Williamson County Board Work Session

August 14, 2025 6:00 PM

Support Services Building - Professional Development Room

1. **Call to Order**	
2. **Consent Agenda**	
a. Approval of June 16, 2025 School Board Meeting Minutes	
b. Approval of Special Called June 20, 2025 School Board Meeting Minutes	
c. Board Policies - First and Final Reading	
I. 2.403 Property Sales	
II. 3.202 Emergency Preparedness Plan	
III. 4.600 Report Cards and Grading Systems	
IV. 5.100 Personnel Goals - Deletion	
V. 5.119 Employment of Retirees	
VI. 5.305 Family and Medical Leave	
VII. 5.500 Discrimination and Harassment of Employees	
VIII. 5.701 Substitute Teachers	
IX. 6.304 Student Discrimination	
X. 6.600 Student Records	
d. Approval of Building Modification Request for LED Sign at Bethesda Elementary	
e. Recommendation for Field Trip Fee Requests	
3. **Superintendent's Report (45 minutes)**	Jason Golden
4. **Operations Report (5 minutes)**	Brian King
5. **Board Chair Report (10 minutes)**	Josh Brown
6. **New Business**	
a. 2025-26 School Board Budget (10 minutes)	Rachel Farmer
I. Approval of General Purpose School Fund Amendments 08.25 Carryforward Reserves - $84,421.51	
II. Approval of General Purpose School Fund Amendments 08.25 Transition Grant Carryover - $31,803.00	
III. Approval of General Purpose School Fund Resolution 09.25 Teacher Bonus - $7,068,763.50	
b. Approval of Outstanding Purchase Orders for School Activity Funds (Annual Agenda Item)	Rachel Farmer
c. Approval of Sick Bank Trustees (Annual Agenda Item)	Jason Golden
d. Board Policies - First Reading (10 minutes)	Dana Ausbrooks
I. 5.310 Vacations and Holidays	
e. Approval of Annual Agenda (Annual Agenda Item)	Jason Golden
7. **Monthly Reports & Miscellaneous Information**	

a. July End of the Month Financials
b. June and July Purchasing Report
c. Overnight Field Trips

Williamson County School Board Meeting

June 16, 2025 6:30 PM

Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

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

Present: 10, Absent: 2.

1. **Call to Order**

Chairman Brown called the meeting to order. He asked the Board members to record their attendance. Brown thanked the Sheriff's Deputies, Randall Purcell and Perry Dillehay, for attending the meeting. He called upon Board Member Jay Galbreath to lead the Pledge of Allegiance, followed by a moment of silence.

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

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

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

- Debra Bufalini spoke about board policy 4.601 Student and Parent/Guardian Rights to Access Tests and Quizzes.
- Amy Eytchison spoke about board policy 6.312 Wireless Communication

3. **Approval of Agenda**

Chairman Brown presented the agenda for approval. A voice vote was taken by saying aye.

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

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

Yes: 10, Nay: 0, Absent: 2

4. **Approval of Consent Agenda**

Chairman Brown presented the consent agenda for approval. A voice vote was taken by saying aye.

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

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

Yes: 10, Nay: 0, Absent: 2

a. Approval of the May 19, 2025 School Board Meeting Minutes
b. Approval of ePlan Applications for FY 2026 to include ESEA Grants, Special Education IDEA Part B, Special Education IDEA Pre-School, and CTE Carl Perkins
c. Approval of Sunset Elementary Shade Structure
d. Approval of Sunset Middle Exterior LED Sign
e. Approval of Longview Elementary Early Childhood Playground
f. Approval of Middle Tennessee Easement Request at Sunset Elementary and Middle Schools
g. Recommendation for Field Trip Fee Requests

5. **Communications to the Board**

a. Superintendent's Report

Superintendent Golden thanked everyone for attending the meeting, including the Fairview Elementary Principal, Mrs. Murray. He gave an update on summer school and the 2025-26 budget.

I. Student, Staff and School Spotlights

In Student Spotlights, the Board celebrated several athletic State championships. The Brentwood High girls tennis team is the Tennessee Secondary School Athletic Association (TSSAA) Girls Class AA Team champions. Brentwood High's Drew Miller and Stephen Smith won the TSSAA Boys Class AA Doubles championship. They are coached by Kristen Young. Also from Brentwood, the BHS girls lacrosse team is the TSSAA Girls Class AA Lacrosse State champions. They are coached by Heather Dobbins.

From Centennial High, Larkin Johnson is the TSSAA Girls Class AAA 3,200-Meter State champion. Gavin Johnson is the TSSAA Boys Class AAA 1,600-Meter State champion. They are coached by Liz McClain and BJ Taylor.

Nolensville High's Claire Stegall won two State titles: one in the TSSAA Girls Class AAA 1,600-Meter category and one in the Girls Class AAA 800-Meter category. She is coached by Kyle Manderfield. Nolensville High's boys lacrosse team won the TSSAA Boys Class AA State championship. The lacrosse team is coached by Tom Pettit.

Page High's Sophia Boutros, Gaby Boutros, Natalie Smith and Nigella Smith won the TSSAA Girls Class AAA 4x800-Meter Relay State title. They are coached by Marcos Harris. The Page High girls lacrosse team is the TSSAA Class A Lacrosse State champions. The team is coached by Dana Fasano.

At the middle school level, Page Middle's baseball team took home the Tennessee Middle School Athletic Association (TMSAA) Class AA Baseball State title. The baseball coach is Mike McKibben. Sunset Middle's Scotlyn Szabo is the TMSAA Girls Class AA 1,600-Meter State champion. She is coached by Alicia Arnold.

Woodland Middle's DJ Quarles, Oliver Brown, Christian Eaves and Hayden Primm won the TMSAA Boys Class AA 4x400-Meter Relay. They are coached by Andrew Swanson.

On the academic side, two Ravenwood High students recently earned perfect ACT composite scores: Joseph Larson and Samantha Tatalovich.

b. Board Chair Report

Chairman Brown updated the Board about the Special Called meeting regarding the 2025-2026 budget. He recommended this Friday, June 20 at 5 p.m.

6. **New Business**

a. Evaluation of Superintendent (Annual Agenda Item)

Chairman Brown presented Superintendent's 2024-25 evaluation for adoption. He called upon Superintendent Golden, who recommended adoption of his 2024-25 evaluation scores.

Motion Passed: Motion by Mr. Jay Galbreath to adopt the Superintendent's evaluation. A second was made by Mrs. Melissa Wyatt.

Mr. Drason Beasley:	Absent
Dr. Dennis Driggers:	Absent
Mrs. Claire Reeves:	Yes
Mrs. Melissa Wyatt:	Yes
Mr. Dan Cash:	Yes
Mr. Joshua Brown:	Yes
Mr. Jay Galbreath:	Yes
Mrs. Donna Clements:	Yes

Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Yes: 10, Nay: 0, Absent: 2

b. 2024-25 School Board Budget

I. Approval of General Purpose School Fund 06.25 Summer Learning Camps Grant - $4,400,725.00
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.25 Summer Learning Camps Grant in the amount of $4,400,725.00.
Motion Passed: Motion by Mrs. Claire Reeves to approve. A second was made by Mr. Tony Bostic.

Mr. Drason Beasley: Absent
Dr. Dennis Driggers: Absent
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Yes: 10, Nay: 0, Absent: 2

II. Approval of General Purpose School Fund 06.25 Summer Learning Transportation Grant - $798,171.00
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.25 Summer Learning Transportation Grant in the amount of $798,171.00.
Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Mrs. Tonja Hibma.

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

Yes: 10, Nay: 0, Absent: 2

III. Approval of General Purpose School Fund 06.25 Fine Arts Donation-Gibson- $49,410.00
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.25 Fine Arts Donation-Gibson in the amount of $49,410.00.
Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Mr. Jay Galbreath.

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

Yes: 10, Nay: 0, Absent: 2

IV. Approval of General Purpose School Fund 06.25 Fine Arts Donation - Dunaway - $1,000.00
Chairman Brown called upon Superintendent Golden, who recommended approval of the General Purpose School Fund Resolution 06.25 Fine Arts Donation - Dunaway in the amount of $1,000.00.
Motion Passed: Motion by Mrs. Tonja Hibma to approve. A second was made by Mrs. Donna Clements.

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

Yes: 10, Nay: 0, Absent: 2

V. Approval of General Purpose School Fund 06.25 TCAT Donation Dual Enrollment - $5,737.23
Chairman Brown called upon Superintendent Golden, who recommended approval of General Purpose School Fund Resolution 06.25 TCAT Donation Dual Enrollment in the amount of $5,737.23
Motion Passed: Motion by Mr. Jay Galbreath to approve. A second was made by Mr. Dan Cash.

Mr. Drason Beasley:	Absent

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

Yes: 10, Nay: 0, Absent: 2

VI. Approval of Central Cafeteria Fund 06.25 Commodities Increase - $570,286.12
Chairman Brown called upon Superintendent Golden, who recommended approval of the Central Cafeteria Fund 06.25 Commodities Increase in the amount of $570,286.12.
Motion Passed: Motion by Mr. Jay Galbreath to approve. A second was made by Mr. Tony Bostic.

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

Yes: 10, Nay: 0, Absent: 2

VII. Approval of 2024-2025 Budget Adjustments Final Year End Intra-Category General Purpose School Fund
Chairman Brown called upon Superintendent Golden, who recommended approval of 2024-2025 Budget Adjustments Final Year End Intra-Category General Purpose School Fund.
Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Mr. Tony Bostic.

Mr. Drason Beasley:	Absent
Dr. Dennis Driggers:	Absent
Mr. Tony Bostic:	Yes
Mrs. Tonja Hibma:	Yes
Dr. Margie Johnson:	Yes
Mrs. Claire Reeves:	Yes
Mrs. Melissa Wyatt:	Yes

Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Yes: 10, Nay: 0, Absent: 2

VIII. Approval of 2024-2025 Budget Adjustments Final Year End Intra-Category Central Cafeteria
Chairman Brown called upon Superintendent Golden, who recommended approval of 2024-2025 Budget Adjustments Final Year End Intra-Category Central Cafeteria Fund.
Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Mrs. Melissa Wyatt.
Mr. Drason Beasley: Absent
Dr. Dennis Driggers: Absent
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Yes: 10, Nay: 0, Absent: 2

IX. Approval of 2024-2025 Budget Adjustments Final Year End Intra-Category Extended School Program
Chairman Brown called upon Superintendent Golden, who recommended approval of 2024-2025 Budget Adjustments Final Year End Intra-Category Extended School Program Fund.
Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Mr. Jay Galbreath.
Mr. Drason Beasley: Absent
Dr. Dennis Driggers: Absent
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Yes
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Mrs. Tonja Hibma: Yes
Yes: 10, Nay: 0, Absent: 2

X. Approval of Capital Resolution Intent to Fund 07.25 - $14,135,800.00

Chairman Brown called upon Superintendent Golden, who recommended approval of Capital Resolution Intent to Fund 07.25, in the amount of $14,135,800.00.

Motion Passed: Motion by Mr. Jay Galbreath to approve. A second was made by Mrs. Donna Clements.

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

Yes: 10, Nay: 0, Absent: 2

c. Approval of Differentiated Pay (Annual Agenda Item)

Chairman Brown called upon Superintendent Golden, who recommended approval of the Differentiated Pay. This is an annual agenda item.

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

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

Yes: 10, Nay: 0, Absent: 2

d. Board Policies - First and Final Reading

I. 4.700 Testing Programs

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 4.700 Testing Programs on first and final reading.

Motion Passed: Motion by Mrs. Tonja Hibma to approve on first and final reading. A second was made by Mr. Tony Bostic.

Mr. Drason Beasley:	Absent

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

Yes: 10, Nay: 0, Absent: 2

II. 4.7002 Middle School Examinations

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 4.7002 Middle School Examinations on first and final reading.

Motion Passed: Motion by Mr. Tony Bostic to approve on first and final reading. A second was made by Mrs. Melissa Wyatt.

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

Yes: 10, Nay: 0, Absent: 2

III. 6.312 Wireless Communications (New)

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 6.312 Wireless Communication on first and final reading as drafted. This is a new policy.

Motion Passed: Motion by Mr. Jay Galbreath to approve as drafted. A second was made by Mrs. Melissa Wyatt.

Mr. Drason Beasley:	Absent
Dr. Dennis Driggers:	Absent
Mrs. Tonja Hibma:	Yes
Dr. Margie Johnson:	Yes
Mrs. Claire Reeves:	Yes
Mrs. Melissa Wyatt:	Yes
Mr. Dan Cash:	Yes

Mr. Joshua Brown:	Yes
Mr. Jay Galbreath:	Yes
Mrs. Donna Clements:	Yes
Mr. Eric Welch:	Yes
Mr. Tony Bostic:	Yes

Yes: 10, Nay: 0, Absent: 2

Motion Withdrawn: Motion by Mrs. Tonja Hibma to amend. A second was made by Mrs. Claire Reeves.

Motion Withdrawn: Motion by Mrs. Tonja Hibma to amend. A second was made by Mrs. Claire Reeves.

Motion Failed: Motion by Mrs. Claire Reeves to amend the policy 6.312 by replacing the 8 with 12 in line 2; striking the words in line 3, students in grades 9-12 may process and ending in line 6 with during student's lunch period; and adding a section titled , Implementation and Grace Period - For non-instructional time at high schools, to ensure a smooth transition and allow time for community education and adjustment this policy shall be implemented with a grace period during the fall 2025 semester. During this time, students will receive reminder for policy violations. Full enforcement, including applicable disciplinary consequences, will begin with the spring 2026 semester. Superintendent Golden did not recommend this amendment to the policy. A second was made by Mr. Jay Galbreath.

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

Yes: 4, Nay: 6, Absent: 2

e. Board Policies - Second Reading

I. 4.601 Student and Parent/Guardian Rights to Access Tests and Quizzes

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy 4.601 Student and Parent/Guardian Rights to Access Tests and Quizzes on second reading as amended.

Motion Passed: Motion by Mr. Jay Galbreath to approve as amended by removing line 33 on page 1 through line 5 on page 2 and end line 3 with the word assessments, removing the word, as on line 3 and all of line 4 on page 1. A second was made by Mrs. Claire Reeves.

Mr. Drason Beasley:	Absent
Dr. Dennis Driggers:	Absent
Mrs. Melissa Wyatt:	Yes
Mr. Dan Cash:	Nay

Mr. Joshua Brown: Nay
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Yes
Yes: 8, Nay: 2, Absent: 2

Motion Passed: Motion by Mr. Tony Bostic to amend by removing line 33 on page 1 - line 5 on page 2. Superintendent recommended approval, knowing it will not change our practice, on the amendment. A second was made by Mrs. Tonja Hibma.

Mr. Drason Beasley: Absent
Dr. Dennis Driggers: Absent
Dr. Margie Johnson: Yes
Mrs. Claire Reeves: Nay
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Nay
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Nay
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Mrs. Tonja Hibma: Yes
Yes: 7, Nay: 3, Absent: 2

Motion Passed: Motion by Mr. Jay Galbreath to amend by end line 3 with assessments, removing the word as on line 3 and all of line 4 on page 1. Superintendent Golden recommended approval on the amendment. A second was made by Mrs. Tonja Hibma.

Mr. Drason Beasley: Absent
Dr. Dennis Driggers: Absent
Mrs. Claire Reeves: Yes
Mrs. Melissa Wyatt: Yes
Mr. Dan Cash: Nay
Mr. Joshua Brown: Yes
Mr. Jay Galbreath: Yes
Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Tony Bostic: Yes
Mrs. Tonja Hibma: Yes
Dr. Margie Johnson: Yes
Yes: 9, Nay: 1, Absent: 2

II. 6.411 Student Wellness

Chairman Brown called upon Superintendent Golden, who recommended approval of Board Policy6.411 Student Wellness on second reading.

Motion Passed: Motion by Mrs. Donna Clements to approve. A second was made by Dr. Margie Johnson.

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

Yes: 10, Nay: 0, Absent: 2

7. **Adjournment**

There being no further business, Chairman Brown adjourned the meeting at 8:28 p.m.

_____

Chairperson

_____

Superintendent

Special Called Board Meeting

June 20, 2025 5:00 PM

Williamson County Administrative Complex - Auditorium

Attendance Taken at 5:11 PM.

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

Present: 9, Absent: 3.

1. Call To Order

Chairman Brown called the meeting to order. He asked the Board members to record their attendance. Board member Claire Reeves attended via Zoom.

2. Items of Particular Interest (Public Comment)

No one signed up for public comment

3. Approval of Agenda

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

4. New Business

a. 2025-2026 School Board Budget

I. Approval of 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the General Purpose School Fund

Chairman Brown called upon Superintendent Golden, who recommended approval of the 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the General Purpose School Fund in the amount of $562,612,797.00.

Motion Passed: Motion by Mr. Eric Welch to approve. A second was made by Mr. Jay Galbreath.

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

Yes: 9, Nay: 0, Absent: 3

II. Approval of 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the Central Cafeteria Fund
Chairman Brown called upon Superintendent Golden, who recommended approval of the 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the Extended School Fund in the amount of $20,749, 302.00.

Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Dr. Margie Johnson.

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

Yes: 9, Nay: 0, Absent: 3

III. Approval of 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the Extended School Fund
Chairman Brown called upon Superintendent Golden, who recommended approval of the 2025-26 School Board Budget Amendment corresponding to the County Commission

reduction of the Central Cafeteria Fund in the amount of $8,045,674.00.

Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Mr. Tony Bostic.

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

Yes: 9, Nay: 0, Absent: 3

5. **Adjournment**

There being no further business, Chairman Brown adjourned the meeting at 5:31 p.m.

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Chairperson

_____

Superintendent

Special Called Board Meeting

June 20, 2025 5:00 PM

Williamson County Administrative Complex - Auditorium

Attendance Taken at 5:11 PM.

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

Present: 9, Absent: 3.

1. Call To Order

Chairman Brown called the meeting to order. He asked the Board members to record their attendance. Board member Claire Reeves attended via Zoom.

2. Items of Particular Interest (Public Comment)

No one signed up for public comment

3. Approval of Agenda

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

4. New Business

a. 2025-2026 School Board Budget

I. Approval of 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the General Purpose School Fund

Chairman Brown called upon Superintendent Golden, who recommended approval of the 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the General Purpose School Fund in the amount of $562,612,797.00.

Motion Passed: Motion by Mr. Eric Welch to approve. A second was made by Mr. Jay Galbreath.

