

**SCHOOL BOARD WORK SESSION COMMITTEE
AGENDA**

Thursday, December 11, 2014

6:00 p.m.

Professional Development Room

TAB	ITEM	PERSON RESPONSIBLE	PURPOSE
Tab 1	Field Trip Fee Requests	Mike Looney	Consent Agenda Item
	Facilities & Construction Update	Kevin Fortney	Information
Tab 2	Superintendent's Report <ul style="list-style-type: none"> • Budget Standards • Report on 2014-15 Mathematics Textbook Adoption • Strategic Plan 	Mike Looney	Information
Tab 2b	Board Chairman's Report <ul style="list-style-type: none"> • Extension of Superintendent's Contract for January 2015 Meeting • Appointment of Legislative Committee 	PJ Mezera	Information for Discussion
	Update on Current Budget Status	Leslie Holman	Information
Tab 3	Intra-Category Budget Amendment for 2014-15 <ul style="list-style-type: none"> • College Grove Addition 	Leslie Holman	Info for Board Agenda Items
Tab 3	Request to Authorize Contract for Legislative Services	Rick Wimberly	Info for Board Agenda Items
Tab 3	Board Handbook - Review and Changes	PJ Mezera	Info for Board Agenda Items
Tab 4	Monthly Reports & Miscellaneous Info		



1320 West Main Street, Suite 202

Franklin, TN 37064-3700

The Williamson County Board of Education will meet in regular session on Monday, December 15, 2014 at **6:30 p.m.** in the Auditorium of the Williamson County Administrative Complex.

AGENDA

- ❖ **Call to Order**
Pledge of Allegiance

- ❖ **Approval of Agenda**

- 1. **Consent Agenda**
 - a. Approval of School Board Meeting Minutes
 - November 17, 2014
 - b. Approval of Recommendations for Field Trip Fee Requests

- ❖ **Items of Particular Public Interest**
 - a. Public Comment

- 2. **Communications to the Board**
 - a. Superintendent's Report
 - District Update
 - Student Spotlight
 - Teacher/Staff Spotlight
 - b. Board Chairman's Report

- ❖ **Unfinished Business**

- 3. **New Business**
 - a. Intra-Category Budget Amendment for 2014-2015
 - i. College Grove Addition
 - b. Request to Authorize Contract for Legislative Services
 - c. Board Handbook - Review and Changes
 - d. Textbook Committee Approval

- ❖ **Adjournment**

- 4. **Monthly Reports and Miscellaneous Information**

Anyone requesting accommodation due to disabilities should contact Wayne Franklin, ADA Coordinator, at 790-5466. This request, if possible, should be made three (3) working days prior to the meeting.

SCHEDULED MEETINGS:

December 11- Board Work Session, 6:00 p.m., PD Room

December 15 - School Board Meeting, 6:30 p.m., Administrative Complex Auditorium

January 5 - CC Budget Committee Meeting, 4:30 p.m., Executive Conference Room

January 5 - Board Policy Committee Meeting, 6:00 p.m., Carolyn Campbell Room

January 12 - County Commission Meeting, 7:00 p.m., Administrative Complex Auditorium

January 15 - Board Work Session, 6:00 p.m., PD Room

January 17 - Board Retreat, 8:00 a.m., Carolyn Campbell Room

January 20 (Tues) - School Board Meeting, 6:30 p.m., Administrative Complex Auditorium

MINUTES

WILLIAMSON COUNTY BOARD OF EDUCATION

REGULAR MEETING

November 17, 2014

A. Call to Order

The Williamson County Board of Education met in regular session on Monday, November 17, 2014 in the Williamson County Administrative Complex Auditorium.

1. Pledge of Allegiance

Board Chair PJ Mezera called the meeting to order at 6:30 p.m.

The pledge of allegiance was led by Dan Cash after which the Board observed a moment of silence.

Members Present12

Kenneth Peterson	1 st District	Robert Hullett	7 th District
Dan Cash	2 nd District	Candy Emerson	8 th District
PJ Mezera	3 rd District	Rick Wimberly	9 th District
Paul Bartholomew	4 th District	Beth Burgos	10 th District
Gary Anderson	5 th District	Mark Gregory	11 th District
Jay Galbreath	6 th District	Susan Curlee	12 th District

Members Absent0

B. Approval of Agenda

Chairman Mezera presented the agenda, including the Consent Agenda, for Board approval after removing the State Compliance Report.

Mark Gregory moved to approve the agenda, including the Consent Agenda, as presented. Dr. Beth Burgos seconded the motion.

Chairman Mezera called for a voice vote on the motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Motion Carried.

Chairman Mezera read the approved Consent Agenda to the audience.

C. Consent Agenda (as approved above)

1. Approval of School Board Meeting Minutes
 - October 16, 2014
 - October 20, 2014
2. Approval of Board Policy Revision, *2nd Reading*
 - i. 1.403 - Board Meeting Agendas
3. Approval of Recommendations for Field Trip Fee Requests
4. Approval of City of Franklin (COF) and Tennessee Department of Transportation (TDOT) Acquisition of Real Property for Public Utility and Drainage Easement 810 Hillsboro Road, Franklin, TN
5. Approval of Pearre Creek Elementary School Pavilion
6. Approval of Sunset Middle School Sidewalk

D. Items of Particular Public Interest

1. Public Comment

Chairman Mezera called on the following individuals who had requested the opportunity to address the Board:

- Gary Graham addressed the Board and thanked them for Veterans Day being placed on the calendar.
- Julie West shared her thoughts regarding the Christmas holidays on the school calendar.
- Lona Heins shared her views on the American Indian Movement and incidents involving AIM.
- Chuck Shelton shared his view on the textbook Board policy.
- Christy Coleman asked the Board for a neutral school calendar.
- Heather Anderson asked the Board to accept the school calendar as proposed.
- Todd Salon asked the Board for a neutral calendar and suggested the Board focus on future growth and success of the schools.
- Marta Fugett shared her concerns about teaching materials and the textbook review committee.
- Leah Quant spoke as a math tutor against Common Core.
- Jason Grant asked the Board to accept the school calendar as proposed and to consider a teacher pay increase.

E. Communications to the Board

1. Superintendent's Report

Dr. Mike Looney introduced Dr. Sharon Roberts and Renee Copeland from SCORE. Jaime Woodson with SCORE honored Hillsboro School for winning the SCORE prize. School leaders were presented with a banner and a \$10,000 check. Ravenwood High and Williamson County Schools also received a SCORE banner for being a finalist for the SCORE prize.

Dr. Looney shared with enthusiasm the large turnout for the recent substitute orientation with 146 in attendance.

- Student Spotlight

A number of student athletes and teams were recognized with Student Spotlights at the meeting. Centennial High was honored for winning the 2014 TSSAA State Championship in Large Varsity Division Cheerleaders. Team members include Caroline Manning, Ashton Smith, Hannah Brennan, Abby Wheeler, Anne Tenkhoff, Brooklynn Biles, Ally Beard, Savannah Taylor, Lily Shelton, Gracie McCloud, Faith Parks, Mackenzie Simpson, Caroline Jones, Cassady Parrish, Kali Hicks, Shelby Mathews, Maddie Lawrence, Kali McCloud, Emma Kate Best, Lauren Robison and Lauren Wilkinson. Their coach is Chasity Carter.

Two individual cheerleaders were also recognized, including Centennial's Kali Hicks who was named to the All State Cheer Team. Her coach is Chasity Carter. Ravenwood's Ellie Marquardt was named the 2014-2015 Tennessee Cheerleader of the Year. Her coach is Stephanie Dykes.

Brentwood High's Volleyball Team was celebrated for winning the 2014 TSSAA AAA State Volleyball Championship. Team members include Katie Kemp, Jenny Roy, Ashley West, Kaela Massey, Anna Wilson, Lil Schwarz, Kamryn Carter, Keely Kaufman, Megan Jantzi, Georgia Cotton, Findlay Black, Kayla Rouhlac, Olivia Ryals, Garrett Joiner and Kelly Mathis. Their coach is Barbara Campbell.

Woodland Middle's Davis Bove was honored for winning first place in the Tennessee Middle School State Cross Country meet. His coach is Mike Winstead.

In the arts, Page High was recognized for winning the Contest of Champions Division II Marching Band State Championship. The band director is Matt Emerson.

Franklin High's Rachel Sharp earned a place in the 2014 National Honor Choir. Her choral director is Cynthia Fehrman. Three students earned a place in the 2014 All-National Honor Orchestra including Brentwood High's McKenzie Fetters and John Kang. Their director is Andrew O'Keefe. Ravenwood High's Dustin Lin also

became a member of the 2014 All-National Honor Orchestra. His director is Mark Kinzer.

Ravenwood High's Chandler Flint was recognized for representing Tennessee at Boys Nation.

- Teacher/Staff Spotlight

In Staff Spotlights, Brentwood High coaches Barbara Campbell won the 2014 TSSAA Female Coach of the Year, and Dennis King won the 2014 TSSAA Male Coach of the Year for District Six. Superintendent Dr. Mike Looney won the 2014 TSSAA Administrator of the Year for District Six. Independence High School won the 2014 TSSAA Sportsmanship Award for District Six.

Williamson County Schools was honored by WorkForce Essentials, Inc. as the 2014 Employer of the Year.

2. Board Chairman's Report

In the Board Chairman's Report, PJ Mezera thanked staff members who were in attendance and encouraged stakeholders to contribute to the Ladders to HOPE program.

F. Unfinished Business

There was no unfinished business before the Board.

G. New Business

1. Board Policy Revisions, *Editorial*

a. 5.306 - Military Leave

Chairman Mezera called on Superintendent Looney who recommended approval of Policy 5.306 on editorial change.

Rick Wimberly moved to approve the recommendation and Robert Hullett seconded the motion.

Chairman Mezera called for a roll call vote on the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried

2. Request for Quitclaim Deeds

Chairman Mezera called on Superintendent Looney who recommended approval of the Quitclaim Deeds as presented.

Candy Emerson moved to approve the recommendation and Kenneth Peterson seconded the motion.

Chairman Mezera called for a roll call vote on the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried

3. 2014-2015 Intra-Category Transfers

a. Bethesda Project

Chairman Mezera called on Superintendent Looney who recommended approval of a safety guard rail at Bethesda Elementary in the amount of \$25,000.

Mr. Hullett moved to approve the recommendation and Mr. Cash seconded the motion.

Chairman Mezera called for a roll call vote on the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried

4. 2014-2015 Budget Amendments

a. Extended School Program Fund

Chairman Mezera called on Superintendent Looney who recommended approval of appropriating \$587,309 to the 2014-2015 Extended School Program making certain SACC employees full time.

Dr. Burgos moved to approve the recommendation and Susan Curlee seconded the motion.

Chairman Mezera called for a roll call vote on the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried

5. 2015-2016 School Calendar

Chairman Mezera called on Superintendent Looney who recommended approval of 2015-2016 School Calendar as submitted by the Calendar Committee.

Mr. Hullett moved to approve the recommendation and Mr. Peterson seconded the motion.

Ms. Emerson made a motion to amend the School Calendar and change semester break to Christmas and New Year Holiday. Dr. Burgos seconded the amendment.

After a discussion, Mr. Peterson motioned to call for the question and Mr. Hullett seconded the motion.

Chairman Mezera called for vote by a show of hands on the motion to call the question.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	No	Candy Emerson	No
PJ Mezera	Abs	Rick Wimberly	Yes
Paul Bartholomew	No	Beth Burgos	No
Gary Anderson	No	Mark Gregory	No
Jay Galbreath	No	Susan Curlee	No

Motion failed and discussion continued.

Chairman Mezera called for a roll call vote on the original amendment to the motion.

Kenneth Peterson	No	Robert Hullett	No
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	No	Rick Wimberly	No
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	No	Mark Gregory	Yes
Jay Galbreath	No	Susan Curlee	Yes

Action: Yes, 6; No, 6; Abstain, 0; Motion Failed

Ms. Curlee made a motion to amend the School Calendar to include all federal and state holidays and Mr. Gregory seconded the amendment.

Chairman Mezera called for a roll call vote on the amendment to the motion.

Kenneth Peterson	No	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	No	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 10; No, 2; Abstain, 0; Motion Carried

Dr. Burgos made a motion to amend the School Calendar to change Mid-Semester Breaks to Fall Break and Spring Break and Ms. Emerson seconded the amendment.

Chairman Mezera called for a roll call vote on the amendment to the motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	No
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 11; No, 1; Abstain, 0; Motion Carried

Mr. Hullett made a motion to amend the School Calendar to change Semester Break to Winter Break and Ms. Emerson seconded the amendment.

Chairman Mezera called for a roll call vote on the amendment to the motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	No	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	No
Paul Bartholomew	Yes	Beth Burgos	No

Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 9; No, 3; Abstain, 0; Motion Carried

Chairman Mezera called for a roll call vote on the school calendar as amended to the motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried

6. Five Year Capital Outlay Plan 2014 - 2019

Chairman Mezera called on Superintendent Looney who recommended approval of the Five Year Capital Outlay Plan as presented.

Mr. Hullett moved to approve the recommendation and Mr. Wimberly seconded the motion.

Chairman Mezera called for a roll call vote on the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	Yes
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried

7. Approval of Board Policy Revision, 2nd Reading

4.401 - Textbook Selection and Adoption

Chairman Mezera called on Superintendent Looney who recommended approval of Policy 4.401 on 2nd Reading.

Mr. Gregory moved to approve the recommendation and Mr. Cash seconded the motion.

Jay Galbreath made an amendment to the main motion to strike the last line on page one which reads “Members of the Board may also serve as ex officio members”. Mr. Hullett seconded the motion.

Chairman Mezera called for a roll call vote on the amendment to the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	No	Candy Emerson	No
PJ Mezera	No	Rick Wimberly	Yes
Paul Bartholomew	No	Beth Burgos	No
Gary Anderson	Yes	Mark Gregory	No
Jay Galbreath	Yes	Susan Curlee	No

Action: Yes, 5; No, 7; Abstain, 0; Motion Failed

Chairman Mezera called for a roll call vote on the main motion.

Kenneth Peterson	Yes	Robert Hullett	Yes
Dan Cash	Yes	Candy Emerson	Yes
PJ Mezera	Yes	Rick Wimberly	No
Paul Bartholomew	Yes	Beth Burgos	Yes
Gary Anderson	No	Mark Gregory	Yes
Jay Galbreath	Yes	Susan Curlee	Yes

Candy Emerson reported that she inadvertently voted “No” but intended to vote “Yes”. These minutes reflect her intended “Yes” vote.

Action: Yes, 10; No, 2; Abstain, 0; Motion Carried

H. Adjournment

There being no further business to come before the Board, Chairman Mezera adjourned the meeting at 9:20 p.m.

PJ Mezera, Board Chair

Dr. Mike Looney, Superintendent of Schools

Trip ID	Trip Date	Return Date	Approved	Origin	Trip Name	Trip Type	Activity Type	#	Destination
5352	1/9/2015	1/9/2015	12/1/2014	Allendale Elementary	ADES-4-BOUCHER	Academic Field Trip	4th grade	140	Allendale Elementary
Notes/Fees \$2=COST/STUDENT. MR. BOND-SCIENCE GUY. IN-HOUSE FIELDTRIP. NO BUSES NEEDED.									
5238	4/21/2015	4/21/2015	11/12/2014	Allendale Elementary	ADES-1st-Dodd	Academic Field Trip		160	Nashville Children's Theatre
Notes/Fees \$11=Cost/Student, \$8 for admission to play. 2 regular buses and 1 special Education bus needed.									
5244	5/8/2015	5/8/2015	11/12/2014	Allendale Elementary	ADEs-1st-Dodd	Academic Field Trip		160	Lucky Ladd Farm
Notes/Fees \$12=Cost/Student, \$8 admission to Farm. Will need 2 regular buses and 1 special education bus.									
5109	12/19/2014	12/20/2014	10/23/2014	Brentwood High	McCallie Wrestling Inv.	Athletic Trip	9th - 12th grade	20	McCallie High School
Notes/Fees									
4956	4/24/2015	4/26/2015	11/4/2014	Brentwood Middle	BMS Band Trip	Band Trip	Concert	142	Music In The Parks
Notes/Fees The cost of the trip will be off set by fund-raising. No school busses are needed.									
5239	2/5/2015	2/5/2015	12/2/2014	Centennial High	FBLA - Regional Conference	CTE Trip		20	Middle Tennessee State University
Notes/Fees CTE Providing Transportation Cost per student (Registration) \$15.00 The bus will take them up drop them off then come back after routes to pick up.									
5157	5/2/2015	5/3/2015	11/4/2014	Centennial High	CHS Orchestra - Gatlinburg	Band Trip	9th - 12th grade	35	Gatlinburg, TN
Notes/Fees Cost per student: \$0 No transportation necessary.									
5263	3/13/2015	3/13/2015	11/12/2014	College Grove Elementary	CGES	Academic Field Trip	4th grade	48	State Capitol/State Museum
Notes/Fees Total cost to students \$3.50.									
3723	1/16/2015	1/16/2015	11/12/2014	Edmondson Elementary	EES-K-CHILDREN'S THEATER	Academic Field Trip	Kindergarten	96	Nashville Children's Theatre
Notes/Fees \$10.00 COST									
3723	1/16/2015	1/16/2015	11/12/2014	Edmondson Elementary	EES-K-CHILDREN'S THEATER	Academic Field Trip	Kindergarten	96	Nashville Children's Theatre
Notes/Fees \$10.00 COST									
4848	10/24/2014	10/26/2014	10/16/2014	Fairview High	Boxwell Commando Raider Met	Academic Field Trip	JROTC	24	Boxwell Boy Scout Reservation
Notes/Fees NO BUS NEEDED. No WCS transportation assets are required. This is an overnight trip Office 432-4400 Ext: 1309 and 1347 Cell Phone 216-246-1845									
5401	12/5/2014	12/7/2014	12/4/2014	Fairview High	FVHS JROTC	Academic Field Trip	JROTC	9	CMP Marksmanship Center - South
Notes/Fees No Cost To Students. No Bus Needed. Will travel in private cars.									
5357	4/10/2015	4/10/2015	12/2/2014	Fairview Middle	6th grade	Academic Field Trip	6th grade	183	Fairview Middle
Notes/Fees This is an in house field trip. We are not leaving Fairview Middle School. No bus is needed. The cost will be \$3.00 per child.									
5022	12/19/2014	12/20/2014	10/23/2014	Franklin High	BRADLEY INVITATIONAL	Athletic Trip	Varsity Wrestling	20	Bradley Central High School
Notes/Fees NO BUS NEEDED Booster Club will be renting Vans for this trip.									
5249	1/16/2015	1/16/2015	11/7/2014	Franklin High	TN State Thes Con	Academic Field Trip	9th - 12th grade	40	Hilton Garden
Notes/Fees \$125 Cost per Student, On 1/16 we will leave Franklin High School at 11:00am to arrive at Hilton Gardens by 12:00pm, then depart for MTSU at 12:30PM, need to be picked up at MTSU between 9-10pm to return to hotel. On Sat. 1/17 pick up at 7:30am to go to MTSU, between 10-10:30 Sat night pick up to return to Franklin High School. Driver can contact Salty for specifics.									
5249	1/16/2015	1/16/2015	11/18/2014	Franklin High	TN State Thes Con	Academic Field Trip	9th - 12th grade	40	Hilton Garden
Notes/Fees \$125 Cost per Student, On 1/16 we will leave Franklin High School at 11:00am to arrive at Hilton Gardens by 12:00pm, then depart for MTSU at 12:30PM, need to be picked up at MTSU between 9-10pm to return to hotel. On Sat. 1/17 pick up at 7:30am to go to MTSU, between 10-10:30 Sat night pick up to return to Franklin High School. Driver can contact Salty for specifics.									
4934	4/1/2015	4/4/2015	10/10/2014	Franklin High	Robotics	Academic Field Trip	Robotic Team	22	Knoxville Robotics Regional Contest
Notes/Fees \$0 Cost to Students, No driver is needed, we will be taking vans. This is the Robotics Regional Contest in Knoxville. We will leave after school on April 1, travel to Knoxville, and leave Knoxville at the completion of competition on April 4th to return to School around 11pm.									
5158	1/20/2015	1/20/2015	12/1/2014	Heritage Elementary	2nd Grade Children's Theatre	Academic Field Trip	2nd grade	115	Nashville Children's Theatre
Notes/Fees Total Cost Per Student: \$11.00 \$8.00 admission \$4.00 buses									
4949	11/14/2014	11/16/2014	10/20/2014	Independence High	Model United Nations	Academic Field Trip	Model UN	11	Embassy Suites Murfreesboro
Notes/Fees No bus driver will be needed									
5267	2/4/2015	2/4/2015	11/12/2014	Longview Elementary	Mad Scientist	Academic Field Trip	Kindergarten	120	Mad Scientist
Notes/Fees Cost is \$5 per child. This is an in-house field trip and transportation is not needed. More on the standards- Ask questions, make logical predictions, plan investigations and represent data. Explain the data from an investigation.									
5279	2/5/2015	2/5/2015	11/12/2014	Longview Elementary	2ND Grade Science	Academic Field Trip	2nd grade	111	Discovery Center

