_\_\_\_

\_\_\_\_\_

Requestor's Phone Number and Email: \_\_\_\_\_

Is the requestor a Tennessee citizen? \_\_\_Yes\_\_\_No

Request: \_\_\_ Inspection (The TPRA does not permit fees or require a written request for inspection only).

\_\_\_ Copy/Duplicate (The cost for copies is .15 per page for black and white copies).

### Records Requested:

Provide a detailed description of the record(s) requested, including (1) type of record; (2) timeframe or dates for the records sought; and (3) subject matter or key words related to the records. Under the TPRA, record requests must be sufficiently detailed to enable Williamson County Schools to identify the specific records sought. As such, your record request must provide enough detail to enable the records custodian responding to the request to identify the specific records you are seeking.

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Signature of Requestor and Date Submitted

\_\_\_\_\_  
Date Received by Williamson County Schools

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <h2 style="text-align: center;">Personnel Goals</h2>	Descriptor Code: <b>5.100</b>	Issued Date:
		Rescinds:	Issued:

1 The Board's personnel goals are as follows:

- 2       1. To ensure that the Superintendent of Schools recruits and employs the best qualified individuals  
3       to staff the school district;
- 4       2. To provide compensation, benefits, and working environments sufficient to attract and retain  
5       qualified employees;
- 6       3. To set goals for educator diversity that take into consideration the diversity of the student  
7       population;<sup>1</sup>
- 8       4. To provide an in-service training program for all employees to improve their performance; and
- 9       5. To conduct an evaluation program that will contribute to the continuous improvement of staff  
10      performance.

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Legal References

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Separation Practices for Classified Employees</b>	Descriptor Code: <b>5.202</b>	Issued Date:
		Rescinds: <b>5.1064</b>	Issued: <b>06/19/17</b>

## 1 **SUSPENSION**

2 A Superintendent of Schools or his/her designee may suspend an employee at any time when deemed necessary.<sup>1</sup>

## 3 **DISMISSAL**

4 All classified employees are employed at the will of the Superintendent. The Superintendent of Schools may  
5 dismiss any non-certified employee during the year for any lawful reason.

## 6 **RESIGNATION**

7 Support personnel shall give the immediate supervisor written notice of resignation at least two (2) weeks (ten  
8 (10) working days) in advance of the effective date of voluntary termination. The ten (10) working days may be  
9 waived by the Superintendent of Schools for justifiable reason.

10 The immediate supervisor shall forward copies the day received to the Human Resources' office. The payroll  
11 office will prepare final payment for the next appropriate scheduled pay day.

## 12 **RETIREMENT**

13 Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits  
14 from retirement plans and/or social security benefits. Employees eligible for retirement benefits may elect to retire  
15 at any age according to the provisions of the retirement system.

16 Central office personnel shall assist employees in securing retirement benefits, however, it shall be the  
17 responsibility of the retiring employee to obtain verification of eligibility in writing from TCRS to the central  
18 office. It shall be the responsibility of the retiring employee to file for eligible benefits. Employees who retire  
19 under TCRS may be employed up to one hundred twenty (120) days per year without loss of retirement benefits.  
20

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### Legal References

1. TCA 49-2-301(b)(1)(EE)—(FF)

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### Cross References

Recommendations and File Transfers 5.203

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Discipline Procedures for Classified Personnel</b>	Descriptor Code: <b>5.1064</b>	Issued Date: <b>06/19/17</b>
		Rescinds: <b>5.1064</b>	Issued: <b>06/18/14</b>

1 It shall be the duty of each classified employee to maintain high standards of cooperation, efficiency  
2 and economy in the employee's work for the Board of Education ("Board"). A supervisor or designee  
3 shall organize and direct work to achieve these objectives. When work habits, attitudes, or personal  
4 conduct fall below a desirable standard, the supervisor or designee should promptly point out the  
5 deficiencies. Warning in sufficient time for improvement should precede formal disciplinary action,  
6 but nothing in this policy shall prevent immediate formal action whenever safety or the interest of the  
7 Board requires it.

8 All classified personnel are expressly deemed to be at-will employees and serve at the will of the  
9 Superintendent.<sup>1</sup>

## 10 TYPES OF DISCIPLINE

11 In the interest of good discipline, the Superintendent may suspend an employee without pay pending  
12 further investigation of the causes of said suspension and/or ultimate disposition of the case. An  
13 employee who is suspended shall be given notice of the suspension and a statement of the reason for  
14 action.