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

Yes: 9, Nay: 0, Absent: 3

II. Approval of 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the Central Cafeteria Fund
Chairman Brown called upon Superintendent Golden, who recommended approval of the 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the Extended School Fund in the amount of $20,749, 302.00.

Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Dr. Margie Johnson.

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

Yes: 9, Nay: 0, Absent: 3

III. Approval of 2025-26 School Board Budget Amendment corresponding to the County Commission reduction of the Extended School Fund
Chairman Brown called upon Superintendent Golden, who recommended approval of the 2025-26 School Board Budget Amendment corresponding to the County Commission

reduction of the Central Cafeteria Fund in the amount of $8,045,674.00.

Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Mr. Tony Bostic.

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

Yes: 9, Nay: 0, Absent: 3

5. **Adjournment**

There being no further business, Chairman Brown adjourned the meeting at 5:31 p.m.

_____

Chairperson

_____

Superintendent

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

2.403 Property Sales

Brief justification of why additions or changes needed or required:

In the past, federal regulations required that certain actions be taken when property valued at $5,000 or below was disposed of. This limit has been increased to $10,000. 2 CFR § 200.313(e)

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Property Sales**	**2.403**	**08/19/24**
		Rescinds: **2.403**	Issued: **09/16/19**

SURPLUS PROPERTY SALES

The Board shall make such provisions deemed necessary to dispose of any property owned by it but no longer needed for public school purposes. Once school property is no longer needed for public school purposes formal steps shall be undertaken to dispose of this property in accordance with the manner prescribed by state law and appropriate property transaction procedures.[1]

Property which is deemed to be temporarily surplus to the needs of the district may be rented according to terms suggested by the Superintendent of Schools and approved by the Board. The Board may dispose of any property to which it has title and upon which it has constructed a building under its vocational education trades and industries program, such sale to be a public sale or a negotiated sale, notwithstanding the provisions of any public or private act of the general assembly of the state of Tennessee. If, in the opinion of a majority vote of the Board members, a negotiated sale will realize the best price obtainable for any property so sold, the Board shall advertise in a newspaper of general circulation in the county that the property is for sale, and a negotiated sale shall not be completed until thirty (30) days after the publication of the legal notice. Notice shall also be published on a news and information website in accordance with state law.[2] The Board shall, by a majority vote of the members at a regular meeting, approve and record the price and name of the purchaser of any property so sold.[3]

If reasonable attempts to dispose of surplus properties fail to produce monetary return to the system, the Board shall approve other methods of disposal.[4]

EQUIPMENT SALES

It is the expressed intent of the Board that surplus real property acquired by taxpayers' dollars should be sold. All surplus real property should be sold to the highest bidder after advertising in a newspaper of general circulation in the county at least fifteen (15) days prior to the sale. Auction is the preferred method of sale, but sealed bids may be accepted instead. No surplus real property may be sold to a Board member or employee.

DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS[6]

When equipment that was purchased with federal dollars is no longer needed for the original project or program or for other activities currently or previously supported by a federal agency, disposition of the equipment shall be made as follows:

1. Items of equipment with a current per-unit fair market value of ~~five thousand dollars ($5,000)~~ ***ten thousand dollars ($10,000)*** or less may be retained, sold, or otherwise disposed of with no

further obligation to the awarding agency; or

Items of equipment with a current per unit fair market value in excess of ~~five thousand dollars ($5,000)~~ ***ten thousand dollars ($10,000)*** may be retained or sold, and the awarding agency shall have a right to an amount calculated by multiplying the current market value or proceeds from sale by the awarding agency's share of the equipment.

REAL PROPERTY SALE

When the Board determines that any real property is no longer needed for school purposes or should, in the interest of the district, be exchanged for other property, it may sell or exchange such property in accordance with the provisions that follow:

1. Prior to the sale, the Board shall conduct the appraisal of the property by two appraisers who shall make separate reports.

2. A notice of sale shall be published. The notice shall set out the terms and conditions of sale. The Board may permit the bidders to specify conditions. The notice shall state that bids will be received on a specified date.

3. All bids shall be available for examination by the public. Any bidder may raise his bid after the Board has given notice by mail to other bidders. The Board may also conduct an auction provided any previous bidder has been given written notice of the auction.

4. The Board may sell the property to the highest and best bidder or may reject all bids.

5. The Board may employ a broker or auctioneer who may be paid from the proceeds of the sale without appropriation. The broker or auctioneer may not be one of the appraisers.

Trade-in Property

Where new property is purchased by the Board in accordance with law on condition that property of a similar nature, owned by the Board is to be traded in or exchanged as a part of such purchase in reduction of the price, such trade-in shall be legal without appraisal or notice of sale.

Exchange of Property

In general, any exchange of property shall follow as nearly as possible the procedure for the sale of the property.

SCHOOL PROPERTIES DISPOSAL PROCEDURE

Surplus property which has no value or has a value less than five hundred dollars ($500.00) may be disposed of without the necessity of bids. In order for such disposal without bids, the Principal of the school with the surplus property, the Superintendent of Schools and the Chairman of the Board must all agree in writing that the property is of no value or is of a value less than five hundred dollars ($500.00).

1

Legal References

1. TCA 49-6-2006(b)(3); TCA 49-6-2208
2. ***TCA 1-3-120; Public Acts of 2025, Chapter No. 105***
3. TCA 49-6-2007(b)
4. TCA 49-6-2007(d)
5. TCA 12-2-403(a)
6. 2 CFR § 200.313(e)

Cross References

Duties of Officers 1.201
Inventories 2.702
Textbooks and Instructional Materials 4.401

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

3.202 Emergency Preparedness Plans

Brief justification of why additions or changes needed or required:

Public Chapter 315 clarifies that no more than two fire drills are required to occur within the first thirty full school days.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in October	**Emergency Preparedness Plan**	**3.202**	**08/19/24**
		Rescinds: **3.202**	Issued: **08/21/23**

General

The Superintendent of Schools shall be responsible for developing, maintaining, and acquiring board approval of the district Emergency Preparedness Plan[1] which shall include procedures for bomb threats, civil disturbances, armed intruders, earthquakes, fires, tornadoes or other severe weather, and medical emergencies.

The principal of each school shall develop and implement emergency preparedness drills which shall be approved by the Superintendent of Schools. When appropriate, such drills shall be held in conjunction with emergency response agencies.

FIRE AND SAFETY DRILLS

The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30) school days, with ***no more than*** two (2) fire drills occurring during the first thirty (30) full days of the school year. Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted throughout the year.[2]

The principal shall ensure that three (3) additional safety drills are given during the school year. These drills may cover inclement weather, earthquakes, armed intruders, or other emergency drills that do not require full evacuation. A record of all fire or safety drills, including the time and date, shall be kept in each school's office.[3]

The principal shall regularly check the quantity, locations, and conditions of fire extinguishers and shall give all school personnel instructions on how to properly use fire extinguishers.

The district shall work with local law enforcement and the local fire department to develop a procedure for identifying the cause of a fire alarm activation. This procedure must be in place by January 1, 2025, and shall be reviewed and updated annually thereafter.[4]

ANNUAL DRILLS[5]

The principal shall ensure that the school safety team conducts each of the following types of drills annually:

1. An armed intruder drill in coordination with local law enforcement;

2. An incident command drill; and

3. An emergency safety bus drill.

AED DRILLS[6]

All schools shall conduct a CPR and AED drill to ensure awareness of the steps that shall be taken in the event of a medical emergency. The principal shall ensure that the drill occurs.

The Superintendent of Schools shall develop the necessary administrative procedures on AED and CPR training, planning, notification, and maintenance to comply with state law.

MEDICAL EMERGENCIES/PANDEMIC FLU[7]

In the event of medical emergencies such as a pandemic flu outbreak, school officials shall cooperate and consult with the local and state health departments and other local emergency or healthcare providers in protecting students and the community from further infection. The Director of Schools shall develop procedures for health emergencies in accordance with state law.

REMOTE LEARNING DRILLS[8]

At least once each school year, a remote learning drill shall be conducted. The drill shall accurately reflect how students will transition to remote learning in the event of a disruption to school operations. Students shall not be asked or required to transition to remote learning at any time during the drill.

Legal References

1. TRR/MS 0520-01-02-.30(2); TCA 49-6-804; TCA 49-6-805(8)
2. TCA 68-102-137(b)***; Public Acts of 2025, Chapter No. 315***
3. TCA 68-102-137(f)
4. TCA 49-6-807(e)
5. TCA 49-6-807
6. TCA 49-2-122; TCA 49-6-1208
7. TCA 49-6-3004; TCA 49-5-404
8. TCA 49-2-139

Cross References

Safety 3.201
Community Use of School Facilities 3.206

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

4.600 Report Cards and Grading Systems

Brief justification of why additions or changes needed or required:

Public Chapter 330 requires that report cards for students in grades K-8 now include the student's score on the most recently administered universal reading screener and the results of a dyslexia screener, if applicable.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Report Cards and Grading Systems**	**4.600**	**08/19/24**
		Rescinds: **4.600**	Issued: **02/20/23**

REPORT CARDS

The Superintendent shall develop an administrative procedure to establish a system of grading and assessment for evaluating and reporting student progress in conjunction with Tennessee academic standards for grades K-12.

The report cards shall indicate the information necessary to communicate effectively with the parents concerning their child's academic progress, conduct, and attendance. ***For students in grades kindergarten through eight (K-8), the student's score on the most recently administered universal reading screener shall also be provided on or with the report card along with the results of a dyslexia screener, if applicable.***[1]

When a student's academic performance or behavior noticeably or suddenly changes, the teacher shall promptly inform the parents, maintain a record of the contact, and make an effort to have a conference with the parent. Parents will receive interim progress reports or other notification whenever a significant change in performance occurs or whenever a student is failing.

Report cards communicating student academic progress or status (grades) and attendance will be provided to parents on a regular basis (9 weeks).

Teachers may use supplemental reports to communicate additional progress as appropriate.

K-1 STANDARDS-BASED GRADING SCALE

The student consistently demonstrates understanding and application of the standard.

The student is making progress toward the standard.

The student is not making progress toward the standard

GRADES 2- 12 NUMERICAL GRADING SCALE:[2]

Grade	Grade Range
A	90 - 100
B	80 - 89
C	70 - 79
D	60 - 69
F	0 - 59

I Incomplete (must be removed during the next grading period)
P/F Credit by Examination

This grading system shall be uniform throughout the school district for each grade.

Numerical grades may be used for tests and other daily or weekly work that is readily quantifiable and shall be used on report cards. Only LETTER GRADES (A, B, C, etc.) will be used on high school transcripts. No plus (+) or minus (-) notations will be used on high school transcripts.

WEIGHTED GRADES

Advanced coursework grades shall be weighted with additional percentage points to calculate the semester average. Depending on the course taken, the following percentage points shall be assigned:

- Honors Courses and Pre-AP courses, including middle school courses taught at high school honors level, shall include the addition of three (3) percentage points to the grades used to calculate the semester average;
- Local and Statewide Dual Credit, Capstone Industry Certification Aligned shall include the addition of four (4) percentage points to the grade used to calculate the semester average; and
- Advanced Placement, Cambridge International, College Level Exam Program (CLEP), International Baccalaureate Courses, and Dual Enrollment Courses shall include the addition of five (5) percentage points to the grades used to calculate the semester average.

The methodology used to calculate the dual enrollment percentage points, and the conversion chart shall be included annually in the High School Programming Guide.

I.B. Math Studies shall be treated as an Honors, not an A.P. / I.B. course for GPA purposes.

High School courses taken by middle school students will receive honors credit only if taught at the honors level.

Middle school students taking high school courses and high school students taking online courses, will have their grades recorded on the high school transcript with the earned letter grade and corresponding grade point average (GPA).

GPA CALCULATION FOR HIGH SCHOOL COURSES

Grade	Value	Regular	Honors/Pre-AP	Statewide/Local Dual Credit/AP/IB/Dual Enrollment
A	90 – 100	4	4.5	5
B	80 – 89	3	3.5	4
C	70 – 79	2	2.5	3
D	60 – 69	1	1.5	2
F	0 – 59	0	0	0

This weighted grading scale shall be used for all official purposes including report cards, GPA, honor roll, etc.

LOTTERY SCHOLARSHIPS[3]

Each school counselor shall provide incoming freshman with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT score, etc.) that must be met in order to receive a scholarship.

Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal Student Aid (FAFSA). The FAFSA is available at the counseling office or online. Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit applications in a timely manner.

LOTTERY SCHOLARSHIP DAY

Each school year, prior to scheduling courses for the following school year, schools teaching students in grades 8-11 shall conduct a lottery scholarship day for students and their parents.[3]

COLLEGE ADMISSIONS

For purposes of communicating with college admissions offices and scholarship granting agencies, grade point averages (GPA) will be calculated.

HONORS RECOGNITION

The weighted GPA will be calculated on all course work using the Williamson County Grading Scale. GPA will also be calculated using the Tennessee Uniform Grading Scale for Lottery/Hope Scholarship purposes. Both the Williamson County weighted GPA and the Tennessee Uniform GPA will appear on the transcript.

Williamson County Schools will not rank students numerically.

<u>For the purposes of honors recognition WCS will use the following Latin System</u>:

Summa Cum Laude 4.25 and above
Magna Cum Laude 4.00-4.24
Cum Laude 3.75-3.99
Valedictorian and Salutatorian will be chosen using the following criteria:

Student must qualify for the highest Latin System honor awarded in the respective school.
Student must sit for the AP /IB exam for every course in which enrolled and must achieve a score of 3 or above on 75% of the AP / IB exams taken. Student will participate in at least 20 hours of community service during their four years of high school.

Students must earn the highest overall ACT composite for their graduating class. The highest ACT is considered the valedictorian(s) and the second highest is considered the salutatorian(s).

Legal References

1. ***Public Acts of 2025, Chapter No. 330***
2. TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407
3. TCA 49-4-904, 905, 907
4. TCA 49-4-932(f)

Cross References

Credit Recovery 4.210
Promotion and Retention 4.603

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

5.100 Personnel Goals

Brief justification of why additions or changes needed or required:

The changes align with the requirements of Public Chapter 494 which removes the requirement for educator diversity goals.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Personnel Goals**	**5.100**	**06/21/21**
		Rescinds: **5.100**	Issued: **06/21/21**

~~The Board's personnel goals are as follows:~~

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

Legal References

1. ~~TCA 49-1-302(g);~~ ~~Public Acts of 2025, Chapter No. 494~~

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

5.119 Employment of Retirees

Brief justification of why additions or changes needed or required:

Public Chapter 159 makes several changes that will impact employing retirees in the 2025-2026 school year. Importantly, there is now a requirement for a bona fide separation of service prior to reemployment. This includes a sixty-day separation of service, and there can be no previous agreement to return to work.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Employment of Retirees**	**5.119**	**08/21/23**
		Rescinds: **5.119**	Issued: **09/19/22**

General[1]

The Superintendent of Schools may hire a retired individual if certain conditions are met as provided for in state law. ***Prior to the commencement of reemployment, the Superintendent of Schools shall provide the required employment information to the Tennessee Consolidated Retirement System (TCRS). In order to be eligible for employment after retirement, a TCRS member must comply with the following:***

1. ***The retired member must have a bona fide separation of service which includes a separation of at least sixty (60) calendar days and no previous agreement to return to work after retirement; and***
2. ***The retired member may not accrue additional retirement benefits as a result of the member's reemployment and may not draw disability retirement benefits.***

EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS[2]

Retired members under TCRS may be employed for up to one hundred twenty (120) days per year without loss of retirement benefits. Retired teachers may substitute teach for additional days.

To continue receiving TCRS benefits, the following conditions must be met in addition to the general standards above:

1. ***During a twelve-month period, the retiree must not work more than one hundred twenty (120) days; and***

2. ***The retired member's compensation must not exceed 60% of the annual full-time salary received in the year immediately prior to the member's last paid day of covered employment. This amount shall be adjusted by five percent (5%) for each year after that date.***

The retired member may work beyond one hundred twenty (120) days as a substitute teacher if the payment does not exceed the rate of compensation for substitute teachers filling similar vacant positions.

HARD TO FILL POSITIONS[3]

The Superintendent of Schools may contract with retired members for hard to fill positions if the following conditions are met in addition to the general standards above:

1. ***During the reemployment, the retirement benefit payable to the retiree must be reduced to seventy percent (70%) of the retirement allowance the member would have otherwise been entitled to receive; and***

2. ***The retired member's reemployment must not exceed one (1) year, but the retired member may be reemployed for additional one-year periods per state law.***

The Superintendent of Schools shall certify to TCRS that the employee is being rehired in a hard-to-fill position. In order to qualify, one or more of the following conditions must be established:

1. ***It is difficult to recruit and retain qualified employees for the position;***

2. ***The position requires specialized certification, credentials, or education;***

3. ***The demand for the position exceeds the supply;***

4. ***The position is in high demand in the marketplace;***

5. ***The position is filled by key personnel;***

6. ***The position requires specific skills and experience; or***

7. ***The position has other unique recruitment or retention issues identified and documented by the Superintendent of Schools.***

Once the retired member is hired, the district shall pay TCRS the greater of: (1) a payment equal to the amount the employer would have contributed to the retirement system during the period of reemployment; or (2) an amount equal to five percent (5%) of the retired member's earnable compensation.