Trip ID	Trip Date	Return Date	Approved	Origin	Trip Name	Trip Type	Activity Type	#	Destination
	Notes/Fees total cost per child is 10.00								
5342	2/24/2015	2/24/2015	12/1/2014	Longview Elementary	1st Grade - Discovery Center	Academic Field Trip	1st grade	120	Discovery Center
	Notes/Fees Need a Special Ed. Bus.								
5331	3/12/2015	3/12/2015	11/17/2014	Longview Elementary	HUNTSVILLE SPACE CENTER	Academic Field Trip	5th grade	122	Huntsville Space and Rocket Center
	Notes/Fees TOTAL COST PER STUDENT IS 54.00. NO WILLIAMSON COUNTY BUSES ARE NEEDED AS WE ARE USING GRAY LINE OF TENNESSEE. BOTH OF THESE WILL NEED A DEPOSIT PRIOR TO FINALIZATION.THE ACTUAL TIMES ARE: LEAVE SCHOOL AT 7AM RETURN AT 5PM								
5280	4/3/2015	4/3/2015	12/1/2014	Nolensville Elementary	Tennessee State History Museum	Academic Field Trip	4th grade	151	TN State Museum
	Notes/Fees \$2/Cost per StudentStandards met:4.14.24.54.204.224.254.344.364.51								
4995	4/3/2015	4/4/2015	10/20/2014	Page High	PAGE SOFTBALL	Athletic Trip	Varsity Softball	13	Ooletwah High School
	Notes/Fees NO COST TO THE STUDENTS PARENTS WILL FUNDRAISE PARENTS WILL DRIVE THEIR STUDENTS AND STUDENTS WILL STAY WITH PARENTS IN MOTELSNO BUS NEEDED								
5148	1/28/2015	1/28/2015	11/17/2014	Pearre Creek Elementary	Nashville Children's Theatre	Academic Field Trip	Kindergarten	120	Nashville Children's Theater
	Notes/Fees Total Cost/Student - \$11.25								
5323	2/17/2015	2/17/2015	11/17/2014	Pearre Creek Elementary	4th Symphony	Academic Field Trip	4th grade	120	Nashville Symphony
	Notes/Fees Total Cost/Student - \$2.50								
4923	1/2/2015	1/4/2015	10/14/2014	Ravenwood High	Jan2Wrestling	Athletic Trip	Varsity Wrestling	40	Tennessee High School
	Notes/Fees Leave Friday and come home on Sunday. Hotel for Driver will be provided.								
4923	1/2/2015	1/4/2015	10/28/2014	Ravenwood High	Jan2Wrestling	Athletic Trip	Varsity Wrestling	40	Tennessee High School
	Notes/Fees Leave Friday and come home on Sunday. Hotel for Driver will be provided.								
5338	2/17/2015	2/17/2015	12/1/2014	Scales Elementary	SES-2nd	Academic Field Trip	2nd grade	87	Scales Elementary
	Notes/Fees Total Cost Per Student is \$5.00This science workshop covers the standard: students will understand how temperature changes affect the states of matter.								
5340	2/18/2015	2/18/2015	12/1/2014	Scales Elementary	SES - 2nd Grade	Academic Field Trip	2nd grade	59	Scales Elementary
	Notes/Fees Total Cost per student \$5.00This science workshop covers the standard: students will understand how temperature changes affect the states of matter.								
5333	4/27/2015	4/27/2015	11/17/2014	Scales Elementary	2nd Grade Boiling Springs	Academic Field Trip	2nd grade	21	Boiling Springs Academy
	Notes/Fees Total cost - Bus only \$1.50No admission cost for studentsSocial Studies Curriculum- teaching students how communities change over time.								
5330	1/29/2015	1/29/2015	11/17/2014	Trinity Elementary	TRINITY ELEMENTARY	Academic Field Trip	Kindergarten	10	NASHVILLE PUBLIC LIBRARY
	Notes/Fees \$3.00 TOTAL COST PER STUDENT. A SPECIAL ED BUS WITH WHEEL CHAIR ACCESS WILL ALSO BE REQUIRED. A NURSE WILL ATTEND THIS TRIP.								
5329	4/22/2015	4/22/2015	11/17/2014	Trinity Elementary	TRINITY ELEMENTARY	Academic Field Trip	Kindergarten	97	Nashville Children's Theater
	Notes/Fees \$10.50 TOTAL STUDENT COST. THIS TRIP WILL ALSO REQUIRE A SPECIAL ED BUS WITH WHEEL CHAIR ACCESS. A NURSE WILL BE REQUIRED TO ATTEND THIS FIELD TRIP.								
5265	2/4/2015	2/4/2015	11/12/2014	Walnut Grove Elementary	3rd Grade: Country Music	Academic Field Trip	3rd grade	60	Country Music Hall of Fame
	Notes/Fees \$8.50 per student. 3rd grade will split this trip into 2 days. 3 classes will attend on the 4th and 3 classes will attend on the 5th.								
5266	2/5/2015	2/5/2015	11/10/2014	Walnut Grove Elementary	3rd Grade: Country Music	Academic Field Trip	3rd grade	60	Country Music Hall of Fame
	Notes/Fees \$8.50 per student								
5273	4/23/2015	4/23/2015	11/12/2014	Walnut Grove Elementary	3rd Grade: River/ecosystem	Academic Field Trip	3rd grade	120	Edwin Warner State Park
	Notes/Fees \$2.50/student cost								

WCS 2014-2015 FY BUDGET Staffing Standards and Targets

ELEMENTARY:

The staffing target for elementary general education classes is the BEP requirement

	<u>AVG.</u>	<u>MAX.</u>
K-3	20	25
4-5	25	30

Assistant Principals:

<u><450</u>	<u>½ FTE</u>
<u>>450</u>	<u>1 FTE</u>

Note: In calculating APs we also factor in the number of Pre-K and EC students in the building which are not reflected in PCR.

School Counselors:

<300 Students	½ time counselor
300 – 700 Students	1 Counselor
>700 Students	1.5 Counselors

Specialists: (Based upon the number of classes in the school)

Specialists to provide: Old Standard

Art:	One (1) 45 minute class per week for K-5 classes
Music:	One (1) 45 minute class per week for K-5 classes
Physical Education:	Two (2) 45 minute classes per week for K-5 classes
Math Coach:	1 FTE per school
Reading Specialist	1 FTE per school
New Standard:	For every 35 Direct teachers 1 FTE Special each for: Math Coach, Reading

Teaching Assistants:

One (1) Teaching Assistant for 150 students

General Assistant:

.5 FTE per school (instructional or office assistant)

MIDDLE SCHOOL:

	<u>AVG.</u>	<u>MAX.</u>
BEP Standards 6 th Grade	25	30
BEP Standards 7 th & 8 th	30	35

MIDDLE SCHOOL cont.:

Staffing Targets:

19:1 staffing for Middle Schools

Exceptions based upon student needs and staffing efficiency:

17:1 Fairview Middle School

Assistant Principals:

< 800 Students	1 Assistant Principal
>800 Students	2 Assistant Principals
>1,200 Students	.5 addl

School Counselors:

>500 Students	2 Counselors
>900 Students	3 Counselors

HIGH SCHOOL:

	<u>AVG.</u>	<u>MAX.</u>
<i>BEP Standards 9-12</i>	30	35
<i>BEP Standards Vocational</i>	20	25

Staffing Targets:

21.7 Staffing target for high schools

Exceptions due to student needs and/or school size:

17.5:1 Fairview High School

15:1 Middle College High School

20:1 Page High School , Summit High School

High School Counselor Staffing Targets:

<400 students	1.0	1301-1450 students	4.0
401-600 students	1.5	1451-1600 students	4.5
601-800 students	2.0	1601-1750 students	5.0
801-1000 students	2.5	1751-1900 students	5.5
1001-1150 students	3.0	>1900 Students	6.0
1151-1300 students	3.5		

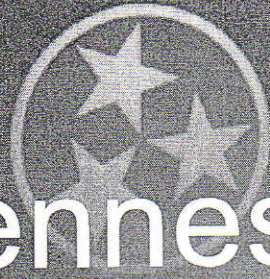
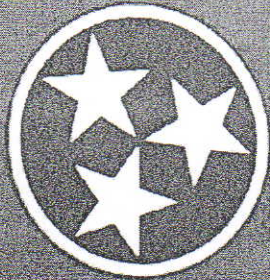
High School ISS Teacher: 1.0 each school, except MCHS, does not count against PTR

Freshman Academy Teacher: 1.0 each school, except MCHS which does not have freshman, does not count against PTR

JrROTC Teachers: Each full-time teacher counts as .5 against PTR because you have to have two in a classroom for instruction

Assistant Principals:

300 – 600 Students	1 Assistant Principal	>1600 Students	4 Assistant Principals
601-1100 Students	2 Assistant Principals		
1101 – 1600 Students	3 Assistant Principals		



Tennessee Basic Education Program BEP 2.0

**State Board of Education
1st Floor, Andrew Johnson Tower
710 James Robertson Parkway
Nashville, TN 37243-1050**

This booklet lists the Basic Education Program (BEP) components and the cost specifications for each component. The components include both operating and capital outlay costs.

The BEP components serve as the basis for calculating the level of funding for each school system. These components represent the level of support necessary for our schools to succeed. While the components serve as the basis for calculating the level of BEP funding for each school system, the BEP does not prescribe specific levels of expenditures for individual components. Actual costs of the essential components are monitored and updated from year to year. Total costs are calculated by applying cost specifications to the schools' census data.

Equity adjustments (cost of operations adjustment and fiscal capacity adjustment) equalize responsibility among the local school systems based on variations in the cost of delivering services to students and in relative fiscal capacity.

STATE BOARD OF EDUCATION

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INSTRUCTIONAL COMPONENTS (STATE SHARE = 70%)

COMPONENT	FUNDING LEVEL
REGULAR EDUCATION	1 per 20 ADM K-3 1 per 25 ADM 4-6 1 per 25 ADM 7-9 1 per 22.08 ADM 10-12
CAREER & TECHNICAL EDUCATION	1 per 16.67 career and technical education FTEADM
SPECIAL EDUCATION (number of students identified and served = I & S)	(Caseload Allocations) Option 1 91 Option 6 2 Option 2 73 Option 7 10 Option 3 46 Option 8 6 Option 4 25 Option 9 0 Option 5 15 Option 10 10
ELEMENTARY GUIDANCE	1 per 500 ADM K-6*
SECONDARY GUIDANCE	1 per 350 ADM 7-12 (including CTE)*
ELEMENTARY ART	1 per 525 ADM K-6
ELEMENTARY MUSIC	1 per 525 ADM K-6
ELEMENTARY PHYSICAL EDUCATION	1 per 350 ADM K-4 1 per 265 ADM 5-6
ELEMENTARY LIBRARIANS (K-8)	.5 per school < 265 1 per school 265-439 1 per school 440-659 (+.5 assistant) 1 per school > 660 (+1 assistant)
SECONDARY LIBRARIANS (9-12)	.5 per school < 300 1 per school 300-999 2 per school 1,000-1,499 2 per school > 1,500 (+1 per add'l 750)
ELL INSTRUCTORS	1 per 30 ELL Students I&S
ELL TRANSLATORS	1 per 300 ELL Students I&S

INSTRUCTIONAL COMPONENTS (STATE SHARE = 70%)

COMPONENT	FUNDING LEVEL
PRINCIPALS	.5 per school < 225** 1 per school > 225
ASSISTANT PRINCIPALS ELEMENTARY	.5 per school 660-879 1 per school 880-1,099 1.5 per school 1,100-1,319 2 per school > 1,320
ASSISTANT PRINCIPALS SECONDARY	.5 per school 300-649 1 per school 650-999 1.5 per school 1,000-1,249 2 per school > 1,250 (+ 1 per add'l 250)
SYSTEM-WIDE INSTRUCTIONAL SUPERVISORS	1 per < 500 total ADM 2 per 500-999 total ADM 3 per 1,000-1,999 total ADM 3 per > 2,000 total ADM (+ 1 per add'l 1,000)
SPECIAL EDUCATION SUPERVISORS	1 per 750 special education I & S
CAREER & TECHNICAL EDUCATION SUPERVISORS	1 per 1,000 Career & Technical education FTEADM
SPECIAL EDUCATION ASSESSMENT PERSONNEL	1 per 600 special education I & S
SOCIAL WORKERS	1 per 2,000 total ADM*
PSYCHOLOGISTS	1 per 2,500 total ADM*
SPECIAL EDUCATION EARLY INTERVENTION	Early intervention services for 3-year-old children with disabilities. Now allocated through count of special education I & S
STAFF BENEFITS AND INSURANCE	\$5,299.20 per BEP position for insurance; plus 7.65% of BEP salary for FICA. Add 9.04% of BEP salary per licensed position OR 9.89% of BEP salary per classified position for TCRS

CLASSROOM COMPONENTS (STATE SHARE = 75%)

COMPONENT	FUNDING LEVEL
K-12 AT-RISK CLASS SIZE REDUCTION	Based on 1:15 class size reduction for grades K-12, estimated at \$530.19 per identified at-risk ADM. Funded at 100% at-risk.
DUTY-FREE LUNCH	\$11.25 per total ADM
TEXTBOOKS	\$76.75 per total ADM
CLASSROOM MATERIALS & SUPPLIES (includes fee waiver)	\$ 74.50 per regular ADM \$157.75 per career & technical education FTEADM \$ 36.50 per special education I & S \$35.75 per Academic exit exam (12 th grade) \$11.25 per Technical exit exam (1/4 CTE)
INSTRUCTIONAL EQUIPMENT	\$64.25 per regular ADM \$99.75 per career & technical education FTEADM \$13.25 per special education I & S
CLASSROOM RELATED TRAVEL	\$14.00 per regular ADM \$21.50 per career & technical education FTEADM \$17.25 per special education I & S
CAREER & TECHNICAL CENTER TRANSPORTATION	For participating systems to transport students to career & technical center attended part of the day
TECHNOLOGY	\$TBD per total ADM (Approx. \$20.88) \$20 M distributed on ADM basis
NURSES	1 per 3,000 total ADM (min. + 1 per system)
INSTRUCTIONAL ASSISTANTS	1 per 75 ADM K-6
SPECIAL EDUCATION ASSISTANTS	1 per 60 special education I & S in Options 5,7,8
SUBSTITUTE TEACHERS	\$61.75 per total ADM
ALTERNATIVE SCHOOLS	\$3.50 per total ADM K-12 plus \$30.25 per ADM 7-12 (including CTE)

NON-CLASSROOM COMPONENTS (STATE SHARE = 50%)

COMPONENT	FUNDING LEVEL
SUPERINTENDENT	1 per county***
SYSTEM SECRETARIAL SUPPORT	1 per system < 500 2 per system 500-1,250 3 per system 1,251-1,999 3 per system 1,999 and above, plus 1 for each additional 1,000 ADM
TECHNOLOGY COORDINATORS	1 per system with one additional for each 6,400 ADM
SCHOOL SECRETARIES	.5 per school < 225 1 per school 225-374 1 per 375 per school > 375 (plus 1 per each additional 375)
MAINTENANCE & OPERATIONS	100 square feet per total K-4 ADM 110 square feet per total 5-8 ADM 130 square feet per total 9-12 ADM Total sq ft x \$3.12/sq ft**** 1 custodian per 22,376 calculated sq ft
NON- INSTRUCTIONAL EQUIPMENT	\$18.75 per total ADM
PUPIL TRANSPORTATION	Allocated to systems that provide transportation. Formula established by Commissioner of Education. Based on number of pupils transported, miles transported, and density of pupils per route mile
STAFF BENEFITS AND INSURANCE	\$4,945.92 per BEP position for insurance; plus 7.65% of BEP salary for FICA. Add 9.04% of BEP salary per Superintendent and technology coordinator OR 9.89% of BEP salary per classified position for TCRS
CAPITAL OUTLAY	100 sq ft per total K-4 ADM x \$136/sq ft 110 sq ft per total 5-8 ADM x \$138/sq ft 130 sq ft per total 9-12 ADM x \$136/sq ft Add equipment (10% of sq ft cost) Add architect's fee (5% of sq ft cost) Add debt service (20 yrs @ 6.00%) Divide total by 40 yrs = annual amount

SALARIES USED IN BEP CALCULATIONS

Teachers and Other Licensed Personnel

The BEP allocation for salaries for each school system is based on:

The number of each type of position generated by the cost components

The current salary unit cost for instructional personnel = \$40,447

Average annual superintendent salary = \$96,800 per county

Other Personnel

Average annual library/instructional assistant salary = \$20,100

Average annual custodian salary = \$21,600

Average annual school secretary salary = \$28,300

Average annual system secretary salary = \$36,200

FOOTNOTES

* If a system within a county having more than one system does not have enough pupils to qualify for a position, the relevant county totals are used and each system receives a pro rata share based on its proportion of total relevant enrollment. If county totals are not sufficient to generate a position, the county is allocated one position and each system is allocated a pro rata share of the position based on its proportion of the relevant enrollment.

**Elementary schools < 100 are not allocated a principal.

***One superintendent is allocated for each county. If there is more than one school system in a county, each system receives a pro rata share based on its proportion of total county ADM.

****For purposes of calculating benefits and insurance: for maintenance add 60% of sq. ft. cost to salary allocation; for pupil transportation add 45% of amount to salary allocation. Apply calculated rate (insurance, FICA, TCRS) for classified personnel as specified to 50% of 45% of allocation, respectively.