15 An employee may be: reprimanded either orally or in writing; demoted; suspended with or without pay  
16 for a specified number of days; or dismissed.

## 17 PROCEDURES

18 The Superintendent or designee shall provide written notice to an employee when disciplinary action  
19 other than oral or written reprimand has been recommended to the Superintendent by the employee's  
20 immediate supervisor. The notice shall be accomplished by personal delivery or certified mail. In  
21 addition to service by personal delivery or certified mail, the notice may be delivered electronically.  
22 The notice shall contain the following information:

- 23 1. The factual basis for the consideration of disciplinary action.  
24
- 25 2. A statement to the employee that he/she has a right to respond in writing to the notice within  
26 ten (10) working days from the date shown on the notice sent to the employee.  
27
- 28 3. A statement to the employee of his/her right to request a meeting with the Superintendent to  
29 appeal the decision.  
30

1           4. A statement that the employee shall be notified within ten (10) working days following the  
2           meeting of the results.

3           The employee shall have the right to respond to the Superintendent regarding the recommendation  
4           within ten (10) working days from the date shown on the notice sent to the employee. An employee's  
5           failure to respond or request a meeting with the Superintendent shall be conclusive evidence of the  
6           employee's acceptance of the disciplinary decision.

7           The decision of the Superintendent shall be final.

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Legal References

1. TCA 49-2-301

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Cross Reference

Dismissal of Employees 5.201

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Medicines</b>	Descriptor Code: <b>6.405</b>	Issued Date: <b>11/18/19</b>
		Rescinds: <b>6.405</b>	Issued: <b>06/23/14</b>

1 If under exceptional circumstances a student is required to take non-prescription or prescription  
2 medication during school hours and the parent/guardian cannot be at school to administer the medication,  
3 only the principal/designee will assist in self-administration of the medication if the student is competent  
4 to self-administer medicine with assistance in compliance with the following regulations.<sup>1</sup>

5 Written instructions signed by the parent/guardian will be required and will include:

- 6 1. Child's name;
- 7 2. Name of medication;
- 8 3. Name of physician;
- 9 4. Time to be self-administered;
- 10 5. Dosage and directions for self-administration (non-prescription medicines must have label  
11 direction);
- 12 6. Possible side effects, if known; and
- 13 7. Termination date for self-administration of the medication.

14  
15 *Students with asthma shall be permitted to self-administer prescribed, metered dosage asthma-reliever*  
16 *inhalers if the additional information is provided by a parent/guardian:*

- 17  
18 1. *Written statement from the prescribing health care practitioner that the student suffers from*  
19 *asthma and has been instructed in self-administration; and*
- 20  
21 2. *Purpose of the medication.*

22  
23 The medication *shall* ~~must be~~ delivered in person to either the school nurse or designated school  
24 personnel by the parent/guardian of the student unless the medication must be retained by the student for  
25 immediate self-administration (~~i.e. students with asthma~~).

26  
27 The administrator/designee will:

- 28 1. Inform appropriate school personnel of the medication to be self-administered;
- 29 2. Keep written instructions from parent/guardian in student's record;
- 30 3. Keep an accurate record of the self-administration of the medication;

- 1        4. Keep all medication in a locked cabinet except medication retained by a student per physician's  
2            order;
- 3        5. Return unused prescription to the parent/guardian only; and
- 4        6. Ensure that all guidelines developed by the Department of Health and the Department of  
5            Education are followed.

6        The parent/guardian is responsible for informing the designated official of any change in the student's  
7        health or change in medication.

8        A copy of this policy shall be provided to a parent/guardian upon receipt of a request for long-term  
9        administration of medication.

## 10        **BLOOD GLUCOSE SELF-CHECKS<sup>2</sup>**

11        Upon written request of a parent/guardian and if included in the student's medical management plan and  
12        in the Individualized Healthcare Plan (IHP), a student with diabetes shall be permitted to perform a blood  
13        glucose check or administer insulin using any necessary diabetes monitoring and treatment supplies,  
14        including sharps. The student shall be permitted to perform the testing in any area of the school or school  
15        grounds at any time necessary.

16        Sharps shall be stored in a secure, but accessible location, including the student's person, until use of  
17        such sharps is appropriate.