~~**EMPLOYMENT OPTION FOR RETIREES**[4]~~

~~Retired members of TCRS or a similar system may be offered reemployment for up to one (1) year as a kindergarten through twelfth (K-12) grade teacher, substitute teacher, or bus driver under the following conditions:~~

1. ~~The retired member has been retired for at least sixty (60) calendar days;~~

2. ~~The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the retirement allowance;~~

3. ~~The retired member is not drawing disability retirement benefits; and~~

4. ~~The retired member can't accrue additional retirement benefits.~~

~~The Superintendent of Schools shall notify TCRS of the member's reemployment.~~

~~Once the retired member is hired by the district, the district shall pay TCRS as prescribed by state law. The school district shall pay to TCRS during the period of reemployment the greater of (1) a payment equal to the amount the school district would have contributed to TCRS; or (2) an amount equal to five percent (5%) of the retired member's pay rate.~~

~~GENERAL EMPLOYMENT CONTRACTS~~

~~The Superintendent of Schools may employ retired teachers. Retirement benefits will not be lost or suspended under certain conditions which include, but are not limited to, the following:~~[4]

1. ~~The retired teacher shall hold a valid license and shall not be entitled to tenure status;~~

2. ~~The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or receive medical insurance coverage; and~~

3. ~~The salary paid to the retired teacher shall not be less than the rate of compensation set by the Board for teachers with no experience filling similar positions or more than eighty-five percent (85%) of the rate of compensation set by the Board for teachers with comparable training and years of experience filling similar positions.~~

Legal References

1. TCA 8-36-805; TCA 8-36-809; ***Public Acts of 2025, Chapter No. 159***
2. TCA 8-36-805; ***Public Acts of 2025, Chapter No. 159***
3. TCA 8-36-809; ***Public Acts of 2025, Chapter No. 159***
4. ~~TCA 8-36-821~~

Cross References

Application and Employment 5.106
Substitute Teachers 5.701

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

5.305 Family and Medical Leave

Brief justification of why additions or changes needed or required:

Public Chapter 235 made changes to the paid parental leave statute. Now employees must take that leave in increments of no less than one week.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Family and Medical Leave**	**5.305**	**02/20/24**
		Rescinds: **5.305**	Issued: **08/21/23**

ELIGIBILITY

Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility[1]) during the previous twelve (12) month period shall be eligible to use FMLA leave.[2]

GENERAL PRINCIPLES

An eligible employee shall be granted, upon request, up to twelve (12) weeks unpaid leave during a calendar year for the following reasons:

1. The birth of a child;

2. The placement of a child with the employee for adoption or foster care;

3. A serious health condition of the employee that makes the employee unable to perform the essential functions of his/her job position;

4. The care of a spouse, child, or parent of the employee who has a serious health condition; and

5. Any qualifying circumstances arising out of the fact that a spouse, child, or parent of the employee is on covered active duty or has been notified of an impending call or order to covered active duty in the Armed Forces.

The granting of leave under this policy shall be subject to, and in accordance with, the provisions of applicable federal and state laws. An employee may substitute accrued paid leave for unpaid time. Use of accrued paid leave shall run concurrently with and be counted toward the employee's total period of FMLA leave.

MATERNITY/PATERNITY LEAVE

1. *Relationship between FMLA leave and Tennessee Maternity Leave Act*- FMLA leave shall run concurrently with leave provided under the Tennessee Maternity Act, which affords eligible employees leave for a period not to exceed four (4) months for the adoption, pregnancy, childbirth, and nursing of a newborn child.[3]

2. *Teachers' Leave*- In accordance with state law, any teacher who goes on maternity or paternity leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave for

maternity leave purposes. In order to be eligible to use sick leave, written request by the teacher accompanied by a statement from the teacher's physician verifying the medically necessary time period shall be submitted. Upon verification by a written statement from an adoption agency or other entity handling an adoption, a teacher may also be allowed to use accumulated leave for adoption of a child.

3. Spouses who are both eligible employees of the school district are limited to a combined total of twelve (12) workweeks of FMLA leave in a single twelve (12) month period if the leave is taken for the birth and care of a newborn child, for the placement of a child with the employee for adoption or foster care, or to care for a parent who has a serious health condition. Under certain circumstances, spouses who share leave for the birth or adoption of a child may be eligible for limited amounts of additional leave for other qualifying FMLA reasons.[5]

4. Paid Parental Leave – Under state law, an additional six (6) work weeks of paid leave is available to eligible licensed employees after a birth, stillbirth, or adoption of a newly placed minor child. An eligible employee taking leave under this provision shall not be required to utilize any other type of accrued leave during this period. Eligible licensed employees include teachers, principals, supervisors, or other individuals required by law to hold a valid license of qualification for employment who have been employed with ~~a school district~~ ***Williamson County Schools*** full time for at least twelve (12) consecutive months.

   All other full-time employees, who are not required to hold a license for employment, are eligible for an additional six (6) work weeks of paid leave after a birth, stillbirth, or adoption of a newly placed minor child. An eligible, non-licensed employee must have worked for WCS for 12 consecutive months in a full-time status and be FMLA eligible in order to be approved for the 6 weeks of paid parental leave.

   Employees shall provide notice to the school district thirty (30) days prior to the intended use of the leave. If the employee learns about the need for leave less than thirty (30) days in advance, the employee shall give notice as soon as reasonably possible in order to be eligible for the paid leave. This paid leave does not need to be taken consecutively; however, the paid leave ***shall be used in a minimum of one (1) week increments, and it*** shall be used within twelve (12) months of the qualifying event. The leave shall run concurrently with FMLA leave.[6]

LEAVE FOR A SERIOUS HEALTH CONDITION[7]

Eligible employees, upon request, shall be granted up to twelve (12) weeks of unpaid leave when he/she is unable to work because of a serious health condition or to care for a spouse, child, or parent with a serious health condition. The granting of such leave shall be subject to the provisions of applicable federal and state laws. Employees shall contact Human Resources to determine if the reason for leave qualifies as FMLA leave. If the leave is foreseeable, the employee shall give thirty (30) days' notice. If the leave is not foreseeable, the employee shall notify Human Resources as soon as practicable, generally, either the same or the next business day.

LEAVE FOR MILITARY FAMILY MEMBERS

1. Qualifying Exigency Leave[8] - Eligible employees are entitled to up to twelve (12) workweeks of leave because of any "qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee, as defined under the FMLA, is on active duty, or has been notified of an impending call to active duty or has been notified of an impended call to active duty status in the Armed Forces. Qualifying exigencies may include:

    a. Issues arising from the service member's short notice deployment;
    b. Military events and related activities (e.g., official ceremonies, support programs);
    c. Making or updating financial and legal arrangements;
    d. Attending counseling;
    e. Taking up to fifteen (15) days leave to spend time with a covered service member who is on short-term rest and recuperation leave during deployment; or
    f. Attending post-deployment activities.

2. Military Caregiver Leave[9] - An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member or covered veteran with a serious injury or illness is entitled to up to twenty-six (26) workweeks of leave in a "single twelve (12) month period." A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in out-patient status, or is otherwise on the temporary disability retired list for a serious injury or illness.

    A covered veteran is an individual who was a member of the Armed Forces at any time during the period of five (5) years preceding the date of the medical treatment, recuperation, or therapy that has a serious injury or illness and who is currently receiving medical treatment, recuperation, or therapy.

    The "single twelve (12) month period" for military caregiver leave begins on the first day the employee takes leave for this reason and ends twelve (12) months later. An eligible employee is limited to a combined total of twenty-six (26) workweeks of leave to provide care for a covered service member. The maximum of twenty-six (26) workweeks may include no more than twelve (12) workweeks of leave that is taken for the birth and care of a newborn child, for the placement of a child for adoption or foster care, for care of a parent who has a serious health condition, or for the employee's own serious health condition.

INTERMITTENT LEAVE[10]

Eligible employees may take FMLA leave intermittently when medically necessary to care for a seriously ill family member or because of the employee's own serious health condition. When a licensed employee requests foreseeable leave for planned medical treatment and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would extend, the school district may require that such employee elect either to take the leave for periods of a particular duration, not to exceed the duration of the planned medical treatment, or to transfer temporarily to an available alternative position offered by the school district for which the employee is qualified and that has equivalent pay and benefits and better accommodates recurring periods of leave.

RESTRICTIONS

1. Notice Requirements

    a. *Employee Notice*[11]- For foreseeable leave, the employee shall provide the Superintendent of Schools/designee with at least thirty (30) days written notice before the beginning of the anticipated leave.

    b. *District Notice*- Once it has been established that the leave requested qualifies for FMLA, the Superintendent of Schools/designee shall notify the employee within five (5) business days (absent extenuating circumstances) that any leave taken pursuant to state leave statutes (paid vacation leave, personal leave, sick leave, or workers' compensation) shall run concurrently with FMLA leave.[12] The notice may be given orally or in writing. If the notice is oral, it shall be confirmed in writing, no later than the following pay day.[13]

2. Certification Requirement[14]

    a. The Superintendent of Schools/designee may require that a request for leave be supported by certification issued by a health care provider with the following information:

        i. The date on which the serious health condition commenced;
        ii. The probable duration of the condition;
        iii. The appropriate medical facts within the knowledge of the health care provider regarding the condition; and
        iv. A statement that the eligible employee is needed to care for the son, daughter, spouse, or parent and an estimate of the amount of time that such employee is needed.

    b. If there is any reason to doubt the validity of the certification provided, the Superintendent of Schools may require, at the expense of the school district, an opinion of a second health care provider.

3. Period Near the End of an Academic Term (Professional Employees)[15]

    a. If leave is taken more than five (5) weeks prior to the end of the term, the Superintendent of Schools may require the employee to continue taking leave until the end of the term if the leave is at least three (3) weeks of duration and the return of employment would occur during the three (3) week period before the end of the term.

    b. If the leave is taken five (5) weeks prior to the end of the term, the Superintendent of Schools may require the employee to continue taking leave until the end of the term if the leave is greater than two (2) weeks duration and the return to employment would occur during the two (2) week period before the end of the term.

REQUIREMENTS OF THE BOARD[16]

1. The employee shall be restored to the same position of employment or an equivalent position with no loss of benefits, pay, or other terms of employment.

2. The employee shall be kept under any group health plan for the duration of the leave.

3. The Board may recover the premium paid under the following conditions:

    a. The employee fails to return from leave after the period of leave has expired; and

    b. The employee fails to return to work for a reason other than the continuation, recurrence, or onset of a serious health condition or other circumstances beyond the control of the employee.

Legal References

1. *Hinson v. Tecumseh Products Co*., 2000 U.S. App. LEXIS 26778, at *1—10 (6th Cir. Oct. 17, 2000)
2. Federal Family and Medical Leave Act of 1993, 29 USCA § 2601, 2611—2619
3. TCA 49-5-702; TCA 4-21-408
4. TCA 49-5-710(a)(2); TCA 8-50-802(a)
5. 29 CFR § 825.120(a)(3)
6. ***Public Acts of 2025, Chapter No. 235***
7. 29 CFR § 825.113
8. 29 CFR § 825.126
9. 29 CFR § 825.124; 29 CFR § 825.127
10. 29 CFR § 825.202
11. 29 CFR § 825.302-825.304
12. 29 CFR § 825.207
13. Tenn. Att'y Gen. Op. 94-006 (Jan 13, 1994); *Plant v, Morton International, Inc.,* 212 F. 3d 929, 932 (6th Cir. 2000)
14. 29 CFR § 825.305-825.313
15. 29 CFR § 825.602
16. 29 USCA § 2614

Cross References

Sick Leave - Teacher 5.302
Sick Leave – Classified 5.3022

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

5.500 Discrimination/Harassment of Employees

Brief justification of why additions or changes needed or required:

Public Chapter 293 requires Boards to include the definition of antisemitism in anti-discrimination policies.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Discrimination / Harassment of Employees**	**5.500**	**11/17/20**
		Rescinds: **5.500**	Issued: **06/06/14**

~~Employees shall be provided a work environment free from sexual, racial, ethnic, and religious discrimination/harassment.~~

Employee discrimination/harassment will not be tolerated.[1] ***It shall be a violation of this policy for any employee or any student to discriminate against or harass an employee on the basis of race, color, religion, sex, national origin, or disability. Discrimination shall include, but is not limited to, antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.***[2] Discrimination/harassment is defined as conduct, advances, gestures, or words, either written or spoken, of a sexual, racial, ethnic, or religious nature that:

1. Unreasonably interferes with the individual's work or performance;
2. Creates an intimidating, hostile, or offensive work environment;
3. Implies that submission to such conduct is made an explicit or implicit term of employment; or
4. Implies that submission to or rejection of such conduct will be used as a basis for an employment decision affecting the harassed employee.

Alleged victims of sexual, racial, ethnic, and religious discrimination/harassment shall report these incidents immediately.[3] This report shall be made to the immediate supervisor, except when the immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report may be made to the Assistant Superintendent of Human Resources. Allegations of discrimination/harassment shall be fully investigated. An oral complaint may be submitted; however, such complaints shall be reduced to writing to ensure a more complete investigation. The complaint shall include the following information:

1. Identity of the alleged victim and person accused;
2. Location, date, time, and circumstances surrounding the alleged incident;
3. Description of what happened;
4. Identity of witnesses; and
5. Any other evidence available.

The privacy and anonymity of all parties and witnesses to complaints will be respected. However, because an individual's need for confidentiality shall be balanced with obligations to cooperate with police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough investigation, or to take necessary action to resolve a complaint, the identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

A substantiated charge against an employee shall result in disciplinary action, up to and including,

termination. A substantiated charge against a student may result in corrective or disciplinary action, up to and including, suspension.

There shall be no retaliation against any person who reports discrimination/harassment or participates in an investigation. However, any employee who refuses to cooperate or gives false information during the course of any investigation may be subject to disciplinary action. The willful filing of a false report will itself be considered harassment and will be treated as such.

An employee disciplined for violation of this policy may appeal the decision by contacting the Superintendent of Schools.

Legal References

1. 29 CFR §1604.11; TCA 5-23-104
2. ***Public Acts of 2025, Chapter No. 293***
3. 20 USCA § 1681

Cross References

Equal Opportunity Employment 5.104
Complaints and Grievances 5.501
Title IX & Sexual Harassment 6.3041

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

5.701 Substitute Teachers

Brief justification of why additions or changes needed or required:

Public Chapter 235 changes the number of days that a substitute teacher can teach without a license. This was previously set at twenty days and has been increased to thirty.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring: **Review: Annually, in February**	Descriptor Term: **Substitute Teachers**	Descriptor Code: **5.701**	Issued Date: **08/19/24**
		Rescinds: **5.701**	Issued: **09/19/22**

Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies.[1,2] Substitute teachers may be employed and paid directly by the Board.

Substitute teachers employed by third party entities shall be subject to the same unemployment benefit eligibility conditions as substitute teachers employed directly by the Board.[2]

APPLICATION/QUALIFICATIONS

Criminal history record checks and fingerprinting of applicants for substitute teaching are required.[3]

Applicants with revoked or suspended licenses or certificates according to the State Board of Education shall not be hired.[4]

Qualifications for substitute teachers shall be determined by the Superintendent of Schools in compliance with board policy, state laws, and State Board of Education rules and regulations.

A list of substitute teacher(s) will be prepared by the Assistant Superintendent of Human Resources and/or designee who will maintain file(s) which may include transcripts, credentials, recommendations, and other pertinent information.

COMPENSATION

If employed directly by the district, the compensation of substitute teachers shall be determined annually by the Board.

Retired teachers serving as substitutes who do not have an active teaching license shall be paid the same as a retired substitute teacher with an active teaching license. This only applies to teachers who retired after July 1, 2011 through July 1, 2016.[5]

CERTIFICATION

When substituting for a regular teacher who has been absent for ***thirty (30)*** ~~twenty (20)~~ consecutive days, a substitute teacher shall possess a teaching certificate with endorsement in the discipline(s) to be taught or shall be a retired teacher that held the appropriate endorsement.[6] When substituting for a teacher without sick leave, the substitute shall be certified and paid according to the state salary schedule.[1]

EMERGENCY NEEDS

All teacher aides, secretaries, and clerks are approved substitute teachers for use in emergency situations. Emergency use shall be defined as less than a full day due to the regular or substitute teacher being unable to arrive on time or remain for the full day.

Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay for both positions at the same time.

TRAINING AND ORIENTATION

The Superintendent of Schools shall be responsible for ensuring that there are appropriate training and development programs for substitute teachers that include the annual school safety training required by state law.[7]

RESPONSIBILITIES

Substitute teachers shall assume the same responsibilities as the regular teacher, including but not limited to, bus duty and playground supervision.

RE-EMPLOYMENT/TERMINATION

On an annual basis, the Superintendent of Schools, with input from the principals, shall determine which substitute teachers performed at an acceptable level. Substitute teachers who performed below an acceptable level shall not be re-employed.

All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying the principal and/or third-party employer if they wish to terminate their service as substitutes.

Legal References

1. TRR/MS 0520-01-02-.04(5)
2. TCA 49-5-709
3. TCA 49-5-413(a)(2)
4. TCA 49-2-203(a)(14)(C)
5. TCA 49-3-312(b)
6. TCA 49-3-312(a); TRR/MS 0520-01-02-.04(5)(b); ***Public Acts of 2025, Chapter No. 235***
7. TCA 49-2-203(a)(14)(A); TCA 49-6-805(7)

Cross References

Criminal Background Checks 5.118
Employment of Retirees 5.119

POLICY REVIEW OR CREATION REQUEST

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Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation

Brief justification of why additions or changes needed or required:

Public Chapter 293 requires Boards to include the definition of antisemitism in anti-discrimination policies.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation**	**6.304**	**11/17/20**
		Rescinds: **6.304**	Issued: **11/18/19**

In order to maintain a safe, civil, and supportive environment in school for students to learn and achieve high academic standards, acts of bullying, cyber-bullying, discrimination, harassment, intimidation, hazing, or any other victimization of students, based on any actual or perceived traits or characteristics, are prohibited. ***It shall be a violation of this policy for any student to discriminate against or harass an employee or other student on the basis of race, color, religion, sex, national origin, or disability. Discrimination shall include, but is not limited to, antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.***[1]

This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).[2] This policy shall cover employees, employees' behaviors, students, and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop. If the act takes place off of school property or outside of a school-sponsored activity, this policy is in effect if the conduct is directed specifically at a student and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.

The principal/designee is responsible for educating and training respective staff and students as to the definition and recognition of discrimination/harassment.[3]

The Superintendent of Schools shall develop forms and procedures to ensure compliance with the requirements of this policy and state law.

DEFINITIONS[4]

"Bullying/Intimidation/Harassment" is an act that substantially interferes with a student's educational benefits, opportunities, or performance, and that has the effect of:

1. Physically harming a student or damaging a student's property;
2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property;
3. Causing emotional distress to a student; or
4. Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, sex, age, disability, religion) that is severe, pervasive, or persistent and creates

a hostile environment. Such conduct may include, but is not limited to, physical acts, gestures, graphics, or words, written or spoken.

"Cyber-bullying" is a form of bullying undertaken through the use of electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices, text messaging, emails, social networking sites, instant messaging, videos, web sites, or fake profiles.

"Hazing" is an intentional or reckless act by a student or group of students that is directed against any other student(s) that endangers the mental or physical health or safety of the student(s) or that induces or coerces a student to endanger his/her mental or physical health or safety. Coaches and other employees of the school district shall not encourage, permit, condone, or tolerate hazing activities.[6]

Hazing does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.[5]

COMPLAINTS AND INVESTIGATIONS

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall promptly report such information to the principal/designee.[6] For purposes of receiving a report under this policy, the principal/designee shall make his/her contact information (name, address, phone number, and email) available to students and parent(s)/guardian(s) at the beginning of each school year. Nothing in this policy shall prohibit a student from pursuing a concurrent criminal complaint for harassing conduct that could also constitute a criminal offense.