Memo

To: Mike Looney
From: Tim Gaddis
CC: Jaci Stewart, Denise Goodwin, Charles Farmer
Date: December 11, 2014
Re: December Progress Report on 2014-15 Mathematics Textbook Adoption

The following textbook adoption activities have been completed since the November 2014 Board meeting or will be completed in the month of December 2014:

- Principals have submitted the names of all teachers who are eligible to serve on the textbook selection committees. Dr. Looney and Mr. Mezera will recommend the teacher names to the Board on December 15.
- PTOs and PTAs have recommended parents to serve on the textbook selection committees. The recommendations were made in collaboration with principals, and principals submitted the lists to the central office. Dr. Looney and Mr. Mezera will recommend the parent names to the Board on December 15.
- Textbook samples have been ordered from all TDOE-approved vendors. These will be available at the review sites in January. Jaci Stewart has requested that all vendors who are able to provide electronic versions of materials to do so as quickly as possible.
- School-based review sites have been set:
Elementary—Allendale, Grassland, Sunset, Trinity, Westwood
Middle—Brentwood, Fairview, Grassland, Heritage, Sunset
High—Brentwood, Franklin, Fairview, Page, Summit
- Letters have been sent to all TDOE-approved vendors to request all online materials related to texts for inspection and testing by Belinda Moss and her team.
- Meetings will be held for school-level adoption committee liaisons on December 17 and 18. Elementary liaisons will meet at the Professional Development Center from 4:15-5:15 on December 17. Middle and high school liaisons will meet at the Professional Development Center from 3:30-4:30 on December 18. Liaisons will be briefed on all rules, instructions, and deadlines. They will be expected to share the information with school-based committees, including both parents and teachers.

- During the week of December 15 the January public review dates and location will be publicized in *In Focus*, on the WCS website, on WCS Facebook and Twitter, and in principals' newsletters. In addition a press release will be sent to all local print outlets.
 - January 13, 3:30-7:00 PM
 - January 21, 10:00 AM-5:00 PM
 - January 23, 3:30-7:00 PM
 - January 26, 10:00 AM-5:00 PM
 - January 29, 3:30-7:00 PM
 - February 3, 3:30-7:00 PM
 - Texts may be reviewed at other times by making an appointment with Jaci Stewart.

ALLENDALE ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Bengard	Janie	T
K	Clark	Amanda	T
K	Mason	Melissa	T
K	Donnelly	Karen	T
1st grade	Carpenter	Kyla	T
1st grade	Dodd	J-Rae	T
1st grade	Gross	Laurie	T
1st grade	Holloway	Julie	T
1st grade	Salce	Joanna	T
2nd grade	Black	Val	T
2nd grade	Campbell	Audry	T
2nd grade	DeCola	Lauren	T
2nd grade	Maxwell	Julie	T
2nd grade	Vermillion	Dan	T
2nd grade	Young	Lisa	T
3rd grade	Atchison	Meredith	T
3rd grade	Hornavius	Monica	T
3rd grade	Murphy	Brooke	T
3rd grade	Peach	Misty	T
3rd grade	Rinehart	Kristen	T
5th grade	Allen	Carolyn	T
Coach	Ryan	Wendy	T
Coach	McDaniel	Tennille	T
SSS	Clark	Robert	T
SSS	Goetzman	Barb	T
Diff. Coach	Murcray	Brook	T
SSS	Thomas	Nicole	T
K	Dooley	Jennifer	P
1st grade	Moore	Jeff	P
2nd grade	Kosiba	Diana	P
3rd grade	Gilley	Rebecca	P
4th grade	Weatherly	Beth	P
5th grade	Parish	Stacy	P

BETHESDA ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Brown	Linda	T
K	Cooper	Amy	T
K	Myers	Betty	T
K	Waddell	Karen	T
1st grade	Amore	Al	T
1st grade	Bonney	Julie	T
1st grade	Campbell	Julie	T
1st grade	Martin	Lindsay	T
1st grade	Rainbolt	Gabrielle	T
2nd grade	Linton	Evan	T
2nd grade	VanBurkleo	Denise	T
2nd grade	Welch	Judy	T
3rd grade	Davis	Kimberly	T
3rd grade	McCullough	Lisa	T
3rd grade	Peck	Kirsten	T
3rd grade	Walsh	Marianne	T
4th grade	Bosarge	Shelly	T
4th grade	Warner	Laura	T
5th grade	Lewis	Cynthia	T
5th grade	Nichols	Donna	T
Coach	Dickson	Melanie	T
SSS	Johnston	Kimbra	T
2nd grade	Bradley	Lori	P
K	Rumpler	Tara	P
1st grade	Johnson	Jennifer	P
4th grade	Arrington	Jennifer	P
5th grade	Bellini	Cindi	P
3rd grade	Northrop	Annette	P

CHAPMANS RETREAT ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Martin	Terry	T
K	Pantall	Kimberly	T
K	Fox	Marie	T
K	Stallings	Kimberly	T
K	Kavin	Nicole	T
K	Kitchen	Michelle	T
1st grade	Jones	Kristy	T
1st grade	Ledbetter	Shauna	T
1st grade	Quarantello	Jennifer	T
2nd grade	Leedle	Sonya	T
2nd grade	Raleigh	Amy	T
3rd grade	Cowan	Elizabeth	T
3rd grade	Heep	Tiffany	T
4th grade	Griffin	Amy	T
4th grade	Elize	Vyron	T
5th grade	Salkind	Amy	T
5th grade	Smeltz	Julie	T
5th grade	Henderson	Kim	T
K	Brownlee	Steve	P
1st grade	Davis	Chelsea	P
2nd grade	Howard	Shannon	P
3rd grade	Gribben	Erin	P
4th grade	Mason	Felicia	P
5th grade	Schumaker	Lindsey	P

CLOVERCROFT ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Ault	Kristy	T
K	Colasso	Charlotte	T
K	Cooper	Sandy	T
K	Corn	Jessica	T
K	Matlock	Carol	T
K	Taylor	Erika	T
K	Howell	Kristin	T
1st grade	Barnes	Celia	T
1st grade	Fitch	Rachel	T
1st grade	Hamm	Aurora	T
1st grade	Hess	Malissa	T
1st grade	Holt	Lindsay	T
1st grade	Parker	Stephanie	T
1st grade	Skiles	Mackenzie	T
2nd grade	Bates	Susanne	T
2nd grade	Breedon	Kristie	T
2nd grade	Gunter	Karan	T
2nd grade	Lemons	Victoria	T
2nd grade	Rhea	Katie	T
2nd grade	Strickland	Leanna	T
2nd grade	Swartz	Amy	T
3rd grade	Howell	Susan	T
3rd grade	McKeown	Angela	T
4th grade	Wells	Marianne	T
4th grade	Gwaltney	Jennifer	T
4th grade	Bedell	Anna	T
4th grade	Largen	Audray	T
5th grade	Bahrke	Denise	T
5th grade	Verner	Chet	T
5th grade	Pietragallo	Martha	T
K	Thomas	Joe	P
1st grade	Skiles	MacKenzie	P
2nd grade	Voyles	Andy	P
3rd grade	Wyatt	Krista	P
4th grade	Heins	Lona	P
5th grade	Cooper	Sandra	P

COLLEGE GROVE ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Richey	Kimberly	T
K	Coley	Erin	T
1st grade	Poston	Michelle	T
1st grade	O'Neal	Kimberly	T
2nd grade	Brake	Vickie	T
2nd grade	Ferguson	Emily	T
2nd grade	Childs	Melanie	T
3rd grade	Kon	Melinda	T
3rd grade	Lusky	Kimberly	T
4th grade	Hastings	Judy	T
5th grade	Mayo	Jessica	T
5th grade	Schwartz	Jennifer	T
K	Holder	Laura	P
1st grade	Moss	Carol	P
2nd grade	Childs	Nancy	P
3rd grade	Hanson	Tabatha	P
5th grade	Tubb	Kristin	P

CROCKETT ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Conway	Shannon	T
K	Hasselbring	Robin	T
K	Kirksey	Joyce	T
K	Bacon	Lauren	T
1st grade	Birdwell	Sherry	T
1st grade	Hastings	Kortnie	T
1st grade	Holmes	Renee	T
1st grade	Toney	Kate	T
1st grade	Trotter	Laura	T
1st grade	Urban	Sandra	T
2nd grade	Blakely	Wendy	T
2nd grade	Brasel	Ruthie	T
2nd grade	Gray	Leanne	T
2nd grade	McFerran	Melody	T
2nd grade	Morel	Brooke	T
SSS	Zimmerman	Judy	T
3rd grade	Bills	Nadine	T
3rd grade	Crump	Lori	T
3rd grade	Guy	Kim	T
3rd grade	Jeter	Bobby	T
3rd grade	Vaughn	Holly	T
Math Coach	Breskow	Lisa	T
4th grade	Reff	Kim	T
4th grade	Severs	Susan	T
Gifted	Robinett	Chantel	T
5th grade	Comer	Wendy	T
5th grade	Davis	Sybil	T
5th grade	Hoch	Holly	T
K	Wade	Kelly	P
1st grade	Wohlken	Jay	P
2nd grade	Dalton	Tiffany	P
3rd grade	Harris	Kyle	P
4th grade	Collignon	Andrew	P
5th grade	Poole	Teresa	P

EDMONDSON ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Cauthen	Amy	T
K	Lindsey	Shelly	T
K	Majors	Jennifer	T
K	Pullen	Laura	T
1st grade	Marino	Karolyn	T
1st grade	Morris	Lisa	T
1st grade	Ritter	Christy	T
2nd grade	Barry	Yolanda	T
2nd grade	Calcote	Diane	T
2nd grade	Cook	Laura Elaine	T
2nd grade	Thurmond	Suzanne	T
3rd grade	Clark	Jessica	T
3rd grade	George	Leslie	T
3rd grade	Hunter	Audrey	T
3rd grade	Many	Susan	T
3rd grade	Shelton	Darlene	T
4th grade	Good	Janice	T
4th grade	Hoffman	Summer	T
5th grade	Anglim	Robin	T
5th grade	Brady	Laura	T
Coach	Kerr	Anne Marie	T
SSS	Baker	Maria	T
SSS	Collins	Jill	T
SSS	Holt	Jennifer	T
SSS	Johnson	Catherine	T
K	Odom	Ed	P
1st grade	Pearson	David	P
2nd grade	Mostello	Steven	P
3rd grade	D'Aprile	Allison	P
4th grade	Rao	Bharathi	P
5th grade	Danekar	Eva	P

<u>FAIRVIEW ELEMENTARY</u>			
Grade Level	Last Name	First Name	Role
K	Davis	Brandi	T
K	Donegan	Nancy	T
K	Fuson	Jennifer	T
K	Lerner	Tara	T
1st grade	Curtis	Linda	T
1st grade	Halleen	Laura	T
1st grade	White	Sharon	T
1st grade	Williams	Tonya	T
2nd grade	Hess	Becky	T
2nd grade	Kirk	Janice	T
2nd grade	VonDohlen	Rachel	T
3rd grade	Gibbs	Joycelyn	T
3rd grade	McClure	Mandy	T
3rd grade	Chapman	Charlene	T
3rd grade	Philbrick	Rose	T
4th grade	Pittman	Sara	T
4th grade	Butler	Emily	T
5th grade	Cohen	Sally	T
5th grade	Lee	Jennifer	T
5th grade	Sullivan	Misty	T
K	England	Lisa	P
1st grade	Logan	Dawn	P
2nd grade	Clairborne	Ashlea	P
3rd grade	Suffridge	Holly	P
4th grade	Dozier	Kelly	P
5th grade	Stromatt	Tessa	P

GRASSLAND ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Delvzis	Becky	T
K	Erie	Ashlie	T
K	Boecler	Cynthia	T
K	Loring	Suzanne	T
1st grade	Dietrich	Taylor	T
1st grade	Peluso	Nancy	T
1st grade	Wetherholt	Tammie	T
1st grade	Zigler	Pam	T
2nd grade	Brown	Vickie	T
2nd grade	Eastep	Stephanie	T
2nd grade	Gordon	Pat	T
2nd grade	Pharr	Brittany	T
2nd grade	Raney	Pamela	T
2nd grade	Arthur	Erlene	T
3rd grade	Green	Christy	T
3rd grade	Schuff	Mary	T
3rd grade	Slater	Laura	T
3rd grade	Wheeler	Leslie	T
4th grade	Deustch	Laura	T
4th grade	McKenzie	Paula	T
5th grade	Hawkins	Stephanie	T
SSS	Dufrain	Lori	T
SSS	Rodriquez	Ann	T
K	Bordenstein	Sarah	P
1st grade	Smith	Jennifer	P
2nd grade	Duckworth	Lauren	P
3rd grade	Eakes	Allyson	P
4th grade	Cochran	Sarah	P
5th grade	Phillips	Terri	P

HERITAGE ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Fielder	Pam	T
K	Buckles	Caren	T
K	Smith	Debbie	T
K	Maynord	Ashleigh	T
K	Horton	Laura Lee	T
1st grade	Gildemeister	Sara	T
1st grade	Weaver	Heather	T
1st grade	Woods	Christina	T
1st grade	Lewin	Karen	T
2nd grade	Whaley	Erin	T
2nd grade	Paxon	Elizabeth	T
3rd grade	Reynolds	Lincy	T
3 grade	Hazelwood	Jennifer	T
4th grade	Fowler	Patricia	T
5th grade	Knoll	Debroah	T
5th grade	Darnell	Amy	T
Coach	Hobson	Andrea	T
SSS	McGlone	Louise	T
SSS	Wright	Rosel	T
SSS	Benson	Amy	T
Gifted	Frakes	Pam	T
EII	Kellogg	Lorie	T
K	Wallace	Elizabeth	P
1st grade	Weaver	Heather	P
2nd grade	Caldwell	Hollie	P
3rd grade	Rich	Connie	P
4th grade	McVicker	Connie	P
5th grade	Weaver	Justin	P

HILLSBORO ELEMENTARY/MIDDLE			
Grade Level	Last Name	First Name	Role
K	Howell	Andrea	T
Coach	Aaron	Cristina	T
2nd grade	Jackson	Kimberly	T
3rd grade	Chunn	Meredith	T
4th grade	Martin	Summer	T
5th grade	Shepard	Diana	T
6th grade	Spell	Bethany	T
7th grade	Blackwell	Betty Diane	T
8th grade	Simpson	Glenda	T
1st grade	Holaday	Jennifer	P
2nd grade	Hoffmann	Kathie	P
3rd grade	Scott	Kari	P
4th grade	Titus	Michelle	P
5th grade	Krause	Michelle	P
6th grade	Kollenborn	Keith	P
7th grade	Schmidt	Pam	P
8th grade/Pre-Algebra	Balderrama	Amy	P
Algebra I	Henke	Steve	P

HUNTERS BEND ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Wheeler	Kelley	T
K	Heim	Sharon	T
K	Graves	Sarah	T
K	Larson	Beth	T
1st grade	Hayes	Tammy	T
1st grade	Hudson	Nancy	T
1st grade	Hudspith	Stacia	T
2nd grade	Gilliland	Jenny	T
2nd grade	Grider	Celeste	T
2nd grade	Gibbs	Liz	T
3rd grade	Murry	Pat	T
3rd grade	Ward	Shelley	T
4th grade	Swaim	Debra	T
4th grade	Carnes	Steven	T
5th grade	Hooper	Sara	T
5th grade	Brabson	Liz	T
Coach	Thomson	Paula	T
SSS	Donoghue	Vicki	T
SSS	Ross	Nancy	T
SSS	Smith	Jill	T
SSS	Mcllvaine	Janine	T
SSS	York	Jennifer	T
K	Krinks	Kara	P
1st grade	DeVree	Emily	P
2nd grade	Williams	Melissa	P
3rd grade	Black	Amy	P
4th grade	Moyers	Rhonda	P
5th grade	Sylvester	George	P

<u>KENROSE ELEMENTARY</u>			
Grade Level	Last Name	First Name	Role
K	Hedgepath	Shelly	T
K	Snipes	Ashley	T
K	Smithson	Melissa	T
K	Tuck	Terease	T
K	Lifsey	Beth	T
1st grade	Heller	Caitlin	T
1st grade	Moser	Erin	T
1st grade	Kraemer	Krista	T
1st grade	Kilgore	Julianna	T
1st grade	Rogers	Judith	T
2nd grade	Embry	Karen	T
2nd grade	Charbonneau	Kristen	T
2nd grade	Flanagan	Kelsey	T
2nd grade	Mahoney	Meaghan	T
2nd grade	Whitaker	Jessica	T
2nd grade	Yarger	Kristi	T
2nd grade	Skoczen	Victoria	T
3rd grade	Biggs	Lindsay	T
3rd grade	Boggs	Wesley	T
3rd grade	Craig	Susan	T
3rd grade	Ivey	Patricia	T
3rd grade	Beck	Karen	T
3rd grade	Evans	Cynthia	T
4th grade	Griffin	Rebecca	T
4th grade	Wood	Traci	T
4th grade	Burgess	Michael	T
4th grade	Barnes	Joann	T
4th grade	Yanecek	Lori	T
5th grade	McMurry	Amy Kate	T
5th grade	Ramos	Natalie	T
5th grade	Griffor	Kelly	T
K	Tucker	Callie	P
1st grade	Puzanovova	Martina	P
2nd grade	Munyon	Karen	P
3rd grade	Gallagher	Dave	P
4th grade	Kauppila	Amy	P
5th grade	Fong	Kimberly	P

LIPSCOMB ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Hillard	Caroline	T
K	Gilliland	Reneta	T
1st grade	Carroll	Mary Beth	T
1st grade	Liggett	Katie	T
1st grade	Jolley	Megan	T
1st grade	Stone	Darci	T
2nd grade	Miller-Evans	Lowanda	T
2nd grade	Gatlin	Cynthia	T
2nd grade	Hitt	Sherry	T
2nd grade	Hutchinson	Kristina	T
2nd grade	Klein	Michelle	T
2nd grade	Stephens	Julia	T
3rd grade	Hamlet	Amanda	T
3rd grade	Keener	Bridget	T
3rd grade	Smith	Dee Ann	T
3rd grade	Wagner	Jennifer	T
3rd grade	Wille	Lynette	T
4th grade	Lytle	Linda	T
5th grade	Gludiey	Stephanie	T
5th grade	Johnson	Elizabeth	T
5th grade	Mathor	Shivani	T
Coach	Nichols	Virginia	T
SSS	Hawkins	Charlyne	T
SSS	Lokey	Melanie	T
5th grade	Overton	Suzann	P
4th grade	Nordstrum	Angela	P
3rd grade	Walter	Charles	P
2nd grade	Patil	Tara	P
1st grade	Morrow	Katherine	P
K	Solima	Mandy	P

LONGVIEW ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Bennett	Amy	T
K	McGrath	Andrea	T
K	Clark	Tiffany	T
K	Haedge	Rachel	T
K	Hoy	Christie	T
1st grade	Hundley	Tisha	T
1st grade	Casey	Rosemary	T
2nd grade	Marshall	Julia	T
2nd grade	Crick	Krystal	T
2nd grade	Hancock	Jennifer	T
2nd grade	Gallagher	Donna	T
2nd grade	Stewart	Teresa	T
3rd grade	Croteau	Caroline	T
3rd grade	Tester	Sharon	T
4th grade	Farner	Dawn	T
4th grade	Ignomirello	Lauren	T
4th grade	Harder	Jenna	T
5th grade	Kofahl	Shelley	T
5th grade	Hughes	Lisa	T
Coach	Beardsley	Lori	T
SSS	Stoots	Marty	T
SSS	Emmittee	Brandy	T
SSS	Ellison	Krisi	T
	Milton	Anna	T
K	Lefevre	Mandy	P
1st grade	Oubre	Doug	P
2nd grade	Marshall	David	P
3rd grade	Mitchell	Rebecca	P
4th grade	Cardin	Beth	P
5th grade	Martorell	Candy	P