18        Use and disposal of sharps shall be in compliance with the guidelines set forth by the Tennessee  
19        Occupational Safety and Health Administration (TOSHA).<sup>3</sup>

## 20        **STUDENTS WITH PANCREATIC INSUFFICIENCY OR CYSTIC FIBROSIS<sup>4</sup>**

21        Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage  
22        their prescribed medication in a manner directed by a licensed healthcare provider without additional  
23        assistance or direction. The Superintendent of Schools/designee shall develop procedures for the  
24        development of an IHP for every student that wishes to self-administer.

## 25        **STUDENTS WITH ADRENAL INSUFFICIENCY<sup>5</sup>**

26        The parent/guardian of a student diagnosed with adrenal insufficiency shall notify the school district of  
27        the student's diagnosis. Once notified, the district shall observe the following procedure:

- 28        1. The district shall train school personnel who will be responsible for administering the  
29            medication for the treatment of adrenal insufficiency and any who volunteer to administer the  
30            medication.
- 31        2. The district shall maintain a record of all school personnel who have completed this training.
- 32        3. If a student is suffering from an adrenal crisis, a school nurse or other licensed health care  
33            professional may administer the prescribed medication to the student. If a school nurse or other  
34            professional may administer the prescribed medication to the student. If a school nurse or other  
35            professional may administer the prescribed medication to the student.

1 licensed health care professional is not immediately available, trained school personnel may  
2 administer the prescribed medication.

3 The Superintendent of Schools/designee shall develop procedures on the administration of medications  
4 that treat adrenal insufficiency, *including the treatment of an adrenal crisis while on school*  
5 *transportation and during activities such as field trips, and recordkeeping per state law.* ~~and~~  
6 ~~recordkeeping per rules set forth by the State Board of Education.~~

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Legal References

1. TCA 49-50-1602; *TRR/MS 0520-01-13.03*
2. TCA 49-50-1602(d)(7)
3. ~~TCA 49-50-1601~~; State Board of Education Policy 4.205; *TRR/MS 0800-01-10*
4. ~~TCA 49-50-1601~~ *TRR/MS 0520-01-12*; State Board of Education Policy 4.205
5. *TRR/MS 0520-01-13*; State Board of Education Policy 4.205

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Cross References

*Promoting Student Welfare 6.400*  
Emergency Allergy Response Plan 6.412

# Williamson County Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term <b>FAMILIES FIRST CORONAVIRUS RESPONSE ACT</b>	Descriptor Code: <b>5.3051</b>	Issued Date: <b>12/17/20</b>
		Rescinds: <b>5.3051</b>	Issued: <b>06/15/20</b>

1 *General*<sup>1</sup>

2 The Superintendent of Schools/designee shall post notice of FFCRA requirements and create any  
3 necessary administrative procedures. Employees should seek clarification from the Assistant  
4 Superintendent of Human Resources if they have questions regarding the total amount of leave and  
5 pay available to them.

6 **PAID SICK LEAVE**

7 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework  
8 because the employee:<sup>2</sup>

- 9 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- 10 11 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 12 13 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 14 15 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The  
16 individual must be someone with a personal relationship to the employee;
- 17 18 5. is caring for his/her son or daughter whose school or place of care is closed, or person who  
19 regularly provides child care is unavailable, for reasons related to COVID-19 and no other  
20 suitable person is available to care for the child during the requested period of leave. Son or  
21 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child  
22 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older  
23 who is incapable of self-care because of a mental or physical disability; or
- 24 25 6. is experiencing any other substantially similar condition specified by the Secretary of Health  
26 and Human Services, in consultation with the Secretaries of Labor and Treasury.

27 This paid leave may be taken if there is work available for the employee to complete and the employee  
28 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave  
29 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to  
30 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

## 1 EXPANDED FMLA LEAVE

2 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to the  
3 beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees who  
4 were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty (30)  
5 of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the  
6 district.<sup>3</sup>

7 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or  
8 telework due to the need to care for his/her son or daughter because of a school or child care facility  
9 closure or because the person who regularly provides child care (i.e. this could include a family member  
10 or a neighbor) is unavailable for reasons related to COVID-19.<sup>4</sup> In these circumstances, a son or daughter  
11 is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing  
12 *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care  
13 because of a mental or physical disability.