While reports may be made anonymously, an individual's need for confidentiality shall be balanced with obligations to cooperate with police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough investigation, or to take necessary actions to resolve a complaint. The identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

The principal/designee at each school shall be responsible for investigating and resolving complaints. Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48) hours of receipt of the report. If an investigation is not initiated within forty-eight (48) hours, the principal/designee shall provide the Superintendent of Schools with appropriate documentation detailing the reasons why the investigation was not initiated within the required timeframe.[7] The principal/designee shall immediately notify the parent(s)/guardian(s) when a student is involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information on district counseling and support services. Students involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the principal/designee when deemed necessary.[8]

The principal/designee is responsible for determining whether an alleged act constitutes a violation of this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

1. It places the student in reasonable fear or harm for the student's person or property;
2. It has a substantially detrimental effect on the student's physical or mental health;

3. It has the effect of substantially interfering with the student's academic performance; or
4. It has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. All investigations shall be completed and appropriate intervention taken within twenty (20) calendar days from the receipt of the initial report.[7] If the investigation is not complete or intervention has not taken place within twenty (20) calendar days, the principal/designee shall provide the Superintendent of Schools with appropriate documentation detailing the reasons why the investigation has not been completed or the appropriate intervention has not taken place.[8] Within the parameters of the federal Family Educational Rights and Privacy Act,[9] a written report on the investigation will be delivered to all involved parties and the Superintendent of Schools.

RESPONSE AND PREVENTION[10]

The principal/designee shall consider the nature and circumstances of the incident, the age of the individual, the degree of harm, previous incidences or patterns of behavior, or any other factors, as appropriate, to properly respond to each situation.

A substantiated charge against an employee shall result in disciplinary action up to and including termination. The employee may appeal this decision by contacting the Superintendent of Schools.

A substantiated charge against a student may result in corrective or disciplinary action up to and including suspension. The student may appeal this decision in accordance with disciplinary policies and procedures.

REPORTS

When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of physical harm to a student or a student's property, the principal/designee of each middle school or high school shall report the findings and any disciplinary actions taken to the Superintendent of Schools and the Chair of the Board.[11]

By July 1st of each year, the Superintendent of Schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. This report shall be submitted to the State Department of Education by August 1st.[12]

RETALIATION AND FALSE ACCUSATIONS

Retaliation against any person who reports or assists in any investigation of an act alleged under this policy is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the principal/designee after consideration of the nature, severity, and circumstances of the act.[13]

False accusations accusing another person of having committed an act prohibited under this policy are prohibited. The consequences and appropriate remedial action for a person found to have falsely accused another may range from positive behavioral interventions up to and including expulsion.[14]

Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686; ***Public Chapter Acs of 2025, Chapter No. 293***
2. TCA 49-6-4503(b)(11)
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. TCA 49-2-120
6. TCA 49-6-4503(b)(5)
7. TCA 49-6-4503(b)(6)
8. TCA 49-6-4503(b)(14)
9. 20 USCA § 1232g
10. TCA 49-6-4503(b)(4), (7)-(8)
11. TCA 49-6-4503(d)(3)
12. TCA 49-6-4503(c)(2)(B)
13. TCA 49-6-4503(b)(9)
14. TCA 49-6-4503(b)(10)

Cross References

Appeals to and Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802
Title IX & Sexual Harassment 6.3041
Student Complaints and Grievances 6.305
Reporting Child Abuse 6.409

POLICY REVIEW OR CREATION REQUEST

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Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

6.600 Student Records

Brief justification of why additions or changes needed or required:

If a student transfers from one school to another, Public Chapter 156 requires the district to provide a copy of a student's records to the new school within five business days.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Student Records**	**6.600**	**11/18/19**
		Rescinds: **6.600**	Issued: **10/26/15**

A confidential cumulative record shall be kept for each child enrolled in school.[1] This individual folder shall contain a health record, attendance record, and scholarship record about the child. Social security numbers of students shall not be requested. The folder shall be kept current and should move with the child through his school career. All drop folders shall be filed at the school of the student's last enrollment.

Williamson County Schools shall not collect the following individual student information, and the following information shall never be part of a student's record:

1. Political Affiliation
2. Religion
3. Voting History
4. Firearms Ownership

Williamson County Schools shall not collect individual student information of the following kinds without written consent of the parent; a student's biometrics, analysis of facial expression, EEG brain wave patterns, skin conductance, galvanic skin response, heart rate variability, pulse, blood volume, posture, and eye tracking.

The name used on the record of a student entering the Williamson County Public Schools must be the same as that shown on the birth certificate, unless evidence is presented that such name has been legally changed. If the parent does not have, or cannot obtain a birth certificate, then the name used on the records of such pupil will be as shown on documents which are acceptable to the system as proof of date of birth.

The name used on the records of a student entering the system from another school must be the name as shown on records from the school previously attended unless evidence is presented that such name has been legally changed through a court as prescribed by law.

Parents or legal guardian may request and receive access to the records of their children; students who are legal adults (18) may make the same request. If a student moves from Williamson County, a copy of the student record will be sent to the new school upon written request from the school. ***When a student transfers to another school within the school district or to a school outside of the school district, copies of the student's records, including the student's disciplinary records, shall be sent to the transfer school within five (5) business days of the date on which the student's records request was received by the school.***[2]

If a parent objects to items in the cumulative record, objections should be filed in writing with the Principal who shall evaluate said objections, making a determination. Parents or legal guardian may appeal the decision of the Principal to the Superintendent of Schools.

The Williamson County School District has used the following definitions of terms.

Student - any person who attends or has attended a program of instruction sponsored by the Board of Education of the Williamson County School District.

Eligible student - a student or former student who has reached age 18 or is attending a postsecondary school.

Parent - either natural parent of a student unless his or her rights under the FERPA have been removed by a court order, a guardian, or an individual acting as a parent or guardian in the absence of the student's parent or guardian.

Education records - any record (in handwriting, print, tapes, film, or other medium) maintained by the Williamson County School District, an employee of the district, or an agent of the district which is related to a student except:

1. A personal record kept by a school staff member which meets the following tests:
    a. It was made as a personal memory aid.
    b. It is in the personal possession of the individual who made it.
    c. Information contained in it has never been revealed or made available to any other person except the maker's temporary substitute.

2. An employment record which is used only in relation to a student's employment by the Williamson County School District. (Employment for this purpose does not include activities for which student receives a grade or credit in a course.)

3. Alumni records which relate to the student after he or she no longer attends classes provided by the Williamson County School District and the records do not relate to the person as a student.

Personal identifier - is any date or information that makes the subject of a record known. This includes but is not limited to the student's name, the student's address, a student number, a list of personal characteristics, or any other information which would make the student's identity known.

The Williamson County School District designates the following personally identifiable information contained in a student's educational record as "directory information" and it will disclose that information without prior written consent.

1. The student’s name.

2. Major field of study.

3. Participation in officially recognized activities and sports.

4. Dates of attendance.

5. Degrees and awards received.

6. Weight and height of members of an athletic team.

7. Most recent previous educational agency or institution attended.

Within the first three weeks of each school year, the Williamson County School District will publish in a newspaper of general circulation in the county the above list, or a revised list, of the items of directory information it proposes to designate as directory information. For students enrolling after the notice is published, the list will be included in the registration packet given to the student at the time and place of enrollment.

After the parents or eligible students have been notified, they may advise the school district in writing (a letter to the school Principal) that they refuse to permit the district to designate directory information about that student. A copy of this letter will be filed in the student's record and sent to the Communications Department.

Legal References

1. 20 USCA § 1232g; TRR/MS 0520-01-03-.03(11); TCA 49-1-701, *et seq*.
2. ***Public Acts of 2025, Chapter No. 156***

Facilities & Construction
1320 West Main Street, Suite 202
Franklin, Tennessee 37064
(615) 472-4040

MEMORANDUM

August 5, 2025

TO: **Williamson County Board of Education**

CC: **Jason Golden, Superintendent of School**
Brian King, Assistant Superintendent of Operations

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

RE: **Bethesda Marquee Sign Request**

Bethesda Elementary School is requesting permission to purchase and install a new LED marquee entrance sign. LED signs are permissible in the Williamson County sign regulations. The proposed sign will replace the existing sign in front of the school. The project is fully funded by the Bethesda Elementary PTO. The following conditions apply to obtaining approval.

- The project must be submitted and approved by Williamson County Codes.
- The contractor must secure sign and electrical permits. Construction cannot begin until permits have been issued.
- The contractor must submit a Certificate of Insurance naming WCS as additional insured and all employees working on WCS property will have passed a background check.

Staff recommends approval.



*Artistic and illustration purposes only; not drawn to scale - see quote for dimensions.



SIGN SPECIFICATIONS

Color: Full Color / RGB text, pictures & video.
Pitch: 6mm
Matrix: 150x250
Dimensions: 3'-0" x 5'-0" (Tall x Wide)
Max # of Lines: 21
Max Letter Per Line: 42
Cabinet Size: 2'-0" x 5'-0" (Tall x Wide)
Pedestal Size: 4'-0" x 2'-0" (Tall x Wide)

Cabinet PMS Color:
PANTONE 288 C
Powdercoat RAL 5002

See available powdercoat colors:
https://goldenrulesigns.com/grs-powder-coat

Colors used:

CMYK	PMS
	PMS White
	PMS+ 7700 C
	PMS 199 C
	PMS 426 C

The Pantone Color Matching System is the sign industry standard for color selection. Computer monitor settings and printer calibration can limit the accuracy between the color you see and the true PMS color when painted. For specialized colors, ask your Project Consultant for a sample.

SIGNATURE , **DATE**

Client is responsible for ensuring that the proof is correct in all areas. Double-check spelling, grammar, layout and design before approving artwork. If a proof containing errors is approved by client, the client is responsible for payment of original cost as well as corrections, revisions, and re-makes. This custom artwork is not intended to provide an exact match between ink, vinyl, paint or EMC color. Vector art will provide the best quality print of your logo. If vector art is not provided, your existing artwork will be vectorized for $50. Brickwork, masonry and landscaping is not included in the proposal unless otherwise specifically stated. EMCimages shown are simulated. Sign is designed to be illuminated at all times. Sketches are based off of this premise. This is a custom made product, built by hand for people by people. Small blemishes/imperfections may occur and can be expected with hand made products. Industry standard is to view this product from a minimum distance of 10 feet to determine quality acceptability.

VERSION #: v0522252

1083 Brooks Industrial Rd.
Shelbyville, KY 40065

TF 1-800-732-9886
Fax 1-502-416-0544

Golden Rule SIGNS

ADDITIONAL DESIGN OPTIONS:



B



C



D

TRIP FINDER - August School Board Field Trip Approval Report *(Field Trips With Student Fees Over $100)*

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
3608	**Brentwood HS Fine Arts Overnight**	04/16/2026	04/19/2026	01/22/2025	Over $100 No Driver	BHS- Theatre and Choir New York Trip	FINE ARTS OVERNIGHT	9th-12th Grade	40	Madison Square Garden
Notes/Fees	*$2,515.00/student (quad occupancy). The number of students and adults will not be solidified until students complete trip registration. We are expecting a minimum of 35 students and parent chaperones and at least 2 Williamson County Employees, myself and Natalie Pratt. We are expecting Student and Parent trip enrolment to span from 60-80 students. We'll be taking musical theatre classes covering voice, dance, acting and audition procedure, visiting the met museum, seeing three Broadway musicals. Original Date 4/8/26 - 4/12/26*									
4828	**Fairview HS Fine Arts Overnight**	02/12/2026	02/16/2026	05/13/2025	Over $100 No Driver	Orlando, Florida Band & Orchestra Performance (FvHS)	FINE ARTS OVERNIGHT	Concert	35	Universal Studios Florida
Notes/Fees	*Our combined high school and middle school band, orchestra and choir are hoping to perform at Icon Park, while visiting Disneyworld and Universal Studio's, Orlando, Florida. Our trip cost is $1,500 a student. Our hotel will be the Hilton Garden Inn, SeaWorld: 6850 Westwood Blvd. Orlando, FL 32836. There will be no instructional time lost and 8th grade participants in the middle school program would be in separate rooms from high school participants. Our departure would be at 3:00pm Thursday, February 12th, 2026 from FvHS. Our 8-12 Band, Choir and Orchestra programs are planning a 2026 Field Trip to Orlando Florida Feb 12-16, 2026, departing after school that Thursday at 3pm. Tabitha - can you add that we will be taking a coach bus to our destination with a hotel stop at Holiday Inn 850 Veterans Parkway North, Moultrie, Georgia, 31788. Our main hotel stay is in the notes of our trip proposal.*									
4827	**Fairview MS Fine Arts Overnight**	02/12/2026	02/16/2026	05/13/2025	Over $100 No Driver	Orlando, FL Band and Orchestra Performance (Fairview Middle School)	FINE ARTS OVERNIGHT	Concert	20	Universal Studios Florida
Notes/Fees	*Our combined high school and middle school Band, Orchestra, and Choir are hoping to perform at Icon Park, while visiting Disneyworld and Universal Studios, Orlando, FL. Our trip cost is $1,500 a student. Our hotel will be the Hilton Garden Inn, SeaWorld: 6850 Westwood Blvd, Orlando, FL 32836. There will be no instructional time lost, and 8th grade participants in the FMS program would be in separate rooms from HS participants. Our departure would be at 3:00 Thursday, Feb 12, 2026 from FvHS. Our 8-12 Band, Choir and Orchestra programs are planning a 2026 Field Trip to Orlando Florida Feb 12-16, 2026, departing after school that Thursday at 3pm. Tabitha - can you add that we will be taking a coach bus to our destination with a hotel stop at Holiday Inn 850 Veterans Parkway North, Moultrie, Georgia, 31788. Our main hotel stay is in the notes of our trip proposal.*									
3082	**Franklin High**	12/28/2025	01/02/2026	11/17/2024	Over $100 PER STUDENT	Franklin Band to Tournament of Roses Parade	FINE ARTS OVERNIGHT	Marching Band	200	Pasadena, California
Notes/Fees	*The Franklin Band has been invited to march in the 2026 Pasadena Tournament of Roses Parade in Pasadena California. We are working with the Rose parade committee and seeking quotes from travel agencies to identify costs per student. We will plan fundraising opportunities to help offset costs for the participants.*									
5672	**Franklin High**	05/01/2026	05/02/2026	08/01/2025	Over $100 No Driver	Franklin Choir Competition Trip	FINE ARTS OVERNIGHT	Chorus/Choir	45	Dollywood Theme Park
Notes/Fees	Annual choir competition through music in the parks - Dollywood. We perform Friday afternoon and attend the award ceremony at Dollywood on Saturday evening, returning to FHS late Saturday night. Cost without fundraising is $300 per person attending the trip which includes all meals, transportation, event participation fees, park tickets, and hotel accommodations. We have multiple fundraisers planned throughout the year to offset the cost. We will be using a charter bus, so no transportation is needed.									
4857	**Franklin HS - CTE Paid**	09/15/2025	09/17/2025	07/22/2025	Over $100 PER STUDENT	COLT (Chapter Officer Leadership Training) HOSA	CTE OVERNIGHT	CTE - HOSA	14	Camp WidJiwagan
Notes/Fees	*Registration for this event will open August 13th, so I wanted to get the trip logged as soon as I could. Payment is due to TN CTSOs by August 30th. The cost of the trip is $200 per person, student or adult. This includes all meals and lodging. Event information page: https://www.tnctsos.org/colt.html*									
5686	**Franklin HS Fine Arts**	05/02/2026	05/02/2026	08/01/2025	Over $100 No Driver	Franklin Orchestra Competition Trip	FINE ARTS TRIP	Strings	45	Dollywood Theme Park
Notes/Fees	*Annual orchestra competition through music in the parks - Dollywood. This is a day trip--we will leave early Saturday to perform and attend the awards ceremony that evening. We will return to the school late Saturday night. Cost without fundraising is $150 to $200 per person attending. This cost includes all meals, transportation, event participation fees, park tickets, and trip T-Shirts. We have multiple fundraisers planned throughout the year to offset the cost. We will be using charter buses, so no transportation is needed.*									
5594	**Grassland Middle**	12/28/2025	01/02/2026	07/31/2025	Over $100 PER STUDENT	Grassland/Franklin Band to Tournament of Roses Parade	FINE ARTS OVERNIGHT	Marching Band	200	Rose Bowl Parade
Notes/Fees	*This trip is in conjunction with the Franklin Band Trip. The Grassland 7th & 8th grade band has been invited to participate along with the Franklin Band to march in the 2026 Pasadena Tournament of Roses Parade in Pasadena California. We are working with the Rose parade committee and seeking quotes from travel agencies to identify cost per student. We will plan fundraising opportunities to help offset costs for the participants.*									

TRIP FINDER - August School Board Field Trip Approval Report *(Field Trips With Student Fees Over $100)*