<u>NOLENSVILLE ELEMENTARY</u>			
Grade/Course	Last Name	First Name	Role
K	Miller	Melissa	T
K	Brock	Allison	T
K	Ellis	Pamela	T
K	Tant	Julie	T
K	Kuhns	Sandra	T
K	Coburn	Kalee	T
1st grade	Bates	Michelle	T
1st grade	Green	Erin	T
1st grade	Nichols	Sandra	T
1st grade	Oaks	Kerri	T
1st grade	Poe	Susan	T
1st grade	Redmond	Tamara	T
2nd grade	Cartwright	Jessica	T
2nd grade	Lee	Cyndy	T
2nd grade	Myers	Stacy	T
3rd grade	Blackburn	Jessica	T
3rd grade	Bratcher	Julie	T
3rd grade	Dunn	Stephanie	T
3rd grade	Farmer	Kay	T
3rd grade	Lauer	Jane	T
3rd grade	Parrish	Emily	T
3rd grade	Warren	Misty	T
4th grade	Johnston	Michellw	T
4th grade	Miller	Annamarie	T
5th grade	Caballero	Donovan	T
5th grade	Hall	Lori	T
SSS	Redick	Lori	T
SSS	Conti	Denise	T
SSS	Hyatt	Sheri	T
Coach	Watson	Shantel	T
K	Donatelli	Sharon	P
1st grade	Smith	Latoya	P
2nd grade	Wolstenholm	Jessica	P
3rd grade	Gray	Amber	P
4th grade	Talley	Jeff	P
5th grade	Bowen	Candi	P

OAKVIEW ELEMENTARY			
Grade Level	Last Name	First Name	Role
Coach	Puryear	Elizabeth	T
4	Bailey	Laura	T
K	Collins	Christy	T
K	Dawson	Krista	T
K	Strunk	Tara	T
K	Runnion	Mary	T
K	Daniel	Lori	T
1st grade	Barnhill	Kim	T
1st grade	Souers	Kate	T
1st grade	Wanee	Maria	T
2nd grade	Durr	Sheri	T
2nd grade	Fedoryshyn	Lindsey	T
2nd grade	Rogers	Terry	T
2nd grade	MacDonald	Cathy	T
2nd grade	Brown	Kelly	T
3rd grade	Cushenberry	Mindy	T
3rd grade	Hinesley	Sue	T
3rd grade	Miles	Susan	T
3rd grade	Marken	Mary	T
3rd grade	Zwolinski	Jennifer	T
4th grade	King	Liliana	T
5th grade	Courchesne	Lauren	T
SSS	Carlton	Jan	T
SSS	Clementi	Lara	T
SSS	Maloney	Valerie	T
K	Temple	Elizabeth	P
1st grade	Rainey	Stephanie	P
2nd grade	Harlow	Traci	P
3rd grade	Cumbie	Kathy	P
4th grade	Hurd	Laura	P
5th grade	Hauptman	Ally	P

PEARRE CREEK ELEMENTARY							
Grade Level	Last Name	First Name	Role				
Coaches	Plaisance	Karen	T				
Coaches	Hollett	Emily	T				
K	Fields	Denine	T				
K	Dorsten	Rebecca	T				
K	Garstin	Emily	T				
K	Terwilliger	Beth	T				
K	Anderson	Brittany	T				
K	Hall	Elizabeth	T				
2nd grade	Ezell	Susan	T				
2nd grade	Renner	Leslee	T				
2nd grade	Roberts	Sarah	T				
2nd grade	Tidmore	Lindsey	T				
2nd grade	Rister	Kelly	T				
3rd grade	Sanford	Danielle	T				
3rd grade	Ofner	Rysania	T				
3rd grade	Costello	Ellen	T				
3rd grade	Barnhill	Susan	T				
3rd grade	Harding	Margaret	T				
4th grade	Frank	Charlene	T				
4th grade	Crady	Karen	T				
4th grade	Schoeberl	Mitzi	T				
5th grade	Higgins	Perry	T				
K	Finley	Tina	P				
1st grade	Barnard	Guy	P				
2nd grade	Covey	Nicole	P				
3rd grade	Russell	Laura	P				
4th grade	McVay	Richard	P				
5th grade	Burrus	Amy	P				

SCALES ELEMENTARY			
Grade Level	Last Name	First Name	Role
Coach	Dreschner	Jaimee	T
SSS	Hailey	Kathleen	T
SSS	Thomas	Lori	T
K	Davis	Brooke	T
K	Moody	Phoebe	T
K	Morrison	Dee	T
K	Wylie	Shelly	T
1st grade	Byington	Rena	T
1st grade	Conn	Ann	T
1st grade	Gifford	Rachel	T
1st grade	Graham	Patti	T
1st grade	Rogers	Tracy	T
2nd grade	Eaton	Kelly	T
2nd grade	Hall	Renee	T
2nd grade	Landa	Sue	T
2nd grade	LaPrad	Michelle	T
2nd grade	McConnell	Laura	T
2nd grade	Tidwell	Tina	T
3rd grade	Ashby	Sarah	T
3rd grade	Bent	Jennifer	T
3rd grade	Barksdale	Allison	T
3rd grade	Womack	Meghan	T
4th grade	Autrey	Stacy	T
4th grade	Chapman	Margaret	T
4th grade	Howard	Ashley	T
5th grade	Heiman	Debbie	T
5th grade	Hays	Kathryn	T
K	McAlhany	Robert	P
1st grade	Rapello	Paul	P
2nd grade	Rousseau	Bernard	P
3rd grade	Crouch	Jenny	P
4 grade	Bain	Laura	P
5th grade	Gupta	Raj	P

SUNSET ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Young	Amy	T
K	Williams	Jackie	T
K	Grainger	Lisa	T
K	Bivins	Ayn Marie	T
K	McCulley	Renee	T
K	Coppage	Pam	T
1st grade	Foster	Heather	T
1st grade	Gilmer-Smith	Barbara	T
1st grade	Munns	Sally	T
1st grade	Willis	Whitney	T
2nd grade	Shockey	Diane	T
2nd grade	Sunley	Laura	T
3rd grade	Jones	Pamela	T
3rd grade	Sims	Katherine	T
4th grade	Dodd	Cindy	T
4th grade	Bakke	Marc	T
5th grade	Shelley	Jeanna	T
5th grade	Doyle	Tricia	T
SSS	Younkin	Lyndsay	T
Coach	Hulgan	Valerie	T
Coach	Satterfield	Tiffandy	T
Coach	Ball	Kathleen	T
SSS	Songer	Elizabeth	T
K	Delcombre	Stephanie	P
1st grade	Reinke	Lisa	P
2nd grade	Wood	Betsy	P
3rd grade	Goodemote	Kim	P
4th grade	Freeman	Mary	P
5th grade	Ignatin	Kasey	P

TRINITY ELEMENTARY			
Grade Level	Last Name	First Name	Role
5th grade	Jenkins	Neysa	T
Coach	Cates	Erin	T
1st grade	Barnwell	Jennifer	T
1st grade	Camargo	Miriam	T
3rd grade	Carlson	Amanda	T
4th grade	Davis	Kim	T
SSS	Flores	Laura	T
4th grade	Hullett	Kristen	T
1st grade	Moore	Jennifer	T
K	Norris	Nina	T
K	Phillips	Rebecca	T
SSS	Price	Randy	T
SSS	Anderson	Cheri	T
2nd grade	Sharpe	Diane	T
SSS	Boone	Erin	T
2nd grade	Stadler	Vicki	T
3rd grade	Tanner	Jennifer	T
3rd grade	Trubey	Ann	T
2nd grade	Wallace	Jan	T
SSS	Williams	Katy	T
SSS	Drossner	Tanya	T
K	Kickirillo	Roman	P
1st grade	Webber	Emily	P
2nd grade	Preetham	Iswariya	P
3rd grade	Anderson	Chris	P
4th grade	Grace	Traci	P
5th grade	Kirby	Kim	

WALNUT GROVE ELEMENTARY			
Grade Level	Last Name	First Name	Role
SSS	Bosse	Thomas	T
SSS	Triggs	Heidi	T
SSS	Fortney	Stephanie	T
SSS	Klibbe	Brianne	T
K	Nikolayevsky	Caitlin	T
K	Wells	Kelly	T
K	Fitch	Joanne	T
K	Brown	Erika	T
1st grade	Tuouhy	Leah	T
1st grade	Francis	Kimberly	T
1st grade	Crowell	Emily	T
1st grade	Hardy	Suzanne	T
2nd grade	Rocco	Lynn	T
2nd grade	Lemon	Melanie	T
2nd grade	Henry	Andrea	T
2nd grade	Williams	Marsha	T
3rd grade	Puckett	Carla	T
3rd grade	Moler	John	T
3rd grade	Doogan	Becky	T
4th grade	Nugent	Stephanie	T
4th grade	Hoehn	Savannah	T
4th grade	Deckard	Kellie	T
5th grade	Heacock	James	T
5th grade	Beziat	Evan	T
Coach	Cassalia	Anna	T
Coach	Hargrove	Pamela	T
K	Denney	Samara	P
1st grade	Robertson	Liz	P
2nd grade	Adair	Jessica	P
3rd grade	Ervin	Laura	P
4th grade	Wells	Amy	P
5th grade	Ferguson	Michelle	P

WESTWOOD ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Oliphant	Randi	T
K	Adams	Michelle	T
K	Miller	Cathy	T
K	Daniel	Martha	T
K	Latreille	Tammie	T
1st grade	Schmidt	Tracey	T
1st grade	Peterson	Carrie	T
1st grade	Phelps	Angela	T
1st grade	Noe	Lindsey	T
1st grade	Moore	Emily	T
2nd grade	Tisdale	Stephanie	T
2nd grade	Putnam	Kimberly	T
2nd grade	Upright	Jennifer	T
2nd grade	Saleh	Kathy	T
2nd grade	Hyché	Christy	T
2nd grade	Bauer	Lee Ann	T
3rd grade	Purvis	Beverly	T
3rd grade	McCord	Paula	T
3rd grade	Pape	Jill	T
3rd grade	McCullough	Kerri	T
3rd grade	Cantrell	Tenna	T
4th grade	Winslett	Marilyn	T
4th grade	Graham	Nina	T
K	White	Amanda	P
1st grade	Anderson	Linda	P
2nd grade	Reinfielder	Toni	P
3rd grade	Keeton	Shon	P
4th grade	King	Eugene	P
5th grade	Phillips	Selena	P

WINSTEAD ELEMENTARY			
Grade Level	Last Name	First Name	Role
K	Bradley	Shannon	T
K	Wieland	Heather	T
1st grade	Baird	Melissa	T
1st grade	Brown	Diana	T
1st grade	Edwards	Mayree	T
1st grade	Fazenbaker	Hope	T
2nd grade	Faulkner	Angie	T
2nd grade	Fort	Jacque	T
3rd grade	Creasman	Bethany	T
3rd grade	Ford	Bethany	T
4th grade	Young	Kim	T
5th grade	Clark	Kelly	T
SSS	Hintz	Sherry	T
SSS	Gleason	Debbie	T
SSS	Brown	Amy	T
Coach	Bolden	Becky	T
K	Wieland	Heather	P
1st grade	Gregg	Amy	P
2nd grade	Hawkins	Consuela	P
3rd grade	Sweat	Kelly	P
4th grade	Bradford	Pam	P
5th grade	Pearson	Kelly	P

BRENTWOOD MIDDLE			
Grade Level/Course	Last Name	First Name	Role
6th grade	Brownfield	Stephanie	T
6th grade	Dealy	Angela	T
6th grade	McGill	Erin	T
6th grade	Ray	Jacob	T
7th grade	Johnson	Julie	T
7th grade	Whitaker	Nicole	T
8th grade/Algebra I	Bradley	Caitlin	T
8th grade	Jernigan	Sharon	T
8th grade/geometry I	Marks	Diane	T
7th grade Pre-Algebra	Campbell	Kenneth	T
7th grade Pre-Algebra/Algebra I	Jones	Holly	T
8th grade Algebra I	Coles	Lois	T
Algebra I	Clay	Mark	P
Geometry I	Robertson	Bill	P
8th grade	Oldham	Kristy	P
7th grade	Buck	Ginger	P
6th grade	Duddy	Laura	P

<u>FAIRVIEW MIDDLE</u>			
Grade Level/Course	Last Name	First Name	Role
Title 1 math coach	Hall	Laura	T
6th grade	Easterling	Melinda	T
6th grade	Henry	Joanna	T
7th grade	Reid	Elizabeth	T
Algebra I	Smith	Tammy	T
8th grade	Spear-Johnson	Carol	T
6th grade	Young	Rachel	T
7th grade	Grimenstien	Owen	T
8th grade	Hughes	Mary	T
7th grade	McRoy	Karen	T
Title 1 math interventionists	Phillips	Regina	T
6th grade	Rayburn	Donna	P
7th grade	Kozin	David	P
8th grade	Hudlow	Gwen	P
Algebra I	Jernigan	Tracey	P

GRASSLAND MIDDLE			
Grade Level/Course	Last Name	First Name	Role
7th grade	Giles	Jenifer	T
7th grade	Hill	Matthew	T
6th grade	Wayman	Jennifer	T
6th grade	Norem	Patricia	T
6th grade	Herren	Carinda	T
6th/7th grade	Lopez	Jenny	T
8th grade	Michael	Johnathan	T
8th grade	Kibler	Jena	T
8th grade	Rowe	Corinne	T
6th grade	King	Julie	P
7th grade	Ritenour	Pamela	P
8th grade	Rippy	Amanda	P
Algebra I	Washburn	Lisa	P
Geometry	Myers	David	P

HERITAGE MIDDLE			
Grade Level/Course	Last Name	First Name	Role
6 & 7 grade	Griffin	Tara	T
6th grade	Arelli	Bobby	P
7th grade	Alexander	Sean	P
8th grade	Inman	Wallace	P
Algebra I Honors	Jones	Ashley	P

PAGE MIDDLE			
Grade Level/Course	Last Name	First Name	Role
6th grade	Ellis	Jason	T
6th grade	Hastings	Amber	T
6th grade	Lilly	Robert	T
7th grade	Adkisson	Jennifer	T
7th grade	Browning	Tawny	T
7th grade	Whipple	Brittany	T
8th grade/geometry	Durham	Tabitha	T
Algebra I	Tidwell	Amy	T
6th grade	Crissey	Robert	P
7th grade	Wyse	Christy	P
8th grade	Whittum	Mickey	P

SPRING STATION MIDDLE			
Grade Level/Course	Last Name	First Name	Role
6th grade	Elwood	Cindy	T
6th grade	Lockhart	Aileen	T
7th grade	Brewer	Leslie	T
7th grade	Mitchell	Marisha	T
8th grade	Sivertson	Dawna	T
8th grade	Johnson	Jessica	T
8th grade/Algebra I	Braisted	Michelle	T
8th grade	Swinford	Lisa	T
8th grade	Deats	Jason	T
6th grade	Stevenson	Jon	P
7th grade	Smith	Matt	P
8th grade	Mann	Erin	P

SUNSET MIDDLE			
Grade Level/Course	Last Name	First Name	Role
6th grade	Montileone	Jaqueline	T
6th grade	Allen	Juliann	T
7th grade	Bresnahan	Casey	T
8th grade	Sivertson	Dak	T
8th grade	Barnwell	Darrell	T
8th grade	Livingston	Isaac	P

WOODLAND MIDDLE			
Grade Level/Course	Last Name	First Name	Role
8th grade	Bade	Debra	T
6th grade	Blunt	Susan	T
6th grade	Cook	Jessie	T
7th grade	Hauck	Kate	T
6th grade	Chitturi	Sithara	P
7th grade	Roth	Debbie	P
Algebra I	Kamps	J	P

<u>BRENTWOOD HIGH</u>			
Grade Level/Course	Last Name	First Name	Role
AAT/AP Stats/Stats	Courage	Guy	T
Algebra II/Bridge Math	Painter	Karen	T
Algebra II	Hood	Betty	T
Algebra II/Geometry	Smith	Vivia	T
Algebra II	Rutherford	Abby	T
AP Stats/Stats/AP Calculus	Stelmaszak	Jerry	T
Calculus/AP Calculus	Cardwell	David	T
Algebra I	Harris	Steven	T
Geometry	Wilson	Lindsay	T
Geometry	Blair	Joe	T
Algebra I	Johnson	Glenna	P
Algebra II	Hendry	Michele	P
Geometry	Overton	Suzann	P
AAT	Reed	Lara	P
Pre-Calculus	Dillender	Malanie	P
Calculus	Cate	Donna	P
AP Calculus	Sinard	Dee	P
AP Statistics/Statistics	Westbrook	Amy	P
Bridge Math	Mayenknecht	Bev	P

<u>CENTENNIAL HIGH</u>			
Grade Level/Course	Last Name	First Name	Role
Algebra II	Good	Debbie	T
Algebra II/Pre-Calculus	Long	Randy	T
Algebra II/Pre-Calculus	O'Connell	Mary	T
Algebra I	Zeringue	Trisha	T
AAT	Myers	Diane	T
Geometry	Recker	Angela	T
Geometry	Wendell	Harris	T
Geometry	Dietrich	Paul	T
Bridge Math	Rietveld	Joseph	T
AP Statistics	Thomas	Teresa	T
AP Calculus	Frederick	Neil	T
Algebra II	Fowler	Sarah	P
Algebra II	Hall	Anita	P
Pre-Calculus	Cranston	Julie	P
Bridge Math	Hughes	Brian	P
Geometry	Campbell	John	P
AAT	Sharpe	Lonnie	P
AP Calculus	Hickman	Michael	P
AP Statistics	Lovgren	Robin	P

FAIRVIEW HIGH			
Grade Level/Course	Last Name	First Name	Role
AAT/Calculus AP/Statistics	McKnight	Renee	T
Algebra I/Algebra I Honors	Laird	Monica	T
Algebra I/Algebra I Honors	Woosley	Harold	T
Algebra II/Algebra II Honors	Nola	Janice	T
Algebra II/Pre-Calculus/Pre-Calculus Honors/Geometry A	Putnam	Matthew	T
Statistics, Geometry, Algebra II Honors	Hardin	Bobby	P
Algebra I, Algebra II, Geometry	Brown	Judy	P

FRANKLIN HIGH			
Grade Level/Course	Last Name	First Name	Role
Algebra I/Pre-Calculus	LoCurto	Lori	T
Algebra I/Algebra II	Russel	Laura Beth	T
Algebra I	Weeks	Kevin	T
Geometry	Keeton	Anthony	T
Geometry/AP Stats	Perry	Kristen	T
Geometry/Stats	Smalley	Nancy	T
Geometry	Williams	Melissa	T
Algebra II	Bechtel	Bridget	T
Algebra II	Castle	Patricia	T
Algebra II/Pre-Calculus	Sims	Lauri	T
Algebra II/AAT	Tinker	Janna	T
IB Math/AP Calculus	Harmon	Tracy	T
IB Math/Pre-Calculus/Calculus	Jordan	Sue	T
Adv. Algebra	Porcelli	Wendy	P
Pre-Calculus	Tolbert	Wayne	P
Algebra II	Todd	Tara	P
Algebra I	Brames	Kim	P
Statistics	Moore	Allison	P
AP Statistics	Bearss	Clyde	P
AP Calculus	Morgan	Vicky	P
Geometry	McFarland	Peggy	P
Math IB	Whitler	Ron	P
Calculus	Ayers	Dan	P