14 Qualifying employees may take twelve (12) weeks of EFMLEA leave.<sup>5</sup> The amount of leave available  
15 may be impacted by any prior use of FMLA.<sup>6</sup>

16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take  
17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds  
18 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave  
19 or annual leave to cover those days or the amount is capped per federal law.<sup>7</sup>

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### Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq. (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

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### Cross References

- Sick Leave-Teacher 5.302  
Sick Leave-Classified 5.3022

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Fax (615) 472-4190  
Website: <http://www.wcs.edu>



TO: Members, Williamson County Board of Education

FROM: Leigh Webb, Ed.D.  
Assistant Superintendent of Secondary Schools

Cc: Jason Golden, Superintendent

DATE: May 10, 2021

RE: 2021–2022 Middle and High School Late Start Days

Several district schools have requested the continuation of Late Start Days for the 2021-2022 school year. All district middle and high schools will be required to add seven extra minutes each day to implement the late start schedule.

Late Start Days will result in a 45 minute late start for one day per week (a few weeks will be excluded because of vacation periods) for approximately 27 weeks during the school year.

Staff recommends approval.

**2021-2022  
Late Start Days**

<b>First Semester</b>
<b>Date</b>
<b>Monday, August 16</b>
<b>Monday, August 23</b>
<b>Monday, August 30</b>
<b>Tuesday, September 7</b>
<b>Monday, September 13</b>
<b>Monday, September 20</b>
<b>Monday, September 27</b>
<b>Monday, October 4</b>
<b>Monday, October 18</b>
<b>Monday, October 25</b>
<b>Monday, November 1</b>
<b>Monday, November 8</b>
<b>Monday, November 15</b>
<b>Monday, November 29</b>
<b>Monday, December 6</b>

<b>Second Semester</b>
<b>Date</b>
<b>Monday, January 10</b>
<b>Tuesday, January 18</b>
<b>Monday, January 24</b>
<b>Monday, January 31</b>
<b>Monday, February 7</b>
<b>Monday, February 14</b>
<b>Tuesday, February 22</b>
<b>Monday, February 28</b>
<b>Monday, March 7</b>
<b>Monday, March 21</b>
<b>Monday, March 28</b>
<b>Monday, April 4</b>

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## MEMORANDUM

TO: Williamson County Board of Education

FROM: Dana M. Ausbrooks, General Counsel

CC: Jason Golden, Superintendent of Schools

DATE: May 3, 2021

SUBJECT: Recommendation to Appoint Superintendent Jason Golden to serve on the Growth Plan Coordinating Committee

### **Background**

Williamson County's existing Growth Plan, which was developed pursuant to the requirements of Public Chapter 1101, was adopted in April of 2001. The Growth Plan established Urban Growth Boundaries ("UGB's") around each of the six Municipalities, as well as four Planned Growth Areas ("PGA's") within the County. These growth boundaries have not been altered since their adoption in 2001.

One of the chief recommendations of the County's recently adopted Comprehensive Land Use Plan ("Comp Plan") is the creation of a regional growth management plan in collaboration with the municipalities in order to guide land use decisions in a way that is beneficial to all jurisdictions.

Due to the age of the Williamson County Growth Plan, the significant changes in the community that have occurred since its adoption, and the need for coordinated planning, it is envisioned that an updated Growth Plan will serve as the best vehicle for creating the regional growth management plan called for in the County Comp Plan. It is also

envisioned that the updated Growth Plan will go beyond simply revisiting the boundaries of the UGB's, PGA's and Rural Areas. Instead, it would be more beneficial for the updated Growth Plan to also include policies, recommendations and strategies focusing on common goals and actions on critical issues that require coordination between the Municipalities and the County.

### **Process**

This will be a collaborative process between the County and the Municipalities that will unfold over the next twelve (12) to eighteen (18) months. A Growth Plan Coordinating Committee, the membership of which is specifically set out in Tennessee Code Annotated Section 6-58-104(a)(1), will be assembled to work with technical staff and a consultant in the development of the revised plan. One of the statutory members of the Growth Plan Coordinating Committee is appointed by the board of the local education agency having the largest student enrollment in the county.

### **Recommendation**

Staff recommends the Williamson County Board of Education vote to appoint Superintendent Jason Golden to serve on the Growth Plan Coordinating Committee.