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
5595	**Grassland Middle**	05/08/2026	05/09/2026	07/31/2025	Over $100 PER STUDENT	Grassland Band Performance Trip	FINE ARTS OVERNIGHT	Concert	130	Kings Island
Notes/Fees	*The band will be in a music competition in Cincinnati, OH. This trip is optional for students that want to go and compete. They will perform Friday night and the school departure time will be immediately at the conclusion of the school day. Charter buses will be taken (no school buses needed). After the competition, the band will stay the night and return the next day. Estimated cost of this trip is TBA (Under $500) and will be paid for by the students. All parts of the trip will be covered including: Competition fee's, Travel, Accommodations, Food, etc... Fundraising opportunities can be used to help cover the cost of the trip.*									
5685	**Grassland MS Fine Arts**	05/02/2026	05/02/2026	08/01/2025	Over $100 No Driver	Grassland Choir and Orchestra Competition Trip	FINE ARTS TRIP	Chorus/Choir	90	Dollywood Theme Park
Notes/Fees	*Annual combined Choir and Orchestra competition through Music in the Parks-Dollywood. This is a day trip where we will leave early Saturday morning to perform and attend the awards ceremony that evening, and return to the school late on Saturday Night. Without fundraising, the cost is roughly $150-$200 per person attending, which includes a meal card, transportation, event participation fees, park tickets, and trip t-shirts. We have Multiple fundraisers planned throughout the year to help offset the cost. We will be using charter busses, so no transportation is needed.*									
3270	**Hillsboro MS Fine Arts Overnight**	03/09/2026	03/13/2026	12/13/2024	Over $100 PER STUDENT	Band Trip Spring 2026	FINE ARTS OVERNIGHT	Marching Band	40	Fairfield Inn East Rutherford Meadowlands
Notes/Fees	*The band will do a performance tour of New York City, and have a performance in either a public setting, and/or in a workshop setting. We will be using Bob Rogers Travel to coordinate the travel plans as well as itinerary. Dates, cost, and number of students/adults are not finalized, however we will travel during the week of spring break 2026. An estimated cost per student would be $1,000 to $2,000. The band intends to fundraise to offset the cost of the trip per student.*									
4416	**Page High**	08/30/2025	08/31/2025	03/21/2025	Over $100 PER STUDENT	Annual Rafting trip	ACADEMIC OVERNIGHT	9th-12th Grade	50	Outland Expeditions
Notes/Fees	*rafting and lodging expense*									
4421	**Page High**	01/31/2026	02/01/2026	03/24/2025	Over $100 PER STUDENT	Annual Ski Trip	FINE ARTS OVERNIGHT	9th-12th Grade	55	Perfect North Ski Resort
Notes/Fees	*Cost of the trip will fluctuate based on number attending*									
5485	**Page HS - CTE Paid**	11/14/2025	11/15/2025	07/29/2025	Over $100 PER STUDENT	Cultivate and Emerge State FFA Leadership Conference	CTE OVERNIGHT	CTE - FFA	10	Camp Clements
Notes/Fees	*Cost to students will be up to $125/student. Bus and driver needed. School nurse will be notified. We need to leave school no later than 11am on Friday, conference starts at 3, camp can't handle us being there earlier than 12 noon, so if we need to leave earlier to get the bus back in time we can. It is an overnight trip- we need to be picked up at 3pm on Saturday the 15th.*									
4621	**Spring Station MS Fine Arts Overnight**	03/07/2026	03/12/2026	04/16/2025	Over $100 No Driver	SSMS Band/Orchestra Spring Break Disney Trip	FINE ARTS OVERNIGHT	Concert	100	Pop Century Resort
Notes/Fees	*Band and Orchestra will be taking charter buses to Disney. We will have fundraisers to offset the cost for each student. We will be participating in the Disney's Imagination Campus Workshop. This is a workshop on Disney property that is a recording studio and students learn what it is like to be a recording artist for Disney. We will be staying on Disney property (Pop Century) and attending all parks.*									
4821	**Sunset Middle**	03/06/2026	03/10/2026	07/28/2025	Over $100 No Driver	Universal Sound Design	FINE ARTS OVERNIGHT	Concert	150	Universal Studios Florida
Notes/Fees	*This trip will involve the Sunset Band, Choir, and Orchestra and will occur over Spring Break. Our workshop will occur on Saturday, March 7 which will require a Friday morning departure. The trip costs will be offset by fundraising. (CitySaver Coupon Books, Chrysanthimums, Cookie Dough, and Poinsettias)*									

Facilities & Construction
1320 West Main Street, Suite 202
Franklin, Tennessee 37064
(615) 472-4040

MEMORANDUM

To: Brian King, Assistant Superintendent for Operations

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

Date: August 5, 2025

Re: Operations' Capital Project Updates

BUILDING CONSTRUCTION PROJECTS

Brentwood Middle School Replacement – Projected Completion Date: November 2025

- Two-phase construction project to replace and expand the capacity of BMS designed by Johnson & Bailey Architects (J&B).
- Life Safety Inspections with the State Fire Marshal for the C Wing were completed and a Temporary Certificate of Occupancy was issued on July 17, 2025.
- The building is substantially complete.
- Students and staff began using the facility on Monday, August 4, 2025, for the first day of school.
- The contractor is working to complete punch list items.
- With the building reaching substantial completion, the contractor has begun focusing on the multi-purpose field and access road.



Typical Science Lab

Facilities & Construction
1320 West Main Street, Suite 202
Franklin, Tennessee 37064
(615) 472-4040



Typical Classroom



1st Floor Corridor

Facilities & Construction
1320 West Main Street, Suite 202
Franklin, Tennessee 37064
(615) 472-4040

Innovation Hub - Project Completion Date: April 2026

- Williamson County Schools was awarded a grant from the State of Tennessee through the Innovative School Models Grant. WCS is using the grant to construct a new Innovation Hub to provide College, Career, and Technical Education (CCTE) programs for students from all ten WCS high schools.
- This is a two-story, 24,000 +/- SF building located on the site of the old Williamson County Animal Control building adjacent to the WCS Entrepreneurship and Innovation Center (EIC).
- Kline Swinney Associates is the design architect for the project.
- The primary conduit for the electrical pole has been installed.
- CMU wall construction is complete.
- MP&E rough-in in walls is complete and the contractor has begun hanging duct work.
- Steel joist installation is complete.
- The roof deck has been installed, and ice and water shield has been installed on the western roof.
- The contractor has begun block fill.
- Framing and sheathing is ongoing on the upper-level and mezzanine areas.
- Brick façade installation has begun and is approximately 50% complete.
- The contractor has begun installing the canopies.



Entrance Canopy

Facilities & Construction
1320 West Main Street, Suite 202
Franklin, Tennessee 37064
(615) 472-4040



Duct installation



Brick Façade

Facilities & Construction
1320 West Main Street, Suite 202
Franklin, Tennessee 37064
(615) 472-4040



Block Fill



Roof Installation

To: Board of Education

From: Rachel Farmer, CFO

RE: Budget Amendments 2025-2026

Date: August 18, 2025

The following budget amendments for the 2025-2026 fiscal year will require your approval only.

General Purpose School Fund Amendments:

08.25. Carryforward Reserves
This amendment reallocates funds donated or designated for specific purposes in the prior year, carried forward to the current budget for expenditure. **$84,421.51**

08.25. Transition Grant Carryover
We have received funds for several years for a transition grant that pays a portion of a transition teacher's salary and for three mentors. It operates from October – September year and this amount places the carryover funds in the accounts that need to reflect expenses not yet covered with the 2025-26 Budget. **$31,803**

The following budget resolution for the 2025-2026 fiscal year will require both Board and Commission approval.

***General Purpose School Fund Resolution*:**

09.25 Teacher Bonus
The Education Freedom Act of 2025 included a provision for a one-time $2,000 bonus to qualifying educators. **$7,068,763.50**

Staff recommend approval of the above noted amendments and resolution.

Amendment:

AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL BUDGET BY $84,421.51 FOR CARRYFORWARD RESERVES RESTRICTED

WHEREAS, the Board partners with various entities who have contributed funds during the year and restricted funds for various purposes; and

WHEREAS, the following amounts remained unspent/unencumbered at the end of the prior year and need to be carried forward to the current year as follows: MTSU Tuition Account **($29,794.23**), TCAT Donation **($1,643.62),** Wilco Athletic Events **($23,104.54),** Music Fund **($27,702.04**), and Ausbrooks Memorial **($2,177.08);**

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on August 18, 2025, approve the following funds and amend the **2025-2026** General Purpose School Fund budget as follows:

Revenue			
141.30000.347550	**Assigned for Education**		**$84,421.51**
Expenditures			
141.72230.539900.385.P7010	**Other Contracted Services**	**$29,794.23**	
141.72230.542900.385.P7011	**Instruction Materials and Supplies**	**1,643.62**	
141.72210.549900.350.P3123	**Other Materials and Supplies**	**23,104.54**	
141.72210.572200.382.P3211	**Regular Instruction Equipment**	**27,702.04**	
141.72220.549900.389.P3882	**Other Supplies and Materials**	**2,177.08**	
		$84,421.51	**$84,421.51**

ACTION TAKEN:
School Board For:____ Against:____

Amendment:

AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL FUND BUDGET BY $31,803 FOR STATE TRANSITON GRANT

WHEREAS, we applied and received a State Transition grant for the Student Support Services Department which funds a portion of a transition teacher and three workplace readiness specialists; and

WHEREAS, these funds run on an October -September timeline like federal funds and we need to appropriate the carryover funds for the months of July through September;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on August 18, 2025, approve and amend the **2025-2026** General Purpose School Fund budget in the following manner:

Revenue			
141-40000-471390-000-00-31-00-00-G7250	**OTHER STATE FUNDS**		**$31,803**
Expenditure			
141-71200-511600-389-00-00-00-00-G7250	**TEACHER**	**$16,707**	
141-71200-520100-389-00-00-00-00-G7250	**SOCIAL SECURITY**	**1,044**	
141-71200-520400-389-00-00-00-00-G7250	**RETIREMENT**	**1,345**	
141-71200-521200-389-00-00-00-00-G7250	**EMPLOYER MEDICARE**	**244**	
141-71200-521700-389-00-00-00-00-G7250	**RET-HYB STABILIZATION**	**170**	
141-71200-520600-389-00-00-00-00-G7250	**LIFE INSURANCE**	**13**	
141-71200-520700-389-00-00-00-00-G7250	**MEDICAL INSURANCE**	**3,000**	
141-71200-520800-389-00-00-00-00-G7250	**DENTAL INSURANCE**	**125**	
141-71300-518900-389-00-00-00-00-G7250	**OTHER SALARIES & WAGES**	**5,076**	
141-71300-520100-389-00-00-00-00-G7250	**SOCIAL SECURITY**	**315**	
141-71300-520400-389-00-00-00-00-G7250	**RETIREMENT**	**445**	
141-71300-521200-389-00-00-00-00-G7250	**EMPLOYER MEDICARE**	**74**	
141-71300-520600-389-00-00-00-00-G7250	**LIFE INSURANCE**	**13**	
141-71300-520700-389-00-00-00-00-G7250	**MEDICAL INSURANCE**	**3,103**	
141-71300-520800-389-00-00-00-00-G7250	**DENTAL INSURANCE**	**129**	
		$31,803	**$31,803**

ACTION TAKEN:
School Board For:_____ Against:_____

RESOLUTION NO._____

Requested by: BOARD OF EDUCATION

RESOLUTION FOR APPROVED TEACHER BONUS
FOR THE 2025-2026 BUDGET YEAR

WHEREAS, the Education Freedom Act of 2025 included a provision providing one-time bonuses of $2,000 to qualifying public school teachers in the state; and

WHEREAS, in order to qualify, a teacher must meet the specified definition of "teacher" which includes spending a majority of the day in direct services to students (more than 50% of their time), being employed for more than 120 days and being in a full-time status position; and

WHEREAS, the funding for this bonus was provided in the State's 2025-2026 fiscal year budget; and

WHEREAS, the funding includes the employer's portion of FICA and state retirement; and

WHEREAS, there is no matching requirement by the District;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on September 8, 2025, approve and amend the **2025-2026** General Purpose School Fund budget in the following manner:

General Purpose School Fund

Revenue		
141.4000-465900-510-00-10	**Other State Funds**	**$7,068,763.50**
Expenditure (Increase)		
See attached Account Codes for Detail	**Various Salary and Benefit accounts**	**$7,068,763.50**

_____
Commissioner

COMMITTEES REFERRED TO & ACTION TAKEN:

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

_____
Jeff Whidby, County Clerk

_____
Brian Beathard, Commission Chairman

_____
Rogers Anderson, County Mayor

_____
Date

09.25.Teacher Bonus

EXPENSE ACCOUNTS	ACCOUNT NAME	INCREASE	INCREASE
141-71100-518800-000-00-00	BONUS-TEACHER	$ 4,374,844.00	
141-71100-520100-000-00-00	SOCIAL SECURITY	$ 262,972.88	
141-71100-520400-000-00-00	PENSIONS	$ 304,140.30	
141-71100-521200-000-00-00	EMPLOYER MEDICARE	$ 62,052.72	
141-71100-521700-000-00-00	RETIRE-HYBRID	$ 26,037.80	
141-71150-518800-000-00-00	BONUS-TEACHER	$ 12,000.00	
141-71150-520100-000-00-00	SOCIAL SECURITY	$ 744.00	
141-71150-520400-000-00-00	PENSIONS	$ 870.00	
141-71150-521200-000-00-00	EMPLOYER MEDICARE	$ 174.00	
141-71150-521700-000-00-00	RETIRE-HYBRID	$ 80.80	
141-71200-518800-000-00-00	BONUS-TEACHER	$ 1,000,000.00	
141-71200-520100-000-00-00	SOCIAL SECURITY	$ 61,504.00	
141-71200-520400-000-00-00	PENSIONS	$ 73,908.80	
141-71200-521200-000-00-00	EMPLOYER MEDICARE	$ 14,500.00	
141-71200-521700-000-00-00	RETIRE-HYBRID	$ 7,352.80	
141-71300-518800-000-00-00	BONUS-TEACHER	$ 172,000.00	
141-71300-520100-000-00-00	SOCIAL SECURITY	$ 10,416.00	
141-71300-520400-000-00-00	PENSIONS	$ 12,212.40	
141-71300-521200-000-00-00	EMPLOYER MEDICARE	$ 2,494.00	
141-71300-521700-000-00-00	RETIRE-HYBRID	$ 1,030.20	
141-72120-518800-000-00-00	BONUS-TEACHER	$ 334,000.00	
141-72120-520100-000-00-00	SOCIAL SECURITY	$ 20,460.00	
141-72120-520400-000-00-00	PENSIONS	$ 24,179.40	
141-72120-521200-000-00-00	EMPLOYER MEDICARE	$ 4,843.00	
141-72120-521700-000-00-00	RETIRE-HYBRID	$ 2,222.00	
141-72210-518800-000-00-00	BONUS-TEACHER	$ 116,000.00	
141-72210-520100-000-00-00	SOCIAL SECURITY	$ 7,192.00	
141-72210-520400-000-00-00	PENSIONS	$ 7,803.20	
141-72210-521200-000-00-00	EMPLOYER MEDICARE	$ 1,682.00	
141-72210-521700-000-00-00	RETIRE-HYBRID	$ 505.00	
141-72220-518800-000-00-00	BONUS-TEACHER	$ 116,000.00	
141-72220-520100-000-00-00	SOCIAL SECURITY	$ 7,192.00	
141-72220-520400-000-00-00	PENSIONS	$ 8,618.00	
141-72220-521200-000-00-00	EMPLOYER MEDICARE	$ 1,682.00	
141-72220-521700-000-00-00	RETIRE-HYBRID	$ 848.40	
141-73400-518800-000-00-00	BONUS-TEACHER	$ 14,000.00	
141-73400-520100-000-00-00	SOCIAL SECURITY	$ 868.00	
141-73400-520400-000-00-00	PENSIONS	$ 1,029.80	
141-73400-521200-000-00-00	EMPLOYER MEDICARE	$ 203.00	
141-73400-521700-000-00-00	RETIRE-HYBRID	$ 101.00	
141-40000-465900-510-00-10	OTHER STATE FUNDS - TEACHER BONUS		$ 7,068,763.50
	TOTAL	$ 7,068,763.50	7,068,763.50

MEMORANDUM

Date: August 18, 2025

To: Williamson County Board of Education Members

From: Cindy Todd
School Fund Accountant
Budget and Finance Department

Re: Approval of Outstanding Purchase Orders for School Activity Funds

The Tennessee Internal School Funds Manual, Section 5, Title 3 (pages 5-14) notes "*the local board must approve outstanding accounts payable at fiscal year end.*" Attached is a list of all purchase orders issued by schools to be paid by school funds that remained outstanding as of June 30, 2025.

The reason that a particular item has not been liquidated varies by order, however, the most common reason is that the order and/or invoice were not received as of the cutoff date required for reporting the information. There are also occasions when an order must be placed during June, but the goods will not be shipped until school resumes. Although the Manual calls for reporting *accounts payable,* we are disclosing all open purchase orders if goods are shipped or invoices received before June 30, 2025, without sufficient time to liquidate or in the bookkeeper's absence, thus generating accounts payable.

The attached list includes the purchase order number, vendor, purchase order amount, and the reason the order has not been liquidated. Also included, is the account information including name, number, and type of account the purchase order is charged against. When "G" is noted, the account listed is a general fund expenditure account; "R" indicates a restricted account.

As noted in the Manual, please review and approve the attached list of outstanding purchase orders issued during the 2024-2025 school year that will be paid, upon delivery of goods, confirmation of delivery, and presentation of an invoice, during the 2025-2026 school year. If you have any questions related to the attached list or the requirements of the Tennessee Internal School Funds Manual, please feel free to contact me by email at cindy.todd@wcs.edu or by telephone at 615-472-4197.

Thank you for your assistance in this matter.