<u>INDEPENDENCE HIGH</u>			
Grade Level/Course	Last Name	First Name	Role
Pre-Calculus/Stats	Clark	Teresa	T
AP Calculus/Finite/Geometry	Swanson	David	T
Geometry/Algebra II	Riley	Misty	T
AP Stats/Pre-Calculus/Algebra II	Hardin	Megan	T
Algebra II/Bridge Math	Shepperd	Mark	T
Algebra II/Geometry	Hamilton	Stefanie	T
Algebra I/Geometry	Grindstaff	Jared	T
Geometry/Algebra I	Glover	Patti	T
Algebra I	Beavers	Heather	P
Algebra II	Hudson	Pam	P
Finite Math	Huber	Patty	P
Bridge Math	Northrop	Annett	P
Calculus	Palakovic	Renee	P
Geometry	Pierce	Matt	P
Statistics	Weir	Charlie	P

<u>PAGE HIGH</u>			
Grade Level/Course	Last Name	First Name	Role
Algebra I	Henderson	Jon	T
Algebra II	Baker	Clayton	T
Algebra II	Foster	Mary Lee	T
Geometry	Dye	Kathy	T
Geometry	Warfle	Jeff	T
AAT	Mauldin	Lauren	T
Calculus	Wade	Peter	T
Algebra I	Weinberg	Anne	P
Pre-Calculus	Spivey	Margy	P
Algebra II	Metkler	Christine	P

RAVENWOOD HIGH			
Grade Level/Course	Last Name	First Name	Role
Algebra I	Dykes	Stephanie	T
AAT	Loose	Caralyn	T
Algebra II	Herrin	Stacey	T
Calculus AB and BC	Weaver	Bryan	T
Statistics	Nuccio	Suzanne	T
Finite Math	Peck	Joshua	T
Bridge Math	Howard	Joshua	T
Pre-Calculus	Lowen	Peter	T
Geometry	Whatley	Katherine	T
Algebra I	Wood	Jill	P
Calculus AP	Weaver	Bryan	P
Pre-Calculus	Hawken	Mary	P

RENAISSANCE HIGH			
Grade Level/Course	Last Name	First Name	Role
Algebra I/Finite Math/Statistics	Fleenor	Andy	T
Geometry/Algebra II	Gupton	Christine	T
Algebra II	Kaser	Charlie	P
Algebra I	Bostian	Scott	P
Geometry	Whitaker	Ken	P
Finite Math	Cotton	Venta	P

SUMMIT HIGH			
Grade Level/Course	Last Name	First Name	Role
Bridge Math/Algebra I	Coleman	Brian	T
Bridge Math/AAT	Parkhurst	Jennifer	T
Finite Math/Geometry	Maudlin	Becky	T
Geometry	Tobin	Tiffany	T
Pre-Calculus	Carlton	Lana	T
Algebra I	Potts	Amanda	T
Algebra I	Miles	Mark	P
Geometry	Young	Sonya	P
Algebra II	Richards	Katherine	P
Calculus	Bunt	Amy	P

Our Action Steps:

NOVEMBER REPORT 2014

<i>No.</i>	<i>Goal Description</i>	<i>Action Step</i>	<i>Description</i>	<i>Staff Person Responsible</i>	<i>Target Date of Completion</i>			<i>Evidence of Action Step Completion</i>
4	To develop incentives for recruiting high quality applicants for hard to fill positions (e.g. physics, chemistry, math, CTE, special education, computer technology, world languages, administrators)	3	Develop a plan for offering signing and retention bonuses to high quality employees	CAO CFO Human Resources Director		November	2014	Standard operating procedure Newly developed contract

ONGOING

<i>Goal</i>	<i>No.</i>	<i>Goal Description</i>	<i>Action Step</i>	<i>Description</i>	<i>Staff Person Responsible</i>	<i>Target Date of Completion</i>			<i>Evidence of Action Step Completion</i>
Finance	5	To implement parameters for developing responsible budgets that support educational measures which advance student learning	1	Continue providing reporting system that advises the board of budgetary operations	CFO				Monthly financial report in board packet

ONGOING AS NEEDED

Growth Planning and Zoning	3	To plan for rezoning on multi-year cycles	2	Provide recommendations to the School Board regarding zoning decisions prior to school overcrowding based on established fill rates	Superintendent				Annual enrollment projections and school capacities
Growth Planning and Zoning	3	To plan for rezoning on multi-year cycles	3	Establish school/transportation zones before school is under construction	Superintendent				Board minutes
Growth Planning and Zoning	3	To plan for rezoning on multi-year cycles	4	Regularly evaluate district growth trends to plan for potential zoning changes two years in advance	COO				County-wide mapping of developments
Finance	5	To implement parameters for developing responsible budgets that support educational measures which advance student learning	2	Develop a process for researching and evaluating the adoption or the implementation of a new program or system	Superintendent				Shared decision-making protocol log Policy

1320 West Main Street, Suite 202
Franklin, TN 37064-3700
(615) 472-4000
fax (615) 472-4190



TO: Dr. Mike Looney & School Board
FROM: Rebecca W. Owens *RWO*
DATE: Monday, November 03, 2014
RE: Developing Incentives for Recruiting Hard to Fill Positions

Last month we discussed the information obtained in our survey that included responses from both our benchmarking districts in other states and responses from other Tennessee school districts. The next step will be to discuss the survey results and our recommendations for offering signing and retention bonuses for high quality employees and hard to fill positions with WCEA. Our next collaborative conferencing meeting with WCEA is scheduled for December 10, 2014.

CONTRACT OF EMPLOYMENT

between

Michael Looney

and the

Williamson County Board of Education

This Employment Contract is entered into this 21st day of September, 2009, by and between the Williamson County Board of Education, hereinafter called the "BOARD", and Michael Looney, hereinafter called the "DIRECTOR".

WITNESSETH:

That for and in consideration of the provisions herein contained and specified, the BOARD and the DIRECTOR agree as follows:

1. **EMPLOYMENT.** In accordance with its action as found in minutes of its meeting held on September 2, 2009 the BOARD hereby elects and employs Michael Looney and he does accept such employment, both in accordance with the terms and provisions herein contained.
2. **TERM OF AGREEMENT.** The term of this contract shall be three (3) years, (7) seven months beginning December 1, 2009 and ending on June 30, 2013. On or before January 1st of each year of this contract, the BOARD may, at its option, either extend this contract for a specified term not exceeding four (4) years' total duration or non-renew this contract upon the expiration date inclusive of any extensions heretofore granted. If no action is taken by the BOARD to either extend or non-renew this contract by January 1, 2013, the contract shall thereafter expire on the date consistent with the terms herein. Any approved extensions of this contract shall be reflected in the minutes of the BOARD and shall be reduced to writing and appended to this contract.
3. **PROFESSIONAL CERTIFICATION.** The DIRECTOR shall maintain and furnish to the BOARD evidence of possession of valid and appropriate credentials or other qualifications to act as Director of Schools of this county consistent with the law of the State of Tennessee and the Rules, Regulations and Minimum Standards of the State Board of Education.

4. **DUTIES.** The DIRECTOR shall have full charge of the administration of the schools under the direction of the BOARD. He shall perform the duties specified in Tennessee Code Annotated as well as those listed in the job description for the DIRECTOR as adopted by the BOARD, or as it may be amended from time to time during the term of this contract. Such job description and any amendments made thereto are hereby incorporated in this contract by reference as if fully stated herein. The DIRECTOR shall adhere to the policies promulgated by the BOARD and shall have full authority to enforce such policies. Additionally, the DIRECTOR shall have authority to organize the Central office as is deemed necessary, consistent with applicable law and school board policy.

5. **COMPENSATION.** The BOARD shall pay the DIRECTOR a beginning annual salary in the amount of one hundred sixty eight thousand dollars (\$168,000.00). The board may from time to time further adjust the salary and, in doing so, shall adhere to the requirements of Article 23 herein. In no case shall the salary be reduced unless such reduction is authorized and mandated by law. During the term of this agreement and any approved extensions hereto, the annual salary increases for the DIRECTOR shall, at a minimum, be equal to that of the annual local salary increase applicable to county employees.

6. **BENEFITS.** The DIRECTOR shall be eligible to participate in, on the same terms and conditions as other officers and employees, all benefits, including retirement benefits, established for the employees of the BOARD and the BOARD agrees to provide the following benefits to the DIRECTOR:
 - A. An individual health care plan that provides comprehensive medical expense benefits comparable to that offered to other system employees. Family coverage may be obtained at the DIRECTOR'S expense.

 - B. Membership in the Tennessee Consolidated Retirement System in the same manner as all other employees of the BOARD. The school district contribution toward the DIRECTOR'S membership in the retirement shall be the same as for all other full-time employees.

 - C. A BOARD funded dental and optional vision insurance plan equivalent to that offered to other system employees.

 - D. A term life insurance policy in the amount of one hundred thousand dollars (\$100,000).

7. **PROFESSIONAL GROWTH.** In the interest of continuous growth, promotion, development, and advancement of the Williamson County School System, the BOARD encourages the continuing professional growth of DIRECTOR through his participation in:
 - A. The operations, programs and other activities conducted or sponsored by local, state and national school administration and school board associations;
 - B. seminars and courses offered by public or private educational institutions;
 - C. informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of DIRECTOR to perform his professional responsibilities for the BOARD; and
 - D. visits to other institutions.
8. **PROFESSIONAL LIABILITY.** The BOARD shall maintain liability insurance or coverage for alleged wrongful acts and omissions of the DIRECTOR when acting in the normal course and scope of his employment. The BOARD agrees that it shall, to the extent permitted by law, defend, hold harmless, and indemnify the DIRECTOR from any and all demands, claims, suits, actions and legal proceedings brought against the DIRECTOR in his official capacity as agent and employee of the BOARD. This indemnification obligation shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct. In no event shall individual BOARD members be considered liable for indemnifying the DIRECTOR against such demands, claims, suits, or legal proceedings. This indemnification also excludes any litigation for which this employment contract is an issue.
9. **AUTOMOBILE EXPENSE.** The BOARD shall provide an automobile to the DIRECTOR for his use and shall pay all expenses related to the official use of said automobile. In the event thereafter that the DIRECTOR chooses to use his personal automobile for official duties, he shall be reimbursed for expenses related thereto at the rate established by the State of Tennessee for governmental service. An itemization of expenses shall be required and shall precede any expense reimbursement.
10. **EMPLOYMENT RELATED EXPENSES.** The annual budget appropriation ordinance of the BOARD is intended to include provisions for employment-related expenses required in the performance of the official duties of the DIRECTOR including, but not limited to, the reasonable and necessary actual cost of appropriate and relevant meals, membership dues and the cost of attending

national, state and local association conferences; the tools and equipment necessary for the efficient operation of the administrative offices; the cost of registration, travel, and subsistence relating to the training programs which serve to continue professional education development or relating to the work of the school system.

11. **VACATION AND LEAVE.** From December 1, 2009 until June 30, 2010, the DIRECTOR shall be entitled to eight (8) vacation days. The DIRECTOR shall also be entitled to one (1) sick leave day per month employed. For each contract year thereafter, the DIRECTOR shall be entitled to fifteen (15) vacation days, one (1) sick leave day for each month employed, and three (3) days of personal or bereavement leave each fiscal year. The DIRECTOR is entitled to be absent from work on any date the BOARD declares as an official school holiday on which the system central office is closed.
12. **ACCUMULATED LEAVE.** The DIRECTOR shall be allowed to carry forward not more than ten (10) vacation days into a new contract year. All accumulated vacation days over ten shall be paid at the DIRECTOR'S calculated daily salary rate and shall be paid at the same time as the regular July payroll disbursement. All unused sick leave shall be transferred to the Tennessee Consolidated Retirement System at the end of employment with the BOARD and shall not be subject to the reimbursement.
13. **MEDICAL EXAMINATION.** The DIRECTOR hereby agrees to submit annually to a comprehensive medical examination. The cost of the examination shall be the responsibility of the BOARD.
14. **GOALS AND OBJECTIVES.** Within ninety (90) days after the effective date of this contract and, thereafter, by the regularly-scheduled October meeting of each succeeding year of this contract, the BOARD and the DIRECTOR shall meet to establish system goals and objectives for the ensuing school year including a plan for implementation of said goals and objectives. The BOARD and the DIRECTOR shall further establish the relative priority among those various goals and objectives. Said goals and objectives shall be reduced to writing and be the criteria by which the DIRECTOR is evaluated as hereafter provided. It is agreed between the parties hereto that all goals and objectives formulated by the BOARD and the DIRECTOR shall be attainable within the time limitations specified for each. It is further agreed that any goals and objectives formulated pursuant to this contract shall be subject to annual operating and capital budget appropriations.

On or prior to the regularly-scheduled BOARD meeting in October of each year of this agreement, the BOARD and the DIRECTOR shall meet to establish BOARD goals and objectives for the next succeeding school year as well as long range planning and implementation of said goals and objectives, in the same manner and with the same effect as hereinabove described.

15. **EVALUATION.**

- A. BOARD recognizes that to insure the advancement and development of the Williamson County schools and for the DIRECTOR to respond to the BOARD'S priorities and to grow in the performance of his job, the BOARD needs to make a regular evaluation of his performance. To assure that the DIRECTOR receives proper and sufficient responses for the BOARD, the BOARD shall evaluate and assess in writing the performance of the DIRECTOR. The BOARD and the DIRECTOR will schedule a structured evaluation of his performance at least once each fiscal year.
- B. This evaluation and assessment shall be reasonably related to the goals and objectives of the BOARD for the year in question.
- C. The DIRECTOR shall submit to the BOARD a recommended format for this written evaluation and assessment of his performance within thirty (30) days after the goals and objectives for the next succeeding school year are approved. The BOARD shall meet and discuss the evaluation format with the DIRECTOR, attempting in good faith to agree on the development and adoption of a mutually agreeable evaluation format. If no agreement is reached within thirty (30) days after the initial format is presented, the BOARD shall develop a format that shall be applicable to that evaluation cycle.
- D. In January of each year of this contract beginning in 2011, the BOARD and the DIRECTOR shall meet for the purpose of mutual evaluation of the performance of the DIRECTOR. If unsatisfactory in any respect, the BOARD shall describe in writing, including reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the BOARD deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the DIRECTOR and the DIRECTOR shall have the right to make a written response to the evaluation. This response shall become a permanent attachment to the DIRECTOR'S personnel file.

16. **REFERRALS TO DIRECTOR.** The BOARD, either collectively or individually, shall promptly refer to the DIRECTOR, for the DIRECTOR'S study and recommendation, all criticisms, complaints and suggestions called to their attention relative to the DIRECTOR or the school district which the BOARD members reasonably believe to be of significance.

17. **LOYALTY.** The DIRECTOR shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the BOARD and the Williamson County Schools. The DIRECTOR may, from time to time, undertake consulting work, speaking engagements, writing, lecturing or other activities that do not interfere with the discharge of the DIRECTOR'S duties and responsibilities. If the DIRECTOR receives any form of compensation or remuneration for such activities, then his expenses for participation therein shall be without reimbursement and vacation or personal leave must be taken. Any outside activity as defined herein that requires more than one (1) day's absence from the central office shall be approved in advance by the Chairman of the BOARD.
18. **TERMINATION OF AGREEMENT AND SEVERANCE TERMS.** This appointment may be terminated by:
- (a) Mutual agreement of the parties;
 - (b) Retirement of the DIRECTOR;
 - (c) Disability of the DIRECTOR.

In the event of disability, illness or incapacity, as defined and determined by the Tennessee Consolidated Retirement System, and after the DIRECTOR'S sick leave has been exhausted, compensation shall be reinstated after the DIRECTOR has returned to employment and undertaken the full discharge of his duties.

If the DIRECTOR is permanently disabled, as defined and determined by the Tennessee Consolidated Retirement System, the BOARD shall have the option to terminate his appointment and declare his office vacant, with compensation to be continued after crediting any accrued sick leave, vacation, holidays and compensatory time in accord with the Tennessee Consolidated Retirement System and BOARD policies and Applicable State of Tennessee laws, he shall not be entitled to severance pay or any additional benefits under this Agreement. If there is a gap between accrued sick leave, vacation, holidays and compensatory time and the beginning Tennessee Consolidated Retirement System payments, the BOARD will, at its expense, compensate the DIRECTOR at the same rate at which Disability benefits begin.

If a question exists concerning the capacity of the DIRECTOR to return to his duties or for pertinent insurance purposes, the BOARD may require the DIRECTOR to submit to a medical examination to be performed by a doctor licensed to practice medicine. The examination shall be performed at BOARD expense.

(d) Discharge for cause:

Discharge for cause shall constitute conduct including, but not limited to, neglect of duty, insubordination, inefficiency, incompetence, or unprofessional conduct, in accordance with the laws of the State of Tennessee defined in Tennessee Code Annotated, 49-5-501 and 49-5-511 et seq., as enacted or hereafter amended. Notice of discharge for cause shall be given in writing and the DIRECTOR shall be entitled to appear before the BOARD to defend against such causes. If the DIRECTOR chooses to be accompanied by legal counsel at such meeting, he shall be responsible for all costs involved in such representation. The DIRECTOR shall be provided a written decision detailing the findings of fact and conclusions reached during the hearing.

If, during the proceeding described herein, the BOARD offers or chooses to terminate the appointment in accordance with Article 18(e), the requirement of the hearing before the BOARD shall be deemed waived by the DIRECTOR.

(e) Unilateral Termination by BOARD:

The BOARD may, at its option, unilaterally terminate this Agreement. In the event of such termination the BOARD shall pay to the DIRECTOR, as severance pay, the full salary and benefit package set forth within this contract from the actual date of termination established by the BOARD and extending for the term remaining on the contract not to exceed twenty four (24) months. Salary and benefits are defined in Articles 5 and 6 herein. Severance pay shall be disbursed on a regular monthly payroll basis. Should the BOARD exercise this option, the BOARD shall be entitled to a credit for salary and benefits it would have paid under the provisions of this contract if, during the term of payout, the DIRECTOR subsequently attains regular employment.

(f) Unilateral Termination by DIRECTOR (Resignation):

The DIRECTOR may, at his option, and by a minimum of ninety (90) days notification to the BOARD, unilaterally terminate this contract. In the event of such termination, the DIRECTOR shall have no right or entitlement to any severance pay and shall be entitled only to the salary and benefits accrued and unpaid as of the date of the effective date of his resignation.

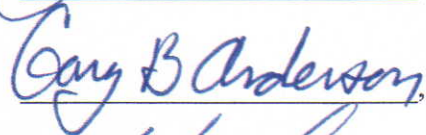
(g) Death of DIRECTOR:


This Agreement shall terminate upon the death of the DIRECTOR.

19. **TENURE.** It is expressly understood that the DIRECTOR shall not be deemed eligible for continuing tenure as a teacher or administrator while in the employ of the BOARD and the conferral of tenure in this district and in this position is hereby expressly withheld.
20. **UNILATERAL TRANSFER.** As consideration for waiver of tenure, the BOARD shall not have the option to transfer the DIRECTOR to any other position within the school system for the duration of this contract.
21. **SEVERABILITY.** The Board and the DIRECTOR agree that, in the event that any part of a clause of this contract is made illegal under federal or state law, or are held to be illegal by any court having competent jurisdiction thereof, the remainder of this contract shall continue in full force and effect with such invalid part of clause elided there from.
22. **RESOLUTION OF CONTRACT DISPUTES.** If a dispute regarding the terms of this contract cannot be resolved between the parties, such dispute shall be heard in the Circuit Court of Williamson County, Tennessee and shall be construed and enforced under and in accordance with the laws of the State of Tennessee.
23. **ENTIRE AGREEMENT AND AMENDMENT.** This contract contains the entire understanding of the parties and may be altered, amended or canceled only by the mutual agreement of the parties. Neither party shall be bound by any oral representations concerning modification of this contract. In order for any amendment to be effective, said amendment shall be reduced to writing, approved by the BOARD in public session, signed by the parties, and appended to the original agreement.
24. **BINDING EFFECT.** This contract shall be binding upon and inure to the benefit of the BOARD, its successors and assigns, and shall be binding upon the DIRECTOR, his administrators, executors, legatees, heirs and assigns.
25. **MOVING EXPENSES.** The BOARD shall pay or reimburse moving and relocation expenses as documented by written invoice, expense voucher, or receipt in an amount not to exceed fifteen thousand dollars (\$15,000).
26. **RESIDENCE REQUIREMENT.** The DIRECTOR shall reside within Williamson County, Tennessee.


IN WITNESS HEREOF, the BOARD has caused this contract to be executed in its name by its Chairman, attested by its Vice-Chairman and the DIRECTOR has approved this contract effective on the day and year specified within the introductory paragraph of this document.

 Chairman

 Vice Chairman

 Director of Schools

This contract was approved by vote of the school district board at a public meeting duly held on September 21, 2009 and has been spread upon the minutes of the BOARD for that meeting.

 Chairman

Addendum #1 to Contract of Employment

Between

Michael Looney

and the

Williamson County Board of Education

Pursuant to the terms of Paragraph 2, TERM OF AGREEMENT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on Septemeber 21, 2009, allows for extension of the term of the said contract and is hereby amended as follows:

1. The ending date of this agreement shall be extended from June 30, 2013 to June 15, 2015.
2. All other provisions of the above contract shall remain in full force and effect.

In Witness Hereof, the Williamson County Board of Education has caused this agreement to be executed in its name by its Chairperson and attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 20th day of June, 2011.



Chairperson



Vice Chairperson



Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on June 20, 2011 and has been spread upon the minutes of the BOARD for that meeting.



Chairperson

Addendum #2 to Contract of Employment

Between

Michael Looney

and the

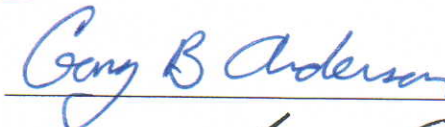
Williamson County Board of Education

Pursuant to the terms of paragraph 2, TERM OF AGREEMENT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on September 21, 2009, allows for extension of the term of the of the said contract. Said contract was amended by vote of the Board on June 20, 2011, to extend the ending date of the agreement from June 30, 2013 to June 15, 2015, said extension being Addendum #1 to said contract. Now therefore, the said contract and Addendum #1 are further amended as follows:

1. The ending date of this agreement shall be extended from June 15, 2015 to June 15, 2016.
2. All other provisions of the above contract shall remain in full force and effect.

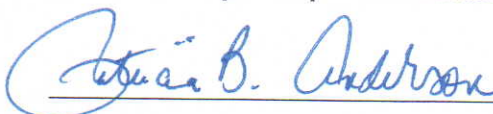
In witness hereof, the Williamson County Board of Education has caused this agreement to be executed in its name by its Chairperson and attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 18th day of June, 2012.


Chairperson


Vice Chairperson


Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on June 18, 2012 and has been spread upon the minutes of the Board for that meeting.


Chairperson

Addendum #3 to Contract of Employment

Between

Michael Looney

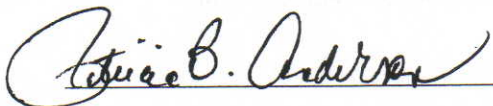
and the

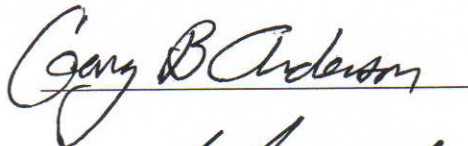
Williamson County Board of Education

Pursuant to the terms of paragraph 2, TERM OF AGREEMENT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on September 21, 2009, allows for extension of the term of the of the said contract. Said contract was amended by vote of the Board on June 20, 2011, to extend the ending date of the agreement from June 30, 2013 to June 15, 2015, said extension being Addendum #1 to said contract. Said contract was again amended by vote of the Board on June 18, 2012, to extend the ending date of the agreement from June 15, 2015 to June 15, 2016, said extension being Addendum #2 to said contract. Now therefore, the said contract, Addendum #1 and Addendum #2 are further amended as follows:

1. The ending date of this agreement shall be extended from June 15, 2016 to January 15, 2017.
2. All other provisions of the above contract shall remain in full force and effect.

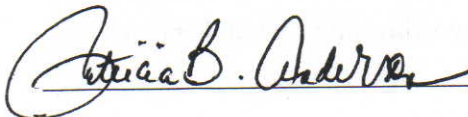
In witness hereof, the Williamson County Board of Education has caused this agreement to be executed in its name by its Chairperson and attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 22ND day of January, 2013.

 Chairperson

 Vice Chairperson

 Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on January 22, 2013 and has been spread upon the minutes of the Board for that meeting.

 Chairperson

Addendum #4 to Contract of Employment

Between

Michael Looney

and the

Williamson County Board of Education

Pursuant to the terms of paragraph 2, TERM OF AGREEMENT, the contract of employment previously approved by vote of the Williamson County Board of Education at a public meeting duly held on September 21, 2009, allows for extension of the term of the of the said contract. Said contract was amended by vote of the Board on June 20, 2011, to extend the ending date of the agreement from June 30, 2013 to June 15, 2015, said extension being Addendum #1 to said contract. Said contract was again amended by vote of the Board on June 18, 2012, to extend the ending date of the agreement from June 15, 2015 to June 15, 2016, said extension being Addendum #2 to said contract. Said contract was further amended by vote of the Board on January 22, 2013, to extend the ending date of the agreement from June 15, 2016 to January 5, 2017, said extension being Addendum #3 to said contract. Now therefore, the said contract, Addendum #1, Addendum #2 and Addendum #3 are further amended as follows:

1. The ending date of this agreement shall be extended from January 15, 2017 to January 31, 2018.
2. Effective July 1, 2014, the base annual salary of the DIRECTOR shall be One hundred ninety one thousand eight hundred seventy seven dollars (\$191,877.00), representing a five percent increase from 2013-2014.
3. All other provisions of the above contract as amended not in conflict with this addendum shall remain in full force and effect.

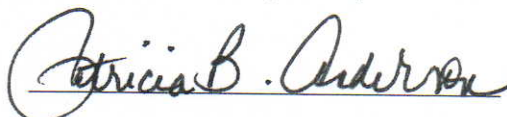
In witness hereof, the Williamson County Board of Education has caused this agreement to be executed in its name by its Chairperson and attested by its Vice Chairperson, and the Director of Schools agrees to this Addendum, effective this 17th day of January, 2014.

 Chairperson

 Vice Chairperson

 Director of Schools

This agreement was approved by a vote of the Board of Education at a public meeting duly held on February 17, 2014 and has been spread upon the minutes of the Board for that meeting.

 Chairperson



To: Board of Education
From: Leslie C. Holman, CFO
RE: Intra-Category Budget Amendment for 2014-2015
Date: December 2, 2014

Intra-category adjustment: *(Note – Intra-Category adjustments are made within a fund within the same major category and require board approval only.)*

12.14. College Grove Add– Due to the recent growth in the College Grove area there is a need to place an 8 classroom addition at College Grove Elementary. This was presented on the 5 Year Capital Outlay Plan approved in November 2014. The plan projected a cost of approximately \$1.9M for the addition. There is a need to begin this project to ensure its availability by the next school year. The attached intra-category budget amendment within the Education Capital Project Fund transfers unused funds from various completed projects for this project. After all bids and a final budget are completed, additional funding will be requested from either unused funds or the General Purpose School Fund balance.

Staff recommends approval of the intra-category adjustment and amendment.

To: Board of Education
 From: Leslie Holman, Chief Financial Officer
 RE: Intra-Category Transfer – College Grove Addition
 Date: December 2, 2014



The Board of Education recently approved the 5 year capital outlay plan. On this plan was an addition for College Grove Elementary School. While the plan estimated the total cost at approximately \$1.9, we are currently in need of providing funds for this addition to get the project started and completed by next school year.

There are funds currently available for rural projects within the Education Capital Outlay Fund from other projects that have been completed. The following intra-category adjustment will put these funds in place to begin this project. Once final bids have been obtained final funding will be secured from further unused funds if available at that time or General Purpose School fund balance.

From:		
177.91300.570709.610.67.C1112	BMS Classrooms	\$418,516.45
177.91300.570718.610.67.C1112	BMS Sprinkler	\$311,087.62
177.91300.570744.610.84.C1112	WMS Auditorium	\$58,369.91
177.91300.579900.510.00.C2013	Contingency	\$12,409.55
177.91300.579920.510.00.C3126	Contingency (rural)	\$15,034.57
177.91300.579920.510.00.C4925	Contingency (rural)	\$398,899.17
To:		
177.91300.570700.610.20.C1520	College Grove Addition	\$1,214,317.27

Staff recommends approval.



MEMORANDUM

DATE: 12-5-14

TO: Williamson County Board of Education

FROM: Rick Wimberly, Board Member & Legislative Committee Chair

CC: Mike Looney, Ed.D.
P.J. Mezera, Board Chair

RE: Request to authorize contract for legislative services

As you know, Mr. Mezera has appointed a Legislative Committee for 2014-2015 and has asked me to chair it. In the coming weeks, we will be able to find out what's ahead for the legislative session. It will be important for us to be as informed as possible, as well as prepared to take action, as the Board feels appropriate. As part of this effort, I am asking the Board to authorize spending \$15,000.00 for contracted services from a licensed Tennessee lobbyist to help keep us apprised of relevant legislative activity and represent legislative interests of the Williamson County Board of Education. The funds are available in the budget.

Upon your approval, I will consult with the Board Chair and contract with a qualified representative.

The Williamson County Board of Education Member Handbook

Introduction

The Williamson County Board of Education Member Handbook has been developed to provide an overview of the procedures and governing principles guiding the work of the Williamson County Board of Education (the “Board”) and Williamson County Schools (“WCS”). This handbook is intended to serve as a resource to current and prospective WCS Board Members. Additional information relating to school governance is available in the Board Policy Manual which can be accessed at www.wcs.edu.

The Board, by Tennessee law, is the corporate policy making authority for the district. The Superintendent serves as the Chief Executive Officer of WCS and is directly responsible for system operations. Together, the Board and the Superintendent provide for the effective and efficient operations of the district.

A digital edition of this handbook is available at www.wcs.edu. This handbook is reviewed annually.

Our Vision

Williamson County Schools will become a district recognized nationally for students who excel in the academics, the arts, and athletics.

Our Mission

- WCS will achieve its vision by providing exemplary programming which maximizes student development in all areas.
- Instruction will be delivered by a diverse group of effective teachers evaluated on student performance and the ability to build relationships.
- WCS will forge strong partnerships with families and our community to enhance student excellence.

Strategic Plan

The Board adopted a strategic plan for WCS, based on community input. The strategic plan identifies goals and related action within the five strategic areas below:

- Student Programming
- Teacher Quality
- Technology
- Planning and Zoning
- Finance

Authority and Responsibilities of the Board

The powers and mandatory duties of school boards are defined in TCA §49-203. Examples include:

- Selecting and appointing the Superintendent
- Establishing, adopting, and reviewing policies
- Adopting annual operating and capital budgets upon the recommendation of the Superintendent
- Upon the recommendation of the Superintendent, approving the granting of tenure and dismissal of tenured personnel

Composition of the Board and Board Member Qualifications

The Board is comprised of 12 members, each of whom resides in a different legislative district (Districts 1-12 within Williamson County). All Board members must be at least 18 years of age, a registered voter in Williamson County, and have earned a high school diploma or GED. Board members are elected for four year terms on a schedule alternating between even and odd number districts.

Oath of Office/Swearing In

Each new Board member shall appear before the County Mayor or County Clerk to take the Oath of Office. This is traditionally done at a public meeting (see Appendix for oath).

Authority of Individual Board Members

Board members have no legal authority as individuals. Board members do have authority when acting in a legally constituted session, with a quorum being present and by majority vote. The statement or action of an individual or group of the Board members shall not bind the Board itself, except when that statement or action is specifically authorized by an official act of the Board. This does not preclude individual Board members from representing the Board at meetings and ceremonial events or speaking to constituent groups in their capacity as a Board member.

New Board Member Orientation

Following the election or appointment of new Board members, the Board Chairman will provide an orientation addressing Board operations and processes, the working relationships with the Superintendent and staff of WCS, and substantive background information pertaining to school system issues and procedures. A copy of this handbook will be provided during the orientation. New Board members are required to attend the orientation session and submit to a background check.

Board Member Training

Tennessee law mandates that Board members attend seven hours of training annually which is provided by the Tennessee School Board Association (TSBA) in five core modules: Board/Superintendent Relations, Advocacy, Vision, Policy/Board Operations and School Finance. Additionally, in the first year of Board service Board members must also attend a two day Orientation at TSBA.

Removal of Board Seats

The Board has no legal authority to remove a school Board member.

Vacancies of Board Members

Vacancies shall be declared to exist upon death of a current Board member, resignation or moving from the district from which originally elected. When a vacancy occurs, the county legislative body will appoint a new member to serve until the next regularly scheduled election.

Compensation of Board Members

The compensation of Board members is set by the county legislative body. Payment will be made quarterly. As elected officials, Board members shall be eligible to participate in the county's medical, dental and life insurance program.

Annual Organizational Meeting

The Board must conduct an annual meeting for the election of a chairman and vice chairman. The Board traditionally conducts its election of officers as the first order of business at its regular Board meeting in September.

The meeting is called to order by the Superintendent. A motion is made to place a name(s) in nomination for Chairman and, subsequently, for Vice Chairman. Through an individually recorded vote, the members elect a Chairman and Vice Chairman from among the current sitting members by a majority vote. The election for Chairman shall precede the election for Vice Chairman. Immediately upon their election, the Chairman and Vice Chairman shall assume the duties of their office.

Duties and Qualification of Board Officers

Chairman

The Chairman presides at all meetings, appoints committees authorized by the Board, serves as chair of the Executive Committee and countersigns all warrants (checks) issued for all

expenditures. The Chairman communicates the views of the Board in all correspondence and performs other duties prescribed by law or by the Board. The Chairman may appoint committees to hear appeals authorized under Tennessee law or Board policy, appoint ad hoc or special committees of the Board and/or staff members to assist the Board with its work, study specific issues, or undertake Board projects, and serve as Ex-Officio member of all committees appointed. The Chairman shall have charge of coordinating Board retreats/strategy sessions as needed. The Chairman has the responsibility to keep the discussion to the motion at hand and may halt discussion that does not apply to the business at hand.

To be nominated for the role of Chairman, a member must have been on the Board at least 12 months prior to his/her nomination.

Vice Chairman

In the absence of the Chairman, the Vice Chairman performs the duties of the Chairman. If both the Chairman and Vice Chairman are temporarily unavailable to perform the above responsibilities, the remaining members of the Board may designate another member by a majority vote to serve in such a capacity.

Executive Committee

The Chairman and Superintendent comprise the Executive Committee in accordance with state law. The Executive Committee calls Board meetings and prepares the agendas for all Board meetings in accordance with State law and local policy. The Executive Committee is also authorized to sign all contracts for the Board. Board members may suggest items for the work session agenda as outlined in Board Policy 1.403. The Executive Committee shall set the agenda for any retreats/strategy sessions called by the Board Chairman.

State Ethics Policy and Financial Disclosure

State law requires that each Board member complete an annual financial disclosure form for the preceding calendar year. These statements are required to be filed annually with the state Bureau of Ethics and Campaign Finance (see www.state.tn.us/tref).

Annual Agenda and Meeting Schedule

The Board approves an annual agenda and meeting schedule by September of each year which guides the Board's work. The annual agenda and meeting schedule shall be posted on the Board's website at www.wcs.edu.

Meeting Materials and Equipment

Before every business meeting, electronic packets of Board agenda materials are prepared for Board members and key staff. Board information and meeting packet materials are not released to the public until Board members have received them. Previous minutes, agendas, and documents from prior meetings may be found within the **Administration/School Board** section of the district's website.

Board members shall be provided, upon request, with a WCS laptop computer, to be used for WCS business. Board members adhere to the district's Acceptable Use Guidelines for employees.

Open Public Meetings and Notice

Meetings of the Board, including Board committees, are open to the public, except when held pursuant to Tennessee law governing attorney-client meetings as described below. WCS publishes meeting dates, times, and agendas in accordance with Tennessee law.

The Board has the authority to adopt and enforce reasonable rules regarding the conduct of persons attending its meetings. If the Chairman or presiding officer concludes that the behavior of an individual(s) is disrupting a meeting, he/she may have them removed.

Attorney-Client Meetings (Executive Sessions)

Attorney-client meetings, also called "Executive Sessions", are held for attorney advice regarding pending or threatened litigation. The Board cannot deliberate or vote at these meetings. Discussions during executive sessions must remain confidential.

Regular Business Meetings

1. As a matter of practice, the Board generally conducts one business meeting per month which is held on the third Monday of the month. Board meetings are generally held in the Williamson County Administrative Complex auditorium. Based on the business volume and need, the Board Chairman may cancel a meeting. It is common for the Board to not conduct meetings in July and December due to a lack of business.
2. Board policy provides time for members of the public to address the Board. Board policy provides for a maximum of 30 cumulative minutes at each Board meeting for the public to provide input on policy, programming, and organizational practices. Board meetings are not an appropriate venue to address specific student or employee concerns.
3. Routine, non-controversial business items shall be placed on the consent agenda and adopted by a single vote. Any member may request the removal of a consent agenda item, resulting in the placement of the item at the end of the regular agenda.

4. Meetings begin promptly at the starting time on the agenda, provided a quorum is present.
5. All votes which involve the expenditure of money must be recorded by electronic vote or by roll call.
6. All votes for any expenditure, tenure, dismissal or policy shall be considered only after the recommendation of the Superintendent.
7. A Board member absent due to work, family emergency, or military service may participate in a Board meeting by electronic means so long as the Board Chairman can visually identify the member, a quorum of the Board is physically present, and the member (if absence is work related) has provided the Board Chairman his/her intent to participate electronically no less than five (5) days prior to the meeting. A Board member may only participate electronically twice annually, unless the absence is due to military service.
8. Regular Board meeting agendas will follow the order outlined below (BOE Policy 1.403) unless modified by the Executive Committee:
 - Call to Order (Pledge of Allegiance/Moment of Silence)
 - Approval of Agenda
 - Consent Agenda
 - Items of Particular Public Interest (Public Comment)
 - Communications to the Board
 - Unfinished Business
 - New Business
 - Adjournment

Special Called Meetings

Special meetings may be called by the Executive Committee or when requested by a majority of the Board. The Chairman shall give reasonable notice of the time, location, and specific purpose of the special called meeting. Official minutes will be recorded.