School	Vendor	PO Number	Account (Number & Description)	Fund (G)eneral or (R)estricted	Amount	Reason Not Liquidated
AES	GREAT SOUTHERN RECREATION	78704	905.750 PTO PLAYGROUND	R	$ 3,980.00	ORDER NOT RECEIVED
ARES	AMAZON	778	906.200 PTO GEN USE	R	$ 107.96	ORDER NOT RECEIVED
ARES	IT'S TIME TO BOUNCE	782	906.003 PTO TEACHER MORAL	R	$ 388.59	NOT DUE UNTIL TIME OF SERVICE
ARES	SCHOOL SPECIALTY	787	906.000 PTO GEN NEEDS	R	$ 2,610.88	ORDER NOT RECEIVED
ARES	AMAZON	789	906.000 PTO GEN NEEDS	R	$ 36.98	WAITING ON CREDIT FOR RETURN
ARES	AMAZON	790	906.000 PTO GEN NEEDS	R	$ 207.08	ORDER NOT RECEIVED
BES	FRANKLIN FAMILY ENTERTAINMENT	11932	924.000 EMPLOYEE MORALE	R	$ 800.00	INVOICE NOT RECEIVED
BES	AMAZON	11944	411.000 FUNDRAISING EXPENSES	G	$ 1,399.80	ORDER NOT RECEIVED
BES	AMAZON	11945	401.003 OFFICE SUP/MATERIALS EXP	G	$ 21.48	ORDER NOT RECEIVED
BES	TITAN LAMINATOR	11946	411.000 FUNDRAISING EXPENSES	G	$ 360.00	ORDER NOT RECEIVED
BHS	ALLIANCE LAUNDRY SYSTEMS	12-17617	601.000 ATHLETICS	R	$ 20,662.20	ORDER NOT RECEIVED
BHS	GOLF MANAGEMENT GROUP	12-17616	609.000 SOCCER FUND-BOYS	R	$ 2,700.00	WORK NOT COMPLETED YET
BHS	GOLF MANAGEMENT GROUP	12-17616	610.000 SOCCER FUND-GIRLS	R	$ 2,700.00	WORK NOT COMPLETED YET
BHS	MATHEWS TEAM SPORTS	12-17469	602.000 BASKETBALL FUND-BOYS	R	$ 2,600.00	ORDER NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	12-17470	601.179 BOYS BASKETBALL MISC	R	$ 2,478.00	ORDER NOT RECEIVED
BHS	MATHEWS TEAM SPORTS	12-17610	610.000 SOCCER FUND-GIRLS	R	$ 3,730.00	ORDER NOT RECEIVED
BHS	REIMBURSEMENTS	12-17564	920.900 REST DON-PTO	R	$ 1,760.00	INVOICE NOT RECEIVED
BHS	WILLIAMSON COUNTY SCHOOLS-FAC	12-17615	602.000 BASKETBALL FUND-BOYS	R	$ 1,000.00	INVOICE NOT RECEIVED
BHS	GEORGE MCCLELLAN	12-17622	610.000 SOCCER FUND-GIRLS	R	$ 156.00	ORDER NOT RECEIVED
CHS	MATHEWS TEAM SPORTS	10629	601.662 FOOTBALL - GA	R	$ 22,601.00	ITEMS NOT RECEIVED
CHS	LTI, INC	10738	403.000 OPS/MAINTENANCE	G	$ 45,462.00	WORK NOT COMPLETED
CHS	VARISTY SPIRIT FASHIONS, LLC	10740	601.656 CHEER - GA	R	$ 10,435.20	ITEMS NOT RECEIVED
CGES	AMAZON	11526	918.000 RECYCLE	R	$ 179.97	ORDER NOT RECEIVED
CGES	SCHOOL DATEBOOKS	11558	906.000 PTO	R	$ 292.12	ITEM NOT RECEIVED YET
CSES	SCHOOL DATEBOOKS	1782	402.500 5TH GRADE SUPPLY FEE	G	$ 582.42	ORDER NOT RECEIVED
CES	SCHOOL-LABELS.COM, INC.	4057	907.804 PTO ADMIN	R	$ 829.00	ORDER NOT RECEIVED
CES	MUSIC CITY MINI GOLF	4065	924.000 TEACHER MORALE	R	$ 658.12	DUE AT TIME OF SERVICE
CES	AMAZON	4067	907.000 PTO GENERAL CLASSROOM	R	$ 163.10	ORDER NOT RECEIVED
CES	AMAZON	4072	918.000 RECYCLING/BEAUTIFICATION	R	$ 412.18	ORDER NOT RECEIVED
FHS	RYDIN DECAL	61347	416.000 PARKING EXPENSES	G	$ 1,904.87	ORDER NOT RECEIVED
FMS	MATHEWS TEAM SPORTS	5431	602.001 GIRLS BASKETBALL - FUNDRAISER	R	$ 331.00	ORDER NOT RECEIVED
FMS	MATHEWS TEAM SPORTS	5442	602.001 GIRLS BASKETBALL - FUNDRAISER	R	$ 1,333.00	ORDER NOT RECEIVED
FVHS	SPRINGTREE MEDIA	8851	601.000 GENERAL ATHLETICS	R	$ 22,867.80	INVOICE NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	90815	601.000 ATHLETICS	R	$ 1,100.00	INVOICE NOT RECEIVED
GMS	M T SCORE, INC.	90998	601.000 ATHLETICS	R	$ 6,590.00	ORDER NOT RECEIVED
GMS	SCHOOL DATEBOOKS	91148	409.000 AGENDA EXPENSE	G	$ 2,912.30	ORDER NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	91177	601.000 ATHLETICS	R	$ 19,755.00	ORDER NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	91296	601.000 ATHLETICS	R	$ 55.00	ORDER NOT RECEIVED
GMS	MATHEWS TEAM SPORTS	91354	601.000 ATHLETICS	R	$ 4,595.00	ORDER NOT RECEIVED
GMS	VARSITY SPIRIT FASHIONS, LLC	91402	621.002 VARSITY CHEER FEES	R	$ 1,428.90	ORDER NOT RECEIVED
GMS	CAPITAL ONE	91427	805.000 CI3T	R	$ 19.40	INVOICE NOT RECEIVED
GMS	LOW TEMP INDUSTRIES INC.	91428	410.000 FINES, FEES AND DUES EXPENSE	G	$ 323.00	ORDER NOT RECEIVED
GMS	SMART SOURCE OF GEORGIA, LLC	91429	621.001 VARSITY CHEER FUNDRAISER	R	$ 3,037.00	INVOICE NOT RECEIVED
GMS	ANDY GITTUS	91432	601.000 ATHLETICS	R	$ 250.00	ORDER NOT RECEIVED
HBES	AMAZON	3204	905.000 ENCORE	R	$ 3,143.48	ITEMS NOT RECEIVED
HBES	CAPITAL ONE	3205	905.000 ENCORE	R	$ 800.00	ITEMS NOT RECEIVED
HBES	CAPITAL ONE	3206	905.000 ENCORE	R	$ 400.00	ITEMS NOT RECEIVED
HBES	CAPITAL ONE	3207	905.000 ENCORE	R	$ 600.00	ITEMS NOT RECEIVED
HBES	CAPITAL ONE	3208	905.000 ENCORE	R	$ 500.00	ITEMS NOT RECEIVED
HBES	AMAZON	3209	905.000 ENCORE	R	$ 699.61	ITEMS NOT RECEIVED
HBES	AMAZON	3210	401.000 ADMINISTRATIVE EXP	G	$ 105.65	ITEMS NOT RECEIVED
HBES	AMAZON	3211	401.000 ADMINISTRATIVE EXP	G	$ 532.19	ITEMS NOT RECEIVED
HEMS	CAPITAL ONE (WALMART)	5279	922.000 STUDENT INCENTIVES	R	$ 146.96	WAITING ON CREDIT CARD STATEMENT
HEMS	TJ'S GREEN LAWN	5039	601.000 ATHLETICS	R	$ 1,208.33	WAITING ON SERVICE & INVOICE
HEMS	MATHEWS TEAM SPORTS	5197	610.000 VOLLEYBALL	R	$ 1,408.00	WAITING ON PRODUCT & INVOICE
HEMS	MATHEWS TEAM SPORTS	5271	618.014 CHEER FUNDRAISER	R	$ 4,818.00	WAITING ON PRODUCT & INVOICE
HEMS	A WISH COME TRUE	5274	613.000-DANCE FEES	R	$ 1,758.64	WAITING ON PRODUCT & INVOICE
HES	ODP	1710	909.006 SULLIVAN - PTO DONATIONS	R	$ 53.81	INVOICE NOT RECEIVED
HES	ODP	1710	902.006 SULLIVAN-TISA	R	$ 200.00	INVOICE NOT RECEIVED
HES	AMAZON	1722	933.000 ENCORE	R	$ 206.40	INVOICE NOT RECEIVED
HES	AMAZON	1723	933.000 ENCORE	R	$ 139.62	INVOICE NOT RECEIVED
HES	AMAZON	1724	933.000 ENCORE	R	$ 164.50	INVOICE NOT RECEIVED
HES	AMAZON	1725	933.000 ENCORE	R	$ 608.79	INVOICE NOT RECEIVED
HES	AMAZON	1726	933.000 ENCORE	R	$ 273.94	INVOICE NOT RECEIVED

HES	AMAZON	1727	933.000 ENCORE	R	$ 320.41	INVOICE NOT RECEIVED
HES	JACQUELINE GOMOLJAK	1728	933.000 ENCORE	R	$ 2,500.00	PRODUCT NOT RECEIVED
HES	AMAZON	1729	933.000 ENCORE	R	$ 308.52	PRODUCT NOT RECEIVED
HMS	BANDWAGON MUSIC	124631	901.000 BAND	R	$ 600.00	ORDER NOT RECEIVED
HMS	HNI WORKPLACE FURNITURE	124653	401.003 OFFICE SUPPLIES	G	$ 25.00	ORDER NOT RECEIVED
HMS	JACK THOMAS	124646	606.000 TENNIS	R	$ 200.00	INVOICE NOT RECEIVED
HMS	KROGER	124627	402.603 6TH GR MATH	G	$ 84.00	INVOICE NOT RECEIVED
HMS	KROGER		402.703 7TH GR MATH	G	$ 83.00	INVOICE NOT RECEIVED
HMS	KROGER		402.803 8TH GR MATH	G	$ 83.00	INVOICE NOT RECEIVED
HMS	VARSITY ATHLETICS	124655	612.000 CHEER	R	$ 1,000.00	ORDER NOT RECEIVED
HMS	MATHEWS TEAM SPORTS	124656	610.000 VOLLEYBALL	R	$ 1,900.00	ORDER NOT RECEIVED
HMS	MATHEWS TEAM SPORTS	124587	612.000 CHEER	R	$ 650.00	ORDER NOT RECEIVED
HMS	MATHEWS TEAM SPORTS	124636	611.000 SOCCER - GIRLS	R	$ 2,127.69	ORDER NOT RECEIVED
HMS	MATHEWS TEAM SPORTS		611.001 GIRLS' FUNDRAISER	R	$ 1,372.31	ORDER NOT RECEIVED
HMS	MATHEWS TEAM SPORTS	124645	606.000 TENNIS	R	$ 800.00	ORDER NOT RECEIVED
HMS	CAPITAL ONE	124018	401.000 ADMINISTRATIVE EXP	G	$ 413.73	INVOICE NOT RECEIVED
IHS	MATHEWS TEAM SPORTS	112757	601.000 ATHLETICS	R	$ 28,810.00	NOT RECEIVED
IHS	JW PEPPER	113056	801.000 BAND	R	$ 249.99	NOT RECEIVED
IHS	VARSITY SPIRIT	113144	601.000 ATHLETICS	R	$ 4,463.25	NOT RECEIVED
IHS	BLINK MARKETING	113254	423.000 SCHOOLWIDE EXP	G	$ 3,021.90	NOT RECEIVED
IHS	CAMPBELLS PRESSURE	113256	423.000 SCHOOLWIDE EXP	G	$ 3,000.00	INV NOT RECEIVED
IHS	SPEC 9	113257	601.000 ATHLETICS	R	$ 6,900.00	NOT COMPLETED
IHS	MATHEWS TEAM SPORTS	113258	601.000 ATHLETICS	R	$ 3,623.00	NOT RECEIVED
IHS	WILLIAMSON MED CTR	113264	601.000 ATHLETICS	R	$ 1,000.00	INV NOT RECEIVED
IHS	360 PAINTING	113265	601.000 ATHLETICS	R	$ 20,000.00	NOT COMPLETED
IHS	SOMETHING INKED	113267	423.00 SCHOOLWIDE EXP	G	$ 525.00	NOT RECEIVED
JES	BAM MASCOTS INC.	2653	908.000 PTO DONATIONS	R	$ 4,200.00	PRODUCT NOT RECEIVED
JES	AMAZON CAPITAL SERVICES	2694	909.000 ENCORE CAMP	R	$ 6.59	PRODUCT NOT RECEIVED
JES	KNIGHTHORST SHREDDING	2701	401.000 ADMIN EXPENSE	G	$ 510.42	ONGOING SERVICE
JES	NICKELL COMPANY, LLC	2702	906.701 PTO-GROUNDS IMPROV	R	$ 5,818.00	INVOICE NOT RECEIVED
JES	AMAZON CAPITAL SERVICES	2707	909.000 ENCORE CAMP	R	$ 82.54	INVOICE NOT RECEIVED
KES	CENTRAL TECH INC	16091	910.012 DONATION FROM PTO - TECH	G	$ 3,885.00	ORDER NOT REC'D
KES	FOLLETT CONTENT SOL LLA	16510	903.001 ASIAN THEMED LIBRARY BOOKS	G	$ 26.77	ORDER NOT REC'D
KES	FOLLETT CONTENT SOL LLA	16510	903.000 LIBRARY/BOOKS/SOFTWARE	G	$ 3,187.75	ORDER NOT REC'D
KES	FOLLETT CONTENT SOL LLA	16511	903.000 LIBRARY/BOOKS/SOFTWARE	G	$ 100.33	ORDER NOT REC'D
KES	AMAZON	16549	932.000 ENCORE	G	$ 1,164.26	ORDER NOT REC'D
KES	AMAZON	16548	932.000 ENCORE	G	$ 1,135.13	ORDER NOT REC'D
KES	AMAZON	16550	932.000 ENCORE	G	$ 112.10	ORDER NOT REC'D
LES	PERMABOUND	21991	945.000 BOOKFAIR	R	$ 718.83	PRODUCT NOT RECEIVED
LMS	MATHEWS TEAM SPORTS	1815	601.000 GENERAL ATHLETICS	G	$ 4,814.00	ITEMS NOT RECEIVED
LMS	BLEACHERS AND SEATS	1814	905.113 PTO DONATION - BLEACHERS	R	$ 4,000.00	ITEMS NOT RECEIVED
LMS	BLEACHERS AND SEATS	1814	900.003 REST DONATION - BLEACHERS	R	$ 494.61	ITEMS NOT RECEIVED
LMS	MATHEWS TEAM SPORTS	1779	601.000 GENERAL ATHLETICS	G	$ 914.00	ITEMS NOT RECEIVED
LMS	SHUFFS MUSIC SALES AND STUDIOS	1705	701.102 BAND/ORCH/CHOIR FNDRSR - COOKI	R	$ 2,798.00	ITEMS NOT RECEIVED/BACK ORDER
NES	KIM STEINLE	2577	905.024 NES WISHLIST	R	$ 1,579.86	WAITING FOR RECEIPT
NHS	CUMBERLAND STADIUM, LLC	7260	812.222 PROM	R	$ 9,717.00	INVOICE NOT RECEIVED
NHS	DRAMATIC PUBLISHING	8077	845.000 THESPIANS	R	$ 404.03	NOT ALL ITEMS RECEIVED
NHS	MUSIC THEATRE INTL	8080	845.000 THESPIANS	R	$ 2,637.50	NOT ALL ITEMS RECEIVED
NHS	MATHEWS TEAM SPORTS	8090	601.000 ATHLETICS	R	$ 14,356.00	NOT ALL ITEMS RECEIVED
NHS	NFINITIY ATHLETIC	8152	612.100 CHEERLEADING FOOTBALL	R	$ 219.98	NOT ALL ITEMS RECEIVED
NHS	MATHEWS TEAM SPORTS	8159	601.000 ATHLETICS	R	$ 9,515.00	NOT ALL ITEMS RECEIVED
NHS	JW PEPPER	8162	919.000 WCBDA	R	$ 338.30	INVOICE NOT RECEIVED
NHS	AMAZON	8183	801.000 ART CLUB	R	$ 292.01	ITEMS DELAYED
OES	GOLDEN RULE SIGNS	2591	900.022 PTA RESTRICTED DONATIONS	R	$ 18,471.83	ORDER NOT COMPLETE
OES	PAINTING OF GREATER NASHVILLE	2800	900.022 PTA RESTRICTED DONATIONS	R	$ 3,400.00	ORDER NOT COMPLETE
OES	PROFIT THROUGH PRINT	2809	985.000 ENCORE	R	$ 469.92	ORDER NOT COMPLETE
OES	AMAZON	2813	900.022 PTA RESTRICTED DONATIONS	R	$ 645.06	ORDER NOT COMPLETE
OES	WALMART	2816	985.000 ENCORE	R	$ 2,000.00	ORDER NOT COMPLETE
OES	SAM'S CLUB	2817	985.000 ENCORE	R	$ 360.00	ORDER NOT COMPLETE
OES	AMAZON	2818	985.000 ENCORE	R	$ 119.97	ORDER NOT COMPLETE
OES	AMAZON	2819	985.000 ENCORE	R	$ 187.52	ORDER NOT COMPLETE
OES	AMAZON	2826	985.000 ENCORE	R	$ 177.83	ORDER NOT COMPLETE
OES	AMAZON	2827	985.000 ENCORE	R	$ 302.99	ORDER NOT COMPLETE
OES	AMAZON	2828	985.000 ENCORE	R	$ 112.76	ORDER NOT COMPLETE
PHS	MATHEWS TEAM SPORTS	34187	601.000 GENERAL ATHLETICS	R	$ 2,500.00	ORDER NOT RECEIVED
PHS	REIMBURSEMENTS	34215	910.000 PTO DONATIONS	R	$ 1,012.00	PD CONFERENCE JULY 19-24, 2025
PHS	MATHEWS TEAM SPORTS	34326	601.000 GENERAL ATHLETICS	R	$ 2,536.40	INVOICE NOT RECEIVED
PHS	FRED J MILLER INC	34332	851.000 MARCHING BAND	R	$ 3,733.00	ORDER NOT RECEIVED