Appeals

Appeals to the Board will follow Policy 1.404.

Complaints/Grievances:

All complaints dealing with school district operations shall be handled at the lowest appropriate level of responsibility. Board members receiving complaints should direct them to the Superintendent for disposition. The Board will only hear complaints or grievances over which it has authority (Board Policy 5.501; 6.305).

Work Sessions

The Board conducts a work session prior to regularly scheduled Board meetings to discuss agenda items in detail. Monthly Board work sessions are generally held the Thursday prior to monthly Board meetings. Board member participation in work sessions is essential. No votes are taken during work sessions. Board meeting agendas may be modified as a result of work session discussions. Work sessions also provide Board members with the opportunity to request additional information in advance of a vote.

Informational Sessions

From time to time, to obtain public input and communicate Board initiatives, the Board may conduct public meetings that are held at different locations within the county. These meetings are held to update the public on school matters. Public notice will be given of the location and times. No official minutes are taken at these meetings

Rules of Order

The Board observes Robert's Rules of Order, in conducting its meetings. Moreover, the Board is guided by its policies and Tennessee law.

1. A quorum consisting of a majority of the full Board shall be present to convene a meeting and transact business.
2. The Board adopts its agenda by majority vote at the beginning of meetings.
3. Tennessee law requires a majority of sitting Board members to approve any Board action.

Conduct at Meetings

Board members should follow the Board Code of Ethics and norms at all times (See appendix).

Retreats/Strategy Sessions

The Board Chairman may schedule planning retreats from time to time. These meeting are open to the public.

Record of Board Meetings

The Board maintains records of meetings as follows:

1. Records of the Board's business meetings are retained in the Central Office and are open to public review. Monthly Board meeting minutes are maintained online. Monthly Board meetings are generally televised, and copies are maintained on file.
2. The minutes of all public meetings contain actions taken by the Board and a summary of the discussions. A Board member may specifically request that a statement on a subject be reflected in the minutes. Minutes of each Board meeting must be approved by majority vote at the next regular Board meeting.
3. Board votes are published in Board meeting minutes. Board meeting minutes must reflect how individual Board members voted on any particular agenda item.

School Board Attorney

Pursuant to State law, the Board may hire legal counsel to represent its interests in legal matters. Pursuant to policy, the Board's attorney represents the organization's interests in working with the Superintendent and in-house legal counsel.

Board of Education Correspondence Procedure

Individual Board members often receive numerous e-mails and letters from constituents about matters relating to the school system. Individual Board members have the option of responding directly to correspondence addressed to an individual member; however, the correspondence must clearly reflect that the views expressed therein are those of the individual member and not necessarily those of the Board. Inasmuch as identical e-mails are often personalized to each Board member, it may be prudent to contact the Superintendent's Executive Assistant to ascertain if the same one has been received by all, with a response to be sent on behalf of the Board Chairman. Board members shall restrict electronic communication regarding Board business to their wcs.edu email account. Board members should not use personal email accounts for public business.

Board Member Visits to Schools

Board members are strongly encouraged to visit schools to better understand the individuality of schools and the responsibility of staff within the school system. When feasible, Board members, working through the Superintendent, should schedule the visit so as to provide the school principal the courtesy of optimum advance notice, to avoid potential conflicts with student testing, staff evaluations, or other critical activity necessitating the attention or presence of the

school principal. In the event of such conflict, the Superintendent will schedule the visit for a mutually convenient time.

Board members should refrain from direct involvement in the day to day system or school operations and refer all public requests to the Superintendent or his or her designee.

Board Member Requests for Information

Requests by Board members for specific information, data, and/or reports from administrative staff – whether as a follow-up to an item discussed at a prior meeting or a separate matter of interest to an individual member – shall be made through the Superintendent, but not directly to administrative staff. By doing so, requests may be coordinated, duplication can be avoided, and the Superintendent can best determine the appropriate use of staff in responding timely to such requests. Within reason, and excluding individual student or personnel records, the Superintendent will be responsive to all reasonable requests. If a request is deemed overly time consuming or unreasonable, the matter will be brought to the attention of the Board Chairman for consideration by the Board. Materials and information requested by individual members will be distributed to all Board members.

Individual Board members shall not make requests for printing or media work of the communications office or the Superintendent which entail labor and materials, whether for use in their capacity or in the community, without bringing such request to the full Board for its approval.

Policy Development

The Board has a policy that provides a format for policy development. Discussion of a new or revised policy usually occurs over the course of six total meetings: review by the Board’s Policy Committee of a draft policy prepared by the Superintendent’s staff; review and discussion at the subsequent Board Work Session, the scheduling and first reading of a draft policy at a public Board meeting; a second discussion at a later Policy Committee and Board Work Session followed by adoption upon second reading of the policy at a public Board of Education meeting. Procedures to implement policy are within the domain of the Superintendent to adopt. All adopted policies and procedures will be posted on the Board’s website.

The Board can suspend policy of a vote by of a majority of the members. However, if the Board suspends policy during a Board meeting, the suspended policy shall be referred to the next Policy Committee meeting for review.

In the case where an action must be taken on an issue within the Board’s statutory responsibilities and the Board has not provided policy guidelines, the Superintendent has the

power to act. The Superintendent must report the action to the Board at its next regular meeting, and the Board should determine if there is a need for development of a policy.

Budget Adoption

Fiscal Operating Budget and Capital Plans

- The Superintendent is charged with the preparation of the annual operating budget. Principals and the administrative team gather personnel and operation needs of the district for the ensuing fiscal period. The administrative team uses the Board’s strategic plan to develop their budget requests. The operating budget includes expenditures for salaries and benefits of all employees and for all expenses incurred in the day to day operation of WCS. In addition, a separate capital budget which reflects yearly maintenance and technology requests of a capital nature (roof replacement, yearly computer replacement in bulk, etc.) will be presented that will be requested outside of the operating budget with funding to either come from the unappropriated fund balance or a request to the county for debt issuance.
- Budget documents are distributed to the Board during the latter part of the month of February.
- Policy requires review of the prepared budget by the Board at two meetings no less than two weeks apart unless after the first review, the Board holds a special called meeting to cancel the second meeting.
- The Board will adopt a budget prior to April 1 each year at either a regular or special called meeting held for that purpose.
- The budget is not adopted until action is taken by the county legislative body on the proposed operating and capital budgets at its July meeting. If the county legislative body changes the request of the Board at that meeting, the budget does not become final until the Board approves that action.

Five Year Capital Plan

The county passed a privilege tax that requires all entities that receive these funds to file a five year capital plan reflecting capital needs of the future.

1. The capital budget includes funding for the construction and planning for new facilities, modifications, renovations, and revitalizations; furniture and equipment associated with these projects; major roof replacements; and related expenditures and costs.
2. The capital improvement budget will be prepared and submitted to the Board at a meeting by November so that it can be included in the January session of the County Commission.

3. The Superintendent, upon approval of this plan, shall submit intents to fund to the county legislative body to request funding for projects if plans materialize as projected. This plan is updated yearly to ensure that expected projects are still needed.

4. Approval of this document by the county legislative body is not approval of funding for those projects. The approval by the county legislative body of subsequent intents to fund particular projects is the approval of funding for those projects.

Conclusion

The role of the Board, whether appointed or elected, is as important as ever. Its decisions impact everything within the school boundaries. As reflected in this handbook, the Board's authority encompasses a wide range of Executive, Legislative, and Quasi-Judicial responsibilities.

As individuals aspire to be elected and/or appointed to the Williamson County Board of Education and are fortunate to be chosen to serve, this handbook will assist in understanding the authority and responsibilities to display the foregoing qualities, skills, and experience.

Approved December 15, 2014



MEMORANDUM

DATE: 12-12-14

TO: Williamson County Board of Education

FROM: Rick Wimberly, Board Member & Legislative Committee Chair

CC: Mike Looney, Ed.D.
P.J. Mezera, Board Chair

RE: Amended request to authorize contract for legislative services

This memo is to supplement my memo of December 5 based on the Board's discussion at our December 11 Work Session.

As you know, Mr. Mezera has appointed a Legislative Committee for 2014-2015 and has asked me to chair it. In the coming weeks, we will be able to find out what's ahead for the legislative session. It will be important for us to be as informed as possible, as well as be prepared to take action, as the Board feels appropriate.

As part of this effort, I am asking the Board to authorize spending up to \$15,000.00 for contracted services from a licensed Tennessee lobbyist to represent the legislative interests of the Williamson County Board of Education and to authorize the Board Chair to contract with a qualified representative upon a consensus recommendation from the Legislative Committee or, if no consensus is reached, to select a qualified representative from a list of choices committee members recommend. If the Board does not authorize this spending, the funds will stay in the budget.



To: Board of Education

From: Leslie C. Holman, CFO

RE: Second Quarter Grants Received/Pending and Donations for 2014-2015

Date: December 3, 2014

The attached schedules represent the grants that have been received and those in pending status over the period 10.1.14 – 12.3.14. Grants are received directly by the district office, received by the district office to forward to a school site(s) or received directly by a school site from a grantor agency depending on the requirements of the grant.

The schedules also lists INVEST NOW activity through 10.29.14.

Should you have any questions, please contact Dr. Deb Enright for more details at deborah.enright@wcs.edu or 615.472.4027.

WCS Development Activity 10.1.14-12.3.14 (grants and donations)

Awarded							
Grants Awarded 10.1.14-12.3.14 (ie, WMC, Scarlett Foundation, TDOE)	Amount	Multi Year Y/N	Grant Administered Activity Fund or Board Accounts (Choose one)	School(s)	Grant Writer	Grant Administrator	Purpose of Grant
Tennessee Arts Commission	\$1,300.00	N	Activity Fund	Grassland Elementary	Christy Summey – Music Teacher	Ann Gordon – Principal	Ticket Subsidy Program
Reebok Foundation	\$500.00	N	Activity Fund	Kenrose Elementary	Anna Seller P.E. Teacher	Marilyn Webb – Principal	Before school healthy lifestyles program
Tahperd Grant	\$500.00	N	Activity Fund	Trinity Elementary	Alysa Jenkins P.E. Teacher	Chris Schwartz - Principal	Healthy lifestyles program
Tennessee Arts Commission	\$700.00	N	Activity Fund	Spring Station Middle School	Angelia Seagroves - School Librarian	Paula Pulliam - Principal	Ticket Subsidy Program
Tennessee Arts Commission	\$3,000.00	N	Activity Fund	Fairview High School	Rachel Hansen – Enrichment Teacher Will Penner – English Teacher	Juli Oyer - Principal	Ticket Subsidy Program
Federation of American Consumers and Travelers	\$1,500.00	N	Activity Fund	Franklin High School	Micheal Boyle Art Teacher	Willie Dickerson – Principal	Supplies for Art Club
Total Awarded	\$7,500.00						
Pending							
Grants Pending 10.1.14-12.3.14	Amount	Multi Year Y/N	Grant Administered Activity Fund or Board Accounts (Choose one)	School(s)	Grant Writer	Grant Administrator	Purpose of Grant
Whole Foods	\$1,487.00	N	Activity Fund	College Grove Elementary	Emily Ferguson - 2 nd grade teacher	Katherine Lillard - Principal	College Grove Elementary Garden Club
NFL Play 60	\$2895.00	N	Activity Fund	Trinity Elementary	Alysa Jenkins - P.E. Teacher	Chris Schwartz – Principal	Healthy food choice program

TN Assoc. for Health, P.E. Recreation & Dance	\$500.00	N	Activity Fund	Trinity Elementary	Alysia Jenkins - P.E. Teacher	Chris Schwartz – Principal	Purchase an iPad for assessment use in P.E. classes
Walmart Community Grant	\$2,500.00	N	Activity Fund	Fairview School Cluster	Deb Enright - WCS Community Outreach and Development	Juli Oyer - Principal	Meals for Fairview O.N.E. K-12 summer enrichment program
National Gardening Association	\$500.00	N	Activity Fund	Fairview High School	Deb Enright - WCS Community Outreach and Development	Juli Oyer – Principal	Fairview Community Garden
Lowe’s Education Toolbox Grant	\$3,421.38	N	Activity Fund	Page High School	Deb Enright - WCS Community Outreach and Development	Andrea Anthony - Principal	Renovation of CTE greenhouse classroom
Total Pending	\$11,303.38						

Source	Donation Amount	Beneficiary School(s) or Organization	Brief Description
Invest Now (as of 10.29.14)	\$300.00	Ladders to Hope	ACT preparation program
Invest Now (as of 10.29.14)	\$200.00	CTE Career Fair	County-wide 8 th grade introduction to careers program held at the AG Center
Total	\$500.00		

Donations from Community

INTEROFFICE MEMORANDUM

TO: WILLIAMSON COUNTY BOARD OF EDUCATION
FROM: LESLIE HOLMAN, CFO *LCH*
SUBJECT: END OF MONTH FINANCIALS
DATE: NOVEMBER 17, 2014

Please find attached the activity statement of our funds as of October 31, 2014. This report will always be a month or so behind depending on when we receive information from the Trustee.

The trustee by law does not have to submit his report until the 10th of each month to the various county departments. In heavy tax collection months, he may use that entire time before he submits his report to us so that we can finalize the reconciliation process.

If you have any questions concerning this report, please call me at 472-4022.



**WILLIAMSON COUNTY BOARD OF EDUCATION
MONTHLY / QUARTERLY BUDGET REPORT
MONTH ENDING 10/31/2014**

11/17/2014
9:05AM

**141 GENERAL PURPOSE SCHOOL
REVENUES**

		<u>2014/ 2015 BUDGET AND AMENDMENTS</u>	<u>2014/ 2015 YTD RECEIVED/ PAID</u>	<u>2014/ 2015 YTD COMMITTED (UNPAID)</u>	<u>2014 / 2015 UNCOLLECTED/ UNPAID</u>	<u>2014/ 2015 % COLLECTED/ PAID</u>
40110	CURRENT PROPERTY TAX	95,794,110	5,971,889	-	89,822,221	6.23 %
40120	TRUSTEE'S COLLECTIONS-PRIOR YR	1,000,000	544,519	-	455,481	54.45 %
40130	CLERK & MASTER COLLECTIONS-PY	700,000	115,450	-	584,550	16.49 %
40140	INTEREST AND PENALTY	250,000	55,051	-	194,949	22.02 %
40161	IN-LIEU OF TAXES-TVA	2,600	-	-	2,600	- %
40162	IN-LIEU OF TAXES-LOCAL	135,000	-	-	135,000	- %
40163	IN-LIEU OF TAXES-OTHER	0	-	-	-	- %
40210	LOCAL OPTION SALES TAX	42,300,000	10,699,567	-	31,600,433	25.29 %
40275	MIXED DRINK TAX	700,000	264,110	-	435,890	37.73 %
40350	INTERSTATE TELECOMM TAX	15,000	4,203	-	10,797	28.02 %
41110	MARRIAGE LICENSES	8,000	2,568	-	5,432	32.10 %
42310	GEN'L SESSIONS-FINES	0	-	-	-	- %
43511	TUITION-REGULAR DAY STUDENTS	200,000	138,369	-	61,631	69.18 %
43513	TUITION-SUMMER SCHOOL	10,000	-	-	10,000	- %
43542	CONT FOR INSTR SERV W/OTH LEA	73,000	-	-	73,000	- %
43570	RECEIPTS FROM INDIVIDUAL SCHOO	80,000	6,300	-	73,700	7.88 %
43581	COMMUNITY SERVICE FEES-CHILDRE	492,731	96,833	-	395,898	19.65 %
43990	OTH CHGS FOR SERV-TUTORING	0	-	-	-	- %
43990	OTH CHGS FOR SERV	0	-	-	-	- %
43994	OTH CHG FOR SERV-FIELD TRIPS	270,000	104,475	-	165,525	38.69 %
43994	OTH CHG FOR SERV-SUPPLEMENT	0	-	-	-	- %
43999	OTH CHG FOR SERV-SUBS	3,000	81	-	2,919	2.70 %
44110	INVESTMENT INCOME	200,000	24,289	-	175,711	12.14 %
44111	INVEST INCOME-VIRON ENERGY	0	-	-	-	- %
44120	LEASE/RENTALS CHARGES-YMCA	115,000	4,444	-	110,556	3.86 %
44121	LEASE/RENTALS CHARGES-FSSD	0	-	-	-	- %
44121	LEASE/RENTALS-COMMUNITY USAGE	230,000	64,317	-	165,683	27.96 %
44127	LEASE/RENTALS-CALCULATORS	14,000	12,321	-	1,679	88.01 %
44127	LEASE/RENTALS-SIMULATOR	0	-	-	-	- %
44146	E-RATE FUNDING	25,000	-	-	25,000	- %
44165	COMMODITY REBATES	0	7,539	-	(7,539)	- %
44170	MISCELLANEOUS REFUNDS	15,000	12,995	-	2,005	86.64 %
44170	MISC REFUNDS-COGENT	0	-	-	-	- %
44520	INSURANCE RECOVERY	0	-	-	-	- %
44530	SALE OF EQUIPMENT	50,000	61,811	-	(11,811)	123.62 %
44540	SALE OF PROPERTY	0	-	-	-	- %
44560	DAMAGES RECOVERED FROM INDIV	30,000	7,563	-	22,437	25.21 %
44570	CONTRIBUTIONS AND GIFTS	0	485	-	(485)	- %
44570	CONT & GIFTS-ROTARY READING RO	0	-	-	-	- %