PHS	VARSITY SPIRT FASHIONS	34350	618.000 DANCE	R	$ 2,273.00	ORDER NOT RECEIVED
PMS	FUSIONSITE	41-7912	601.000 PORTABLE TOILETS	R	$ 263.98	WAITING ON INVOICE
PMS	MATHEWS TEAM SPORTS	41-8150	601.000 SOCCER JERSEYS	R	$ 3,233.33	WAITING ON PRODUCT
PMS	MATHEWS TEAM SPORTS	41-8150	699.000 SOCCER JERSEYS	R	$ 166.67	WAITING ON PRODUCT
PMS	PINNACLE FINANCIAL	41-7469	605.100 GAS - MOWER	R	$ 188.32	WAITING ON INVOICE
PMS	SHRED-IT	41-8223	401.000 RECYCLING BINS	G	$ 150.00	WAITING ON INVOICE
PMS	WILLIAMSON CO. LANDFILL	41-8165	401.000 DUMPSTER	G	$ 500.00	WAITING ON INVOICE
PMS	WILLIAMSON COUNTY BOE	41-8231	605.500 FOOTBALL CAMP	R	$ 10,559.25	WAITING ON ROLL UP
PMS	WILLIAMSON COUNTY BOE	41-8231	605.100 BOYS BB CAMP	R	$ 10,643.50	WAITING ON ROLL UP
PMS	WILLIAMSON COUNTY BOE	41-8231	605.400 PANTHER BB CAMP	R	$ 6,116.25	WAITING ON ROLL UP
PMS	WILLIAMSON COUNTY BOE	41-8231	605.200 GIRLS BB CAMP	R	$ 5,011.75	WAITING ON ROLL UP
RHS	ALPHAGRAPHICS	30588	907.016 CLASS OF 2019	R	$ 1,189.39	AWAITING INVOICE
RHS	ALPHAGRAPHICS	30588	907.024 CLASS OF 2020	R	$ 1,331.10	AWAITING INVOICE
RHS	ALPHAGRAPHICS	30588	907.025 CLASS OF 2021	R	$ 2,818.50	AWAITING INVOICE
RHS	AMRO MUSIC	30344	838.000 ORCHESTRA	R	$ 1,355.99	AWAITING INVOICE
RHS	AMRO MUSIC	30600	901.000 CITY OF BRENTWOOD	R	$ 22,666.00	AWAITING INVOICE
RHS	ARK CONSTRUCTION GROUP, LLC	30597	907.012 RESTR. DONATIONS PTO	R	$ 13,070.00	AWAITING COMPLETION OF PROJECT
RHS	CDW GOVERNMENT	30579	907.012 RESTR. DONATIONS PTO	R	$ 527.87	AWAITING INVOICE
RHS	CHERYL'S FLOWERS AND GIFTS	30542	907.012 RESTR. DONATIONS PTO	R	$ 650.00	AWAITING INVOICE
RHS	JARVIS SIGNS	30538	907.012 RESTR. DONATIONS PTO	R	$ 3,903.79	AWAITING DELIVERY OF ORDER
RHS	JARVIS SIGNS	30538	907.029 SCHOOL BRANDING DONATIONS	R	$ 6,406.21	AWAITING DELIVERY OF ORDER
RHS	JHA COMPANY	30576	413.003 GRADUATION EXPENSE	G	$ 16.77	AWAITING INVOICE
RHS	JHA COMPANY	30581	413.003 GRADUATION EXPENSE	G	$ 10.00	AWAITING INVOICE
RHS	MATHEWS TEAM SPORTS, LLC	30521	601.023 GA EQUIPMENT, UNIFORMS	R	$ 2,278.00	ORDER NOT RECEIVED
RHS	MATHEWS TEAM SPORTS, LLC	30570	601.023 GA EQUIPMENT, UNIFORMS	R	$ 2,315.00	ORDER NOT RECEIVED
RHS	MATHEWS TEAM SPORTS, LLC	30592	601.023 GA EQUIPMENT, UNIFORMS	R	$ 2,061.00	ORDER NOT RECEIVED
RHS	MATHEWS TEAM SPORTS, LLC	30593	601.023 GA EQUIPMENT, UNIFORMS	R	$ 729.00	ORDER NOT RECEIVED
RHS	MAURY FENCE COMPANY OF TN	30589	907.012 RESTR. DONATIONS PTO	R	$ 6,693.00	AWAITING COMPLETION OF PROJECT
RHS	RENOVIA	30598	907.012 RESTR. DONATIONS PTO	R	$ 16,800.00	AWAITING COMPLETION OF PROJECT
RHS	RIDDELL/ALL AMERICAN SPORTS	30596	601.023 GA EQUIPMENT, UNIFORMS	R	$ 2,285.45	ORDER NOT RECEIVED
RHS	RYDIN	30585	401.008 STUDENT SERVICES EXPENSES	N	$ 935.00	AWAITING INVOICE
RnHS	AMAZON	1725	907.000 GUIDANCE	R	$ 26.47	INVOICE NOT RECEIVED
SES	SUCCESS BY DESIGN, INC	3694	401.000 ADMINISTRATIVE EXPENSE	G	$ 1,747.54	ITEM NOT RECEIVED YET
SES	WIZARD CREATIONS, INC.	3700	924.001 TEACHER LOUNGE DONATION	R	$ 589.17	ITEM NOT RECEIVED YET
SES	WIZARD CREATIONS, INC.	3700	924.000 TEACHER MORALE	R	$ 424.83	ITEM NOT RECEIVED YET
SES	DEBORA CRISTINE FINCH	3701	932.018 PTO DONATION - PD	R	$ 350.00	SERVICE NOT COMPLETE
SES	AMAZON	3706	934.000 ENCORE - SUMMER CAMP	R	$ 98.53	ITEM NOT RECEIVED YET
SES	HOME DEPOT	3708	903.000 BRENTWOOD DONATION	R	$ 123.49	BILL NOT RECEIVED YET
SES	HOME DEPOT	3708	934.000 ENCORE - SUMMER CAMP	R	$ 5.98	BILL NOT RECEIVED YET
SES	WALMART	3709	934.000 ENCORE - SUMMER CAMP	R	$ 44.70	BILL NOT RECEIVED YET
SES	AMAZON	3712	934.000 ENCORE - SUMMER CAMP	R	$ 105.70	BILL NOT RECEIVED YET
SES	AMAZON	3713	934.000 ENCORE - SUMMER CAMP	R	$ 294.01	BILL NOT RECEIVED YET
SES	AMAZON	3714	934.000 ENCORE - SUMMER CAMP	R	$ 67.05	ITEM NOT RECEIVED YET
SES	AMAZON	3715	934.000 ENCORE - SUMMER CAMP	R	$ 218.54	ITEM NOT RECEIVED YET
SMS	MATHEWS TEAM SPORTS	3412	611.000 BOYS SOCCER	R	$ 2,310.00	ORDER NOT RECEIVED
SMS	MATHEWS TEAM SPORTS	3480	601.000 GENERAL ATHLETICS	R	$ 114.00	INVOICE NOT RECEIVED
SMS	MATHEWS TEAM SPORTS	3485	601.000 GENERAL ATHLETICS	R	$ 450.00	INVOICE NOT RECEIVED
SMS	AMRO MUSIC STORE	3499	901.000 BAND	R	$ 17.89	INVOICE NOT RECEIVED
SMS	MATHEWS TEAM SPORTS	3503	601.000 GENERAL ATHLETICS	R	$ 5,000.00	ORDER NOT RECEIVED
SMS	MATHEWS TEAM SPORTS	3503	604.000 FOOTBALL	R	$ 7,040.20	ORDER NOT RECEIVED
SMS	THE TURF DOCTOR	3504	601.000 - GENERAL ATHLETICS	R	$ 1,384.00	INVOICE NOT RECEIVED
SMS	LEGACY DANCE STUDIO	3509	613.000 DANCE	R	$ 1,800.00	INVOICE NOT RECEIVED
SMS	GS IRRIGATION	3522	601.000 GENERAL ATHLETICS	R	$ 459.00	INVOICE NOT RECEIVED
SMS	VARSITY SPIRIT FASHIONS	3523	601.000 GENERAL ATHLETICS	R	$ 39.54	ORDER NOT RECEIVED
SMS	VARSITY SPIRIT FASHIONS	3523	613.000 DANCE	R	$ 1,917.36	ORDER NOT RECEIVED
SMS	MATHEWS TEAM SPORTS	3524	610.000 VOLLEYBALL	R	$ 484.03	ORDER NOT RECEIVED
SMS	MATHEWS TEAM SPORTS	3525	610.000 VOLLEYBALL	R	$ 1,940.00	ORDER NOT RECEIVED
SSES	DEMCO	9113	904.00 LIBRARY	R	$ 247.39	ITEMS NOT RECEIVED
SSES	ENTERPRISE	9049	924.001 PTO-STAFF PD CONFERENCE	R	$ 457.68	WAITING FOR INVOICE
SSTMS	OZOBOT	7268	904.013-GRANT	R	$ 71.00	INVOICE NOT RECEIVED
SSTMS	HIGHER GROUND SPORTS TURF	7291	601.00-ATHLETICS	R	$ 5,713.75	INVOICE NOT RECEIVED
SSTMS	J AND J SERVICES	7340	601.00-ATHLETICS	R	$ 466.45	INVOICE NOT RECEIVED
SSTMS	VARSITY SPIRIT FASHIONS	7358	612.000-CHEER	R	$ 223.40	INVOICE NOT RECEIVED
TSMS	VARSITY SPIRIT FASHIONS	2788	613.00 DANCE TEAM	R	$ 4,324.15	WAITING ON ORDER
TSMS	VARISTY SPIRIT FASHIONS	2789	613.00 DANCE TEAM	R	$ 1,179.94	WAITING ON ORDER
TSMS	MATHEWS TEAM SPORTS	2802	TENNIS AND GENERAL ATHLETICS	R	$ 1,071.40	WAITING ON ORDER
TSMS	MATHEWS TEAM SPORTS	2804	610.00 VOLLEYBALL	R	$ 1,342.00	WAITING ON ORDER

TSMS	LOCCKER PRO LLC	2808	401.000 ADMIN FUND	G	$	2,645.00	WAITING FOR LOCKERS TO BE MOVED
TSMS	KROGER	2810	601.000 GENERAL ATHLETICS	R	$	150.00	OPEN PO FOR GAS FOR LAWNMOWERS
TSMS	HIGHER GROUND SPORTS TURF	2811	601.000 GENERAL ATHLETICS	R	$	1,995.00	WAITING ON FIELD APPLICATIONS
VVHS	WILLIAMSON CO SHERIFF OFF	137	403.000 GRAD EXPENSES	G	$	300.00	INVOICE NOT RECEIVED
WGES	LAKESHORE	4343	908.000 LIBRARY	R	$	521.55	ORDER NOT RECEIVED
WGES	AMAZON	4344	912.001 TEACHER	R	$	290.24	INVOICE NOT RECEIVED
WGES	AMAZON	4345	912.001 TEACHER	R	$	147.36	ORDER NOT RECEIVED
WGES	AMAZON	4346	912.001 TEACHER	R	$	91.98	INVOICE NOT RECEIVED
WGES	AMAZON	4347	912.001 TEACHER	R	$	155.84	INVOICE NOT RECEIVED
WMS	RIDDELL/ALL AMERICAN SPORTS	6461	601.000 ATHLETICS	R	$	6,076.30	INVOICE NOT RECEIVED
WMS	FOLLETT CONTENT SOLUTIONS	6853	917.000 LIBRARY	R	$	127.32	ORDER NOT RECEIVED
WMS	WCBOE	6902	901.000 TISA	R	$	2,446.17	ORDER NOT RECEIVED
WMS	CBI	6912	401.000 ADMINISTRATIVE	G	$	10,946.17	ORDER NOT RECEIVED
WMS	MATHEWS TEAM SPORTS	6913	601.000 ATHLETICS	R	$	12,600.00	ORDER NOT RECEIVED
WMS	CART MART	6915	601.000 ATHLETICS	R	$	1,861.04	INVOICE NOT RECEIVED
WMS	ISENHOUR DOOR PRODUCTS	6920	910.000 PTO DONATIONS	R	$	3,642.24	ORDER NOT RECEIVED
WMS	VARSITY SPIRIT FASHIONS	6931	601.000 ATHLETICS	R	$	1,148.60	ORDER NOT RECEIVED
WMS	1ST DAY SCHOOL SUPPLIES	6903	402.010 INSTRUCTIONAL 6TH	G	$	1,512.00	ORDER NOT RECEIVED

TOTAL: $ 622,656.48

1320 West Main Street Suite 202
Franklin, Tennessee 37064-3700
Phone (615) 472-4000
Fax (615) 472-4190
Website: http://www.wcs.edu

MEMORANDUM

TO: Williamson County School Board

FROM: Vickie Hall, Assistant Superintendent of Human Resources

DATE: August 6, 2025

RE: Sick Bank Trustee Recommendation for 2025-26

Pursuant to Williamson County Board of Education Sick Leave Policies 5.3021, Educator Sick Leave Bank shall be administered by a committee of sick leave trustees. WCEA appoints and approves two educators for the Educator Sick Bank Committee. One of the educators will serve her first year as an appointee and the other educator has been reappointed to her first year of her second term. The Board of Education is responsible for appointing two of its members to the committee. One of the board members will serve his second year and the other board member will serve her first year of a three-year term. Mr. Golden or his designee will chair the committee. Committee membership recommended for approval for the 2025-26 school year is as follows:

Certified Sick Bank
Drason Beasley (2nd year to serve)
Donna Clements (1st year to serve)

2 WCEA Representatives
Beverly Purvis (1st year to serve)
Brigid Day (1st year to serve; 2nd Term)

Staff recommends approval.

POLICY REVIEW OR CREATION REQUEST

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

Recommended by: ☐ Staff ☐ General Counsel ☐ Board Member _____

Recommendation: ☐ add, ☐ revise, or ☐ delete the following Policy number(s) and title(s):

5.310 Vacations and Holidays

Brief justification of why additions or changes needed or required:

During the budget process, the Board approved two additional paid days during spring break for (10) month and eleven (11) month employees. The policy needs to be updated to include the two additional paid days.

Staff analysis of the proposed addition or changes in terms of the following:
Legal implications; educational benefits; impact on the staff at the building level; impact on staff at the district level; immediate and future changes in numbers of assignments of personnel; immediate and future budgetary impact.

Recommend approval.

Dana M. Ausbrooks
Name of Individual Submitting Policy for Review

July 1, 2025
Date

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Vacations and Holidays**	**5.310**	**02/20/23**
		Rescinds: **5.310**	Issued: **03/25/19**

VACATIONS

Regular, twelve (12) month employees earn and accrue vacation as follows:

Full-Time Classified and management team as defined by the Professional Educators Collaborative Conferencing Act ("PECCA")*:

1. 1 day per month worked for the first 5 years of service
2. 1.25 days per month worked during the 6th year through the 10th year of service
3. 1.5 days per month worked during the 11th through the 15th year of service
4. 1.75 days per month worked during the 16th through the 20th year of service
5. 2 days per month worked with more than 20 years of service

Other Full-time Professional: (In accordance with the WCEA MOU)

A maximum of twenty-four (24) days may be carried forward from one fiscal year to the next. Annual leave accrued in excess of the applicable maximum shall be transferred to sick leave on June 30 each year. All leave requests must be approved by the employee's immediate supervisor.

Upon termination of employment, any accrued vacation in excess of the appropriate carry forward amount shall be credited to the sick leave balance of the terminating employee. Payment for accrued vacation shall be paid at employee's current rate of pay.

The increased accrual rates are based on the length of service and become effective on the anniversary of the employee's date of hire, provided they have been in continuous service.

~~Retirees and~~ Those that resign with accrued vacation ~~may request~~ ***will receive*** lump sum payments of vacation. However, the amount of payment cannot be reported or used as part of the average final compensation. ~~Should a retiree elect not to receive the lump sum payment for vacation, the retiree will be extended on the payroll until all vacation has been used.~~ Future benefits will not accrue after the last working day (physically at work), such as vacation, sick, holiday pay, and insurance benefits. In such a case, the school system will make retirement contributions on behalf of the employee and creditable service for retirement will be granted.

Temporary and part-time employees are not entitled to vacation.

Vacation for employees is calculated on a daily basis and maintained on a fiscal year basis. Vacation may be taken in ~~hourly~~ ***fifteen (15) minute*** increments for non-exempt employees.

An employee must be in a paid status a minimum of twenty (20) days per month in order to accrue one (1) vacation day.

Principals / immediate supervisors must consider school / district business needs prior to approving an employee's vacation request. Normally, vacation requests should be made at least two (2) weeks in advance.

All vacation time shall be paid at the employee's current rate of pay. Vacation may not be taken until earned without approval from the Superintendent.

SYSTEM CLOSED DAYS

Paid system closed days for full-time twelve (12) month personnel covered in this section shall be Fall Break (as designated by the calendar approved by the School Board), Thanksgiving Break (as designated by the calendar approved by the School Board), Winter Break (the last teacher day to the first system-wide day), and Spring Break (as designated by the calendar approved by the School Board). Twelve (12) month personnel covered in this section are not required to report to work unless directed to do so by their supervisor. Employees reporting to work on system closed days shall be permitted to take another regular workday off or paid appropriate overtime if prior approval is given by Superintendent or designee.

HOLIDAYS

Paid holidays for full-time ten (10) month and eleven (11) month employees shall be Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, and Martin Luther King, Jr., plus five (5) additional days during winter break ***and two (2) additional days during spring break***.

Paid holidays for full-time twelve (12) month personnel shall be Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King, Jr. Day, Memorial Day, and Independence Day.

When a recognized holiday falls on Saturday, it shall be observed on the preceding Friday. When a recognized holiday falls on Sunday, it shall be observed on the following Monday.

To qualify for each above paid holiday, each employee must be in a paid work status or paid leave status on the day immediately preceding and the day immediately following that holiday. If an employee is resigning and/or retiring, that employee must be in an active work status (physically at work) on the day following the holiday to receive pay for the holiday.

* "Management team" includes professional employees whose principal responsibilities are administration rather than teaching, including but not limited to supervisors and principals.

Cross References

Short Term Leaves of Absence 5.300

Williamson County Board of Education

Annual Agenda 2025 - 2026

Approval based on Board Policy 1.4031

August

- Approval of Sick Leave Bank Trustees
- Approval of Outstanding Purchase Orders for School Activity Funds
- Approval of Annual Agenda

September

- Elect School Board Chair & Vice Chair
- Superintendent Goals and Objectives
- Approval of Collaborative Conferencing Team
- Approval of Calendar Committee Membership
- Approval of Textbook Adoption Committee for adoption in March
- Approval of Board Parameters School Calendar
- Superintendent and Chair to Develop a Budget Preparation Calendar by November 1 of Each School Year
- Adoption and Approval of Board Goals / Affirm Strategic Plan
- Review of 1.2021 Code of Conduct for School Board Members (every two years with new Board elections, 2026, 2028, 2030)

October

- Approval of TISA Accountability Report

November

- Review of Board Norms
- Capital Improvement Plan Development
- LEA Compliance Report –Due November 30

January

- Approval of Proposed School Year Calendar
- Policy Committee Report on Annual Review of Board Policies
- Approval of Open and/or Closed Zones
- Approval of ENCORE Summer Enrichment Program Fees

February

- Approval of Family Tuition Rate
- Approval of School Fees

March

- Approval of Next Year's Operational Budgets and Capital Requests
- Approval for High School Courses and Special Course Applications
- Approval of Textbooks Adoption Committee Recommendation

April

- Approval of Facilities Use Fee Schedule
- Tenure Recommendations of Superintendent to Board

May

- Board Evaluation of Superintendent
- Approval of School Board Meeting Dates
- High Performing School District Flexibility Act (Every 3 years 2026, 2029)

June

- Superintendent Contract Review and Extension
- Approval of PECCA Memorandum of Understanding
- Differentiated Pay Plan
- Approval of ESEA Grants
- Evaluation of Board Goals/Affirm Strategic Plan

TO: **Williamson County Board of Education**

FROM: **Rachel Farmer, CFO**

SUBJECT: **End of Month Financials**

DATE: **August 18, 2025**

Please find attached the activity statements for all of our funds for July 31, 2025. These statements are prior to reconciliation with the trustee.