**WILLIAMSON COUNTY BOARD OF EDUCATION
MONTHLY / QUARTERLY BUDGET REPORT
MONTH ENDING 10/31/2014**

11/17/2014
9:05AM



141 GENERAL PURPOSE SCHOOL

REVENUES

	<u>2014/ 2015 BUDGET AND AMENDMENTS</u>	<u>2014/ 2015 YTD RECEIVED/ PAID</u>	<u>2014/ 2015 YTD COMMITTED (UNPAID)</u>	<u>2014 / 2015 UNCOLLECTED/ UNPAID</u>	<u>2014/ 2015 % COLLECTED/ PAID</u>
44990 OTHER LOCAL REVENUES	155,000	84,098	-	70,902	54.26 %
44991 OTH LOCAL REVENUES-VERIZON GRT	20,000	20,000	-	-	100.00 %
44991 OTH LOCAL REVENUES-GED WRKFRC	0	-	-	-	- %
44991 OTH LOCAL REVENUES-HLPING SCH	1,500	381	-	1,119	25.40 %
44992 OTH LOCAL REVENUES-UNITED WAY	42,500	-	-	42,500	- %
46511 BASIC EDUCATION PROGRAM	113,582,700	33,399,300	-	80,183,400	29.41 %
46512 BASIC EDUCATION PROGRAM-ARRA	0	-	-	-	- %
46515 EARLY CHILDHOOD EDUCATION	482,700	131,790	-	350,910	27.30 %
46515 OTH STATE REV-TOUCHING LIVES	0	-	-	-	- %
46530 ENERGY EFFICIENT SCHOOL INITIA	0	-	-	-	- %
46530 ENERGY EFFICIENT SCHOOL INITIA	70,304	2,400	-	67,904	3.41 %
46550 DRIVER EDUCATION	10,000	-	-	10,000	- %
46590 OTHER STATE EDUCATION FUNDS	360,811	84,610	-	276,201	23.45 %
46590 OTH ST ED-INTERNET CONNECT	0	-	-	-	- %
46591 COOR SCHOOL HEALTH-ARRA	0	-	-	-	- %
46592 INTERNET CONNECTIVITY-ARRA	0	-	-	-	- %
46594 FAMILY RESOURCE CENTERS-ARRA	0	-	-	-	- %
46599 OTH ST ED-ACT/EXPLORE PLAN	41,000	-	-	41,000	- %
46610 CAREER LADDER PROGRAM	700,000	932	-	699,068	0.13 %
46612 CAREER LADDER PRG-EXTD CONTRAC	105,700	-	-	105,700	- %
46615 EXTENDED CONTRACT-ARRA	0	-	-	-	- %
46790 OTHER VOCATIONAL	4,500	-	-	4,500	- %
46851 STATE REVENUE SHARING-TVA	1,035,535	-	-	1,035,535	- %
46980 OTHER STATE GRANTS	0	-	-	-	- %
46981 SAFE SCHOOLS-ARRA	0	-	-	-	- %
46990 OTHER STATE REVENUES	0	-	-	-	- %
47120 ADULT EDUCATION ST GRANT PROGR	0	-	-	-	- %
47139 OTHER VOCATIONAL	0	-	-	-	- %
47143 SPECIAL EDUCATION-GRANTS TO ST	600,000	723,702	-	(123,702)	120.62 %
47145 SPECIAL EDUCATION PRESCH GRANT	0	-	-	-	- %
47189 NCLB TEACHER TRAINING	0	-	-	-	- %
47590 OTHER FEDERAL THROUGH STATE	0	-	-	-	- %
47640 ROTC REIMBURSEMENT	350,000	66,706	-	283,294	19.06 %
47990 OTHER DIRECT FEDERAL REVENUE	0	-	-	-	- %
48130 OTHER GOVERNMENTS-CONTRIBUTION	0	-	-	-	- %
49800 TRANSFERS IN	0	-	-	-	- %
49805 TRANSFERS IN-INDIRECT COST	350,000	-	-	350,000	- %
TOTAL REVENUES	260,624,691	52,713,102	-	207,911,589	20.23 %



**WILLIAMSON COUNTY BOARD OF EDUCATION
MONTHLY / QUARTERLY BUDGET REPORT
MONTH ENDING 10/31/2014**

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		<u>2014/ 2015 BUDGET AND AMENDMENTS</u>	<u>2014/ 2015 YTD RECEIVED/ PAID</u>	<u>2014/ 2015 YTD COMMITTED (UNPAID)</u>	<u>2014 / 2015 UNCOLLECTED/ UNPAID</u>	<u>2014/ 2015 % COLLECTED/ PAID</u>
141	GENERAL PURPOSE SCHOOL EXPENDITURES					
71100	REGULAR INSTRUCTION	139,572,826	31,488,916	273,636	107,810,273	22.76 %
71150	ALTERNATIVE INSTRUCTION	455,535	102,637	-	352,898	22.53 %
71200	SPECIAL EDUCATION INSTRUCTION	34,797,580	7,662,272	544,054	26,591,254	23.58 %
71300	VOCATIONAL EDUCATION INSTR	5,959,577	1,412,175	59,630	4,487,772	24.70 %
71400	STUDENT BODY EDUC PRGM	1,775,000	557,316	240,016	977,669	44.92 %
71600	ADULT EDUCATION INSTRUCTION	0	-	-	0	- %
72110	ATTENDANCE	410,610	105,025	-	305,585	25.58 %
72120	HEALTH SERVICES	3,387,791	803,663	6,418	2,577,710	23.91 %
72130	OTHER STUDENT SUPPORT	8,183,512	1,819,698	774,981	5,588,834	31.71 %
72210	INSTRUCTION SUPPORT	8,495,098	2,105,815	13,082	6,376,201	24.94 %
72220	SPECIAL EDUCATION SUPPORT	4,099,566	1,204,764	160,668	2,734,135	33.31 %
72230	VOCATIONAL SUPPORT	289,085	71,539	3,684	213,862	26.02 %
72260	ADULT EDUCATION SUPPORT	0	-	-	0	- %
72310	BOARD OF EDUCATION	4,513,103	1,300,638	8,127	3,204,338	29.00 %
72320	OFFICE OF SUPERINTENDENT	1,604,852	343,747	5,432	1,255,673	21.76 %
72410	OFFICE OF PRINCIPAL	18,008,590	5,006,743	-	13,001,847	27.80 %
72510	FISCAL SERVICES	1,360,931	427,873	5,678	927,380	31.86 %
72520	HUMAN SERVICES/PERSONNEL	854,063	250,833	216	603,014	29.39 %
72610	OPERATION OF PLANT	14,849,281	4,190,670	3,803,406	6,855,205	53.83 %
72620	MAINTENANCE OF PLANT	6,953,447	1,715,490	743,036	4,494,921	35.36 %
72710	TRANSPORTATION	13,917,159	3,437,815	265,858	10,213,486	26.61 %
72810	CENTRAL AND OTHER	4,539,192	1,875,159	56,661	2,607,371	42.56 %
73100	FOOD SERVICE	0	-	-	0	- %
73300	COMMUNITY SERVICES	707,084	229,311	7,094	470,679	33.43 %
73400	EARLY CHILDHOOD/PRE K	833,135	188,407	3,216	641,513	23.00 %
76100	REGULAR CAPITAL OUTLAY	0	-	-	0	- %
99100	TRANSFERS OUT	0	-	-	0	- %
	TOTAL EXPENDITURES	275,567,017	66,300,504	6,974,892	202,291,620	26.59 %



**WILLIAMSON COUNTY BOARD OF EDUCATION
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MONTH ENDING 10/31/2014**

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		<u>2014/ 2015</u> <u>BUDGET AND</u> <u>AMENDMENTS</u>	<u>2014/ 2015</u> <u>YTD RECEIVED/</u> <u>PAID</u>	<u>2014/ 2015</u> <u>YTD COMMITTED</u> <u>(UNPAID)</u>	<u>2014/ 2015</u> <u>UNCOLLECTED/</u> <u>UNPAID</u>	<u>2014/ 2015</u> <u>% COLLECTED/</u> <u>PAID</u>
142 SCHOOL FEDERAL PROJECTS						
REVENUES						
47131	CARL PERKINS VOC ED	295,770	68,666	-	227,104	23.22 %
47139	OTHER VOCATIONAL	0	-	-	-	-
47141	NCLB TITLE I	1,713,259	249,217	-	1,464,042	14.55 %
47142	NCLB TITLE V	0	-	-	-	-
47143	SPECIAL EDUCATION-GRANTS TO ST	6,253,382	1,744,299	-	4,509,083	27.89 %
47145	SPECIAL EDUCATION PRESCH GRANT	110,895	13,369	-	97,527	12.06 %
47146	ENGLISH LANGUAGE ACQUISITION	81,158	17,572	-	63,586	21.65 %
47147	SAFE & DRUG-FREE SCHLS-ST GRT	0	-	-	-	-
47149	ED FOR HOMELESS CHLD & YOUTH	17,369	3,387	-	13,982	19.50 %
47189	NCLB TEACHER TRAINING	411,131	92,347	-	318,784	22.46 %
47311	RACE TO THE TOP - ARRA	1,591	1,591	-	-	100.00 %
47590	OTHER FEDERAL THROUGH STATE	0	-	-	-	-
49800	TRANSFERS IN	0	-	-	-	-
TOTAL REVENUES		8,884,555	2,190,447	-	6,694,108	24.65 %
EXPENDITURES						
71100	REGULAR INSTRUCTION	1,530,844	249,202	10,556	1,271,086	16.97 %
71200	SPECIAL EDUCATION INSTRUCTION	5,020,301	1,452,375	80,402	3,487,525	30.53 %
71300	VOCATIONAL EDUCATION INSTR	207,776	64,047	24,166	119,562	42.46 %
72120	HEALTH SERVICES	724,815	183,356	-	541,459	25.30 %
72130	OTHER STUDENT SUPPORT	100,129	4,303	1,305	94,521	5.60 %
72210	INSTRUCTION SUPPORT	621,074	116,239	28,500	476,334	23.30 %
72220	SPECIAL EDUCATION SUPPORT	433,349	126,942	-	306,407	29.29 %
72230	VOCATIONAL SUPPORT	9,000	710	-	8,290	7.89 %
72410	OFFICE OF PRINCIPAL	43,060	5,332	-	37,728	12.38 %
72710	TRANSPORTATION	0	-	-	0	-
72810	CENTRAL AND OTHER	0	-	-	0	-
99100	TRANSFERS OUT	194,301	-	-	194,301	-
TOTAL EXPENDITURES		8,884,648	2,202,506	144,930	6,537,212	26.42 %



**WILLIAMSON COUNTY BOARD OF EDUCATION
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		<u>2014/ 2015 BUDGET AND AMENDMENTS</u>	<u>2014/ 2015 YTD RECEIVED/ PAID</u>	<u>2014/ 2015 YTD COMMITTED (UNPAID)</u>	<u>2014 / 2015 UNCOLLECTED/ UNPAID</u>	<u>2014/ 2015 % COLLECTED/ PAID</u>
143 CENTRAL CAFETERIA						
REVENUES						
43521	LUNCH PAYMENTS-CHILDREN	4,944,000	2,861,149	-	2,082,851	57.87 %
43522	LUNCH PAYMENTS-ADULTS	300,000	94,175	-	205,825	31.39 %
43523	INCOME FROM BREAKFAST	133,900	2,466	-	131,434	1.84 %
43525	A LA CARTE SALES	3,193,000	77,441	-	3,115,559	2.43 %
43525	A LA CARTE SALES-CATER	50,000	14,149	-	35,851	28.30 %
44110	INVESTMENT INCOME	4,600	760	-	3,840	16.52 %
44170	MISCELLANEOUS REFUNDS	6,000	1,612	-	4,388	26.86 %
46520	SCHOOL FOOD SERVICE	100,000	-	-	100,000	- %
46590	OTHER STATE EDUCATION FUNDS	0	-	-	-	- %
46990	OTHER STATE REVENUES	0	-	-	-	- %
47110	USDA COMMODITIES	500,000	-	-	500,000	- %
47111	USDA SCHOOL LUNCH PROGRAM	2,226,000	659,044	-	1,566,956	29.61 %
47113	USDA SCHOOL BREAKFAST PROGRAM	280,800	89,012	-	191,788	31.70 %
47114	USDA-OTHER	0	-	-	-	- %
47590	OTHER FEDERAL THROUGH STATE	12,500	12,500	-	-	100.00 %
TOTAL REVENUES		11,750,800	3,812,307	-	7,938,493	32.44 %
EXPENDITURES						
73100	FOOD SERVICE	11,803,947	3,185,356	1,386,881	7,231,711	38.73 %
TOTAL EXPENDITURES		11,803,947	3,185,356	1,386,881	7,231,711	38.73 %

**WILLIAMSON COUNTY BOARD OF EDUCATION
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146 EXTENDED SCHOOL PROGRAM

REVENUES

	<u>2014/ 2015 BUDGET AND AMENDMENTS</u>	<u>2014/ 2015 YTD RECEIVED/ PAID</u>	<u>2014/ 2015 YTD COMMITTED (UNPAID)</u>	<u>2014 / 2015 UNCOLLECTED/ UNPAID</u>	<u>2014/ 2015 % COLLECTED/ PAID</u>
43581 COMMUNITY SERVICE FEES-CHILDRE	2,972,565	1,170,320	-	1,802,245	39.37 %
43581 COMM SVC FEE-CHILDCARE CCD FEE	0	6,805	-	(6,805)	- %
43581 COMM SVC FEE-ELEM WORLD LANGU	266,600	66,833	-	199,767	25.07 %
43991 OTH CHG FOR SERV-PARENT PD FEE	0	-	-	-	- %
44110 INVESTMENT INCOME	1,500	307	-	1,193	20.48 %
44170 MISCELLANEOUS REFUNDS	0	-	-	-	- %
TOTAL REVENUES	3,240,665	1,244,265	-	1,996,400	38.40 %

EXPENDITURES

73100 FOOD SERVICE	0	-	-	0	- %
73300 COMMUNITY SERVICES	3,285,716	1,095,878	91,215	2,098,623	36.13 %
TOTAL EXPENDITURES	3,285,716	1,095,878	91,215	2,098,623	36.13 %



**WILLIAMSON COUNTY BOARD OF EDUCATION
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		<u>2014/ 2015</u>	<u>2014/ 2015</u>	<u>2014/ 2015</u>	<u>2014 / 2015</u>	<u>2014/ 2015</u>
		<u>BUDGET AND</u>	<u>YTD RECEIVED/</u>	<u>YTD COMMITTED</u>	<u>UNCOLLECTED/</u>	<u>% COLLECTED/</u>
		<u>AMENDMENTS</u>	<u>PAID</u>	<u>(UNPAID)</u>	<u>UNPAID</u>	<u>PAID</u>
177 EDUCATION CAPITAL PROJECTS						
REVENUES						
44110	INVEST INCOME-GO BONDS2010	0	26	-	(26)	- %
44110	INVEST INCOME-CO SCH BOND	0	55	-	(55)	- %
44110	INVEST INCOME-GO BOND 2009B	0	11	-	(11)	- %
44110	INVEST INCOME-CO SCH BOND 2009	0	2	-	(2)	- %
44110	INVEST INCOME-GO ANT NOT 2012a	0	-	-	-	- %
44110	INVEST INCOME-CO ANT NOTE 2012	0	-	-	-	- %
44110	INVEST INCOME-CO BAN2013B	0	-	-	-	- %
44110	INVEST INCOME-GO BAN2013A	0	-	-	-	- %
44110	INVEST INCOME-GO SCH BOND 2013	0	18,945	-	(18,945)	- %
44111	INVEST INCOME-CO SCH BOND 2013	0	9,518	-	(9,518)	- %
44111	INVEST INCOME-GO SCH BOND 2014	0	245	-	(245)	- %
44111	INVEST INCOME-CO SCH BND 2014A	0	262	-	(262)	- %
44170	MISCELLANEOUS REFUNDS	0	-	-	-	- %
48130	OTHER GOVERNMENTS-CONTRIBUTION	0	-	-	-	- %
48131	OTH GOV-CONTRIBUTIONS GENERAL	0	21,253,000	-	(21,253,000)	- %
48132	OTH GOV-CONTRIBUTIONS RURAL	0	22,747,000	-	(22,747,000)	- %
49800	TRANSFERS IN	0	-	-	-	- %
49801	TRANSFERS IN - GENERAL DEBT	0	-	-	-	- %
49802	TRANSFERS IN - RURAL DEBT	0	-	-	-	- %
TOTAL REVENUES		0	44,029,064	-	(44,029,064)	- %
EXPENDITURES						
91300	EDUCATION CAPITAL OUTLAY	0	10,384,390	71,231,788	(81,616,178)	- %
TOTAL EXPENDITURES		0	10,384,390	71,231,788	(81,616,178)	- %

To: Leslie Holman
From: Kirk Elliott
Date: December 1, 2014
Purchasing Report *rk*

1320 West Main Street, Suite 202
 Franklin, TN 37064-3700
 (615) 472-4000
 fax (615) 472-4190



Contains bid projects for the month of November, 2014

The following is a summary of pertinent bid data for inclusion with the Board Materials to be reviewed at the next meeting. The summary is in order of ascending bid sequence numbers and not necessarily by date. Pursuant to Board Policy this summary reports recent RFB's (Request for Bids) and / or RFP's (Request for Proposals) that were administered by the WCS Purchasing Department. As always any purchasing - bid project that may require Board action should appear on the Board Agenda. The projects listed below do not require any Board action at the present time and are listed here for your information. If further details are needed please contact the Purchasing Department to review any of the related bid - project files. In addition to the projects listed in this monthly report the WCS Purchasing Department continues to review, approve and process numerous daily purchase orders that encompass day to day operations as well as negotiate renewals of previously bid contracts.

RFB # 960	Mobile Scissor Lift		
Project	This project consisted of procuring a Mobile Scissor Lift for the Maintenance Department.		
Department, Director	Maintenance, Mark Samuels		
Advertised	Tuesday, November 11, 2014 in the Tennessean		
Bid Opening	Tuesday, November 25, 2014 at 10:30 am		
Bidders solicited for this project	Company Name	Bid Prices	
	B & G Equipment		
	The Bailey Company	Genie Brand	Model 3246 \$22,730.40
	Brentwood Rentals		
	Care Supply Company		
	Evergreen Services	Hauloutte Brand	Model 3347E \$18,400.00
	Fastenail		
	H & E Equipment		
	Hertz Equipment	Genie Brand	Model 3246 \$20,470.00
	JCB of Nashville		
	Sunbelt		
	TCE Equipment		
	United Rentals	Skyjack Brand	Model 4632 \$18,906.00
United Rentals	GLC Brand	Model 3246 \$22,536.00	
United Rentals	Genie Brand	Model T-Rex 852 \$20,232.00	
Awarded	Evergreen Services		

INTEROFFICE MEMORANDUM

TO: WILLIAMSON COUNTY BOARD OF EDUCATION
FROM: LESLIE HOLMAN, CFO *LH*
SUBJECT: TRAVEL AND CONSULTANT REPORTS
DATE: NOVEMBER 21, 2014

Please find attached the travel and consultants reports for the month of November 2014. The travel report is sorted first by conference, then by payee. This is a monthly reports that presents amounts as they are paid.

If you have any questions, please call me 472-4022.

Out-of-State Travel Report for November 2014

					Related Travel Payments to Vendors						
Account Code			Date of Travel	Traveler	Destination	Purpose of Travel	Payee	Purpose	Amount	Reimburse Traveler	Trip Total
GENERAL PURPOSE FUND 141											
141	72210	552455	February 19-21	Andrea Anthony	Dallas TX	National Association of Secondary School Principals Conference (NASSP)	NASSP	Registration	\$495.00		\$495.00
141	72210	552455	October 21-24	Timothy Gaddis	Omaha NE	Benchmarking Consortium	Timothy Gaddis	Mileage, Meals, Parking		\$88.34	\$88.34
141	72210	552455	October 21-24	Denise Goodwin	Omaha NE	Benchmarking Consortium	Denise Goodwin	Mileage, Meals, Parking		\$112.34	\$112.34
141	72220	552400	November 12-16	Toni Brown	Baltimore MD	National Association for Gifted Children Convention (NAGC)	Toni Brown	Shuttle, Meals, Parking, Baggage Check		\$483.00	\$483.00
											Total Out-Of-State Travel Paid in November
											\$1,178.68

Consultants Report for November 2014

Account Code			Consultant	From	Title of Course	Amount Paid	Dates of Workshop	School/ Department	Staff / Students Involved
GENERAL PURPOSE FUND 141									
141	71400	552400	David H. Moore	David H. Moore Consulting	Teacher Leader Professional Learning	\$444.46	Nov. 7	Clovercroft Elementary Lipscomb Elementary	Grade Level Leaders
EXTENDED CHILD CARE FUND 146									
146	73300	552400	Thomas Ritter	Everyday Heroes	Adult/Infant/Child CPR First Aid AED Defibrillator Training	\$900.00	Oct. 18	Allendale Chapmans Retreat Crockett Edmondson Hunters Bend Kenrose Lipscomb	School Age Child Care Staff
				Total Consultants Paid in November:		\$1,344.46			