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

Williamson County Schools

YEAR-TO-DATE BUDGET REPORT

FOR 2026 01 JOURNAL DETAIL 2026 1 TO 2026 13

ACCOUNTS FOR: 141 GENERAL PURPOSE SCHOOL	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT USE/COL
40000 REVENUES	-514,299,994	0	-514,299,994	-7,286,544.79	-507,013,449.21	1.4%
71100 REGULAR INSTRUCTION	240,081,265	0	240,081,265	1,620,637.85	235,588,395.03	.7%
71150 ALTERNATIVE INSTRUCTION	743,522	0	743,522	1,625.12	740,341.76	.2%
71200 SPECIAL EDUCATION INSTRUCTION	81,073,153	0	81,073,153	83,944.02	79,400,155.85	.1%
71300 CAREER AND TECHNICAL EDUCATIO	11,261,451	0	11,261,451	80,195.12	10,911,241.73	.7%
71400 STUDENT BODY EDUC PRGM	2,032,000	0	2,032,000	152,608.27	1,124,448.63	7.5%
72110 ATTENDANCE	859,084	0	859,084	63,640.07	795,443.93	7.4%
72120 HEALTH SERVICES	9,904,747	0	9,904,747	30,894.24	9,864,822.68	.3%
72130 OTHER STUDENT SUPPORT	21,143,970	0	21,143,970	19,209.41	21,123,699.64	.1%
72210 INSTRUCTION SUPPORT	27,406,308	0	27,406,308	586,565.33	26,485,109.93	2.1%
72215 ALTERNATIVE SUPPORT	403,325	0	403,325	17,928.75	385,396.25	4.4%
72220 SPECIAL EDUCATION SUPPORT	13,526,309	0	13,526,309	194,205.38	12,659,651.69	1.4%
72230 CAREER/TECH EDUC SUPPORT	756,171	0	756,171	39,984.54	715,599.50	5.3%
72250 TECHNOLOGY	21,686,609	0	21,686,609	2,591,021.37	10,179,296.69	11.9%
72310 BOARD OF EDUCATION	22,120,572	0	22,120,572	44,257.12	21,861,401.15	.2%
72320 OFFICE OF SUPERINTENDENT	2,638,693	0	2,638,693	190,389.36	2,440,689.04	7.2%
72410 OFFICE OF PRINCIPAL	34,659,134	0	34,659,134	1,299,084.54	33,360,048.96	3.7%
72510 FISCAL SERVICES	2,953,386	0	2,953,386	432,509.66	2,510,076.34	14.6%
72520 HUMAN SERVICES/PERSONNEL	3,245,753	0	3,245,753	251,741.31	2,912,570.99	7.8%
72610 OPERATION OF PLANT	23,195,102	0	23,195,102	929,297.94	12,116,482.80	4.0%
72620 MAINTENANCE OF PLANT	13,869,806	0	13,869,806	823,820.90	11,924,628.39	5.9%
72710 TRANSPORTATION	26,433,295	0	26,433,295	325,983.58	25,734,990.93	1.2%
73300 COMMUNITY SERVICES	1,665,962	0	1,665,962	229,393.77	1,409,625.89	13.8%
73400 EARLY CHILDHOOD/PRE K	953,180	0	953,180	15,396.58	926,680.09	1.6%
76100 REGULAR CAPITAL OUTLAY	0	0	0	11,593.50	-8,611,938.26	100.0%
TOTAL GENERAL PURPOSE SCHOOL	48,312,803	0	48,312,803	2,749,382.94	9,545,410.42	5.7%
TOTAL REVENUES	-514,299,994	0	-514,299,994	-7,286,544.79	-507,013,449.21	
TOTAL EXPENSES	562,612,797	0	562,612,797	10,035,927.73	516,558,859.63	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 01 JOURNAL DETAIL 2026 1 TO 2026 13

ACCOUNTS FOR: 142 SCHOOL FEDERAL PROJECTS	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT USE/COL
40000 REVENUES	-10,471,623	-49,776	-10,521,399	.00	-10,521,398.92	.0%
71100 REGULAR INSTRUCTION	749,992	0	749,992	.00	749,992.21	.0%
71200 SPECIAL EDUCATION INSTRUCTION	4,903,638	0	4,903,638	229.59	4,584,564.96	.0%
71300 CAREER AND TECHNICAL EDUCATIO	233,165	49,776	282,941	2,176.35	280,764.73	.8%
72120 HEALTH SERVICES	1,159,885	0	1,159,885	.00	1,159,885.00	.0%
72130 OTHER STUDENT SUPPORT	108,942	0	108,942	588.40	108,353.22	.5%
72210 INSTRUCTION SUPPORT	685,164	0	685,164	18,190.06	650,950.77	2.7%
72220 SPECIAL EDUCATION SUPPORT	2,180,938	0	2,180,938	27,156.33	2,087,396.06	1.2%
72230 CAREER/TECH EDUC SUPPORT	20,086	0	20,086	725.46	17,044.81	3.6%
72410 OFFICE OF PRINCIPAL	71,685	0	71,685	.00	71,685.00	.0%
72710 TRANSPORTATION	83,359	0	83,359	.00	83,358.59	.0%
99100 TRANSFERS OUT	274,770	0	274,770	.00	274,770.00	.0%
TOTAL SCHOOL FEDERAL PROJECTS	0	0	0	49,066.19	-452,633.57	100.0%
TOTAL REVENUES	-10,471,623	-49,776	-10,521,399	.00	-10,521,398.92	
TOTAL EXPENSES	10,471,623	49,776	10,521,399	49,066.19	10,068,765.35	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 01 JOURNAL DETAIL 2026 1 TO 2026 13

ACCOUNTS FOR: 143 CENTRAL CAFETERIA	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT USE/COL
40000 REVENUES	-19,461,718	0	-19,461,718	1,999.76	-19,463,717.76	.0%
73100 FOOD SERVICE	20,749,302	0	20,749,302	244,595.79	12,160,585.00	1.2%
TOTAL CENTRAL CAFETERIA	1,287,584	0	1,287,584	246,595.55	-7,303,132.76	19.2%
TOTAL REVENUES	-19,461,718	0	-19,461,718	1,999.76	-19,463,717.76	
TOTAL EXPENSES	20,749,302	0	20,749,302	244,595.79	12,160,585.00	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 01 JOURNAL DETAIL 2026 1 TO 2026 13

ACCOUNTS FOR: 146 EXTENDED SCHOOL PROGRAM	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT USE/COL
40000 REVENUES	-7,574,600	0	-7,574,600	-616,985.26	-6,957,614.74	8.1%
73300 COMMUNITY SERVICES	8,045,674	0	8,045,674	711,857.58	7,194,944.19	8.8%
TOTAL EXTENDED SCHOOL PROGRAM	471,074	0	471,074	94,872.32	237,329.45	20.1%
TOTAL REVENUES	-7,574,600	0	-7,574,600	-616,985.26	-6,957,614.74	
TOTAL EXPENSES	8,045,674	0	8,045,674	711,857.58	7,194,944.19	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 01 JOURNAL DETAIL 2026 1 TO 2026 13

ACCOUNTS FOR: 177 EDUCATION CAPITAL PROJECTS	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT USE/COL
40000 REVENUES	-567,501,603	-577,853,657	**********		-31,321,133.84	97.3%
82330 OTHER DEBT SERVICE	0	2,400,000	2,400,000	2,400,000.00	.00	100.0%
91300 EDUCATION CAPITAL OUTLAY	786,160,593	384,866,670	**********		66,902,349.47	92.6%
TOTAL EDUCATION CAPITAL PROJECTS	218,658,990	-190,586,987	28,072,003	-27,542,720.81	35,581,215.63	-98.1%
TOTAL REVENUES	-567,501,603	-577,853,657	**********		-31,321,133.84	
TOTAL EXPENSES	786,160,593	387,266,670	**********		66,902,349.47	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 01 JOURNAL DETAIL 2026 1 TO 2026 13

	ORIGINAL ESTIM REV	ESTIM REV ADJSTMTS	REVISED EST REV	ACTUAL YTD REVENUE	REMAINING REVENUE	PCT USE/COL
GRAND TOTAL	268,730,451	-190,586,987	78,143,464	-24,402,803.81	37,608,189.17	-31.2%

** END OF REPORT - Generated by Rachel Farmer **

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

To: Rachel Farmer
From: Kirk Elliott
Date: August 5, 2025
RE: Purchasing Report

Contains bid projects conducted during the months of May, June and July 2025

The following is a summary of pertinent bid data for inclusion with the Board Materials to be reviewed at the next WCBOE 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 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 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 #1370	**Casework Replacement at Bethesda Elementary School (mistakenly omitted from 6/2/25 report)**	
Project	This project is for the replacement of casework at Bethesda Elementary School.	
Department/Director	Maintenance/Adam Christopher	
Architect	Keaton Pettit, Johnson & Bailey Architects	
Advertised	Thursday, April 24, 2025 in the Williamson Hearld and Thursday, April 3, 2025 in the Tennessean	
Bid Opening	Wednesday, May 21, 2025 at 10:30 a.m.	
Bidders that were solicited or contacted WCS regarding this project	**Name of Company**	**Bid Amount**
	Bacar Constructors	
	Baron Construction	
	Biscan Construction	
	Crain Construction	
	Doster Construction	
	Fellowship Construction	
	Ikon Construction	
	R G Anderson	
	Rock City Construction	
	Romach	
	Warhorse Construction	
Awarded	**There were NO BIDS submitted for this project**	

Quick Bid #1374	WCS District Hazardous Waste Collection and Removal (mistakenly omitted from 6/2/25 report)	
Project	Collection of WCS Hazardous waste materials in High School and Middle School Science Departments	
Department	Purchasing on behalf of the Science Departments	
Solicited Bidders	Wednesday, May 14, 2025 at 4:45 pm	
Submittals Due Electronically	Monday, May 19, 2025 at 3:00 pm	
Submitted Quick Bids	**Tradebe Environmental Services**	**$37,751.00**
	Environmental Marketing Services	$45,630.00
	Hazardous Waste Haulers	
Awarded	**Tradebe Environmental Services**	

RFB # 1375	Sanitary Sewer Renovations at Fairview Elementary	
Project	This project was for renovations to the sewer system along with some HVAC components at Fairview Elem.	
Department/Director	Maintenance / Adam Christopher	
Advertised	Thursday, May 15, 2025 in the Williamson Hearld and Thursday, March 13, 2025 in the Tennessean	
Bid Opening	Wednesday, June 11, 2025 at 10:30 a.m.	
Bidders that were solicited or contacted WCS regarding this project	**Name of Company**	**Bid Amount**
	B.A.M. 2 Inc.	
	Civil Contractors	
	Contracting Services	
	Dynamics	
	Gillespie Construction	
	J & H	
	Mid State Construction	
	Lee Company	$167,717.00
	Underground Pipe	
	W & O Construction	
	Matrix Mechanical	**$153,336.00**
	Demand Mechanical	
	Knights Mechanical	
Awarded	**Matrix Mechanical**	

Quick Bid #1376	**Urgent Additional Drainage Repairs at Fairview Elementary**	
Project	While conducting the current project to the FVES sewage improvements additional repairs that were not included in the original scope of work were discovered. This quick bid was to resolve these urgent needs.	
Department/Director	Maintenance/Adam Christopher	
Quick Bid deadline	Thursday, July 3, 2025 at 1:30 pm	
Bidders that were solicited or contacted WCS regarding this project	**Name of Company**	**Bid Amount**
	Knights Mechanical	
	Concrete Structures	
	Mid Tenn Constructors	
	Lee Company	
	Matrix Mechanical	**$88,000.00**
	Demand Mechanical	
Awarded	**Matrix Mechanical**	

The month of July was a busy month of completing new contracts, renewing annual contracts and negotiating other contracts as needed from the previous year. Every July, Purchasing completes around three dozen of these contracts to begin the new fiscal year.

TRIP FINDER - August School Board Field Trip Approval Report *(Field Trips - Overnight)*

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
3608	**Brentwood HS Fine Arts Overnight**	04/16/2026	04/19/2026	01/22/2025	Over $100 No Driver	BHS- Theatre and Choir New York Trip	FINE ARTS OVERNIGHT	9th-12th Grade	40	Madison Square Garden
Notes/Fees	*$2,515.00/student (quad occupancy). The number of students and adults will not be solidified until students complete trip registration. We are expecting a minimum of 35 students and parent chaperones and at least 2 Williamson County Employees, myself and Natalie Pratt. We are expecting Student and Parent trip enrolment to span from 60-80 students. We'll be taking musical theatre classes covering voice, dance, acting and audition procedure, visiting the met museum, seeing three Broadway musicals. Original Date 4/8/26 - 4/12/26*									
4777	**Fairview High**	09/12/2025	09/14/2025	05/05/2025	No Cost	Girls Soccer-Smokey Mountain Cup Tournament	ATHLETIC OVERNIGHT	Varsity Soccer	30	Park Vista Resort
Notes/Fees	*Girls Soccer team at Fairview High is playing in the Smokey Mountain Cup tournament in Gatlinburg. We are staying at the Park Vista Hotel for this trip in Gatlinburg. We we be playing at the Rocky Top Sports World in Gatlinburg. Parents are responsible for transporting players to and from games and Gatlinburg. We are not taking a bus for this trip. This is our one trip we can leave school early for that is on the list the county AD asked us to complete for him. We use our fundraising money to pay for the hotel and food for the players on this trip.*									
4828	**Fairview HS Fine Arts Overnight**	02/12/2026	02/16/2026		Over $100 No Driver	Orlando, Florida Band & Orchestra Performance (FvHS)	FINE ARTS OVERNIGHT	Concert	35	Universal Studios Florida
Notes/Fees	*Our combined high school and middle school band, orchestra and choir are hoping to perform at Icon Park, while visiting Disneyworld and Universal Studio's, Orlando, Florida. Our trip cost is $1,500 a student. Our hotel will be the Hilton Garden Inn, SeaWorld: 6850 Westwood Blvd. Orlando, FL 32836. There will be no instructional time lost and 8th grade participants in the middle school program would be in separate rooms from high school participants. Our departure would be at 3:00pm Thursday, February 12th, 2026 from FvHS. Our 8-12 Band, Choir and Orchestra programs are planning a 2026 Field Trip to Orlando Florida Feb 12-16, 2026, departing after school that Thursday at 3pm. Tabitha - can you add that we will be taking a coach bus to our destination with a hotel stop at Holiday Inn 850 Veterans Parkway North, Moultrie, Georgia, 31788. Our main hotel stay is in the notes of our trip proposal.*									
4827	**Fairview MS Fine Arts Overnight**	02/12/2026	02/16/2026		Over $100 No Driver	Orlando, FL Band and Orchestra Performance (Fairview Middle School)	FINE ARTS OVERNIGHT	Concert	20	Universal Studios Florida
Notes/Fees	*Our combined high school and middle school Band, Orchestra, and Choir are hoping to perform at Icon Park, while visiting Disneyworld and Universal Studios, Orlando, FL. Our trip cost is $1,500 a student. Our hotel will be the Hilton Garden Inn, SeaWorld: 6850 Westwood Blvd, Orlando, FL 32836. There will be no instructional time lost, and 8th grade participants in the FMS program would be in separate rooms from HS participants. Our departure would be at 3:00 Thursday, Feb 12, 2026 from FvHS. Our 8-12 Band, Choir and Orchestra programs are planning a 2026 Field Trip to Orlando Florida Feb 12-16, 2026, departing after school that Thursday at 3pm. Tabitha - can you add that we will be taking a coach bus to our destination with a hotel stop at Holiday Inn 850 Veterans Parkway North, Moultrie, Georgia, 31788. Our main hotel stay is in the notes of our trip proposal.*									
3082	**Franklin High**	12/28/2025	01/02/2026	11/17/2024	Over $100 PER STUDENT	Franklin Band to Tournament of Roses Parade	FINE ARTS OVERNIGHT	Marching Band	200	Pasadena, California
Notes/Fees	*The Franklin Band has been invited to march in the 2026 Pasadena Tournament of Roses Parade in Pasadena California. We are working with the Rose parade committee and seeking quotes from travel agencies to identify costs per student. We will plan fundraising opportunities to help offset costs for the participants.*									
4842	**Franklin High**	03/04/2026	03/08/2026		NO DRIVER	Regional High School Dance Festival - Norfolk, VA	ACADEMIC OVERNIGHT	9th-12th Grade	10	Nashville Airport Marriot
Notes/Fees	*The estimated cost per student is $1200. I could not put in our actual destination. We would be flying to Norfolk, VA. Staying at - Waterside Norfolk Marriott - 235 E. Main Street, Norfolk, VA 23510; and walking daily to: The Governor's School for the Arts - 254 Granby St, Norfolk, VA 23510. This opportunity includes college dance program auditions for a few of my students looking for admission and scholarship opportunities.*									
5082	**Franklin High**	08/22/2025	08/23/2025		No Cost No Driver	Franklin Volleyball AWAY	ATHLETIC OVERNIGHT	Varsity Volleyball	35	Knoxville Convention Center
Notes/Fees	*No bus needed (changed to overnight tm)*									

TRIP FINDER - August School Board Field Trip Approval Report *(Field Trips - Overnight)*

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
5112	**Franklin High**	08/21/2025	08/24/2025	07/11/2025	No Cost No Driver	Franklin High School JROTC – Washington, D.C. Leadership Trip	ACADEMIC OVERNIGHT	9th-12th Grade	19	Embassy Suites by Hilton DC
Notes/Fees	*Franklin High School JROTC – Washington, D.C. Leadership Trip. Itinerary for Mrs. Tabitha Murray - Dates: August 21–24, 2025. Purpose: White House– and Capitol-supported leadership development experience. Supported and fully funded by: United States Army Cadet Command, Point of Contact: CSM(R) Daniel R. Moore – daniel.moore@wcs.edu | (618) 558-4712.* *?? THURSDAY, AUGUST 21 – Departure & Overnight in Bristol, VA - 11:30 AM: Final formation and accountability at Franklin High School (rear parking lot); 12:00 PM (Noon): Depart Franklin High School in 3 school-approved, insured rental SUVs; 5:00 PM: Arrive in Bristol, VA; 5:30 PM: Group dinner at local restaurant (pre-reserved); 7:00 PM: Check-in at hotel ?? Hilton Garden Inn Bristol; ?? 121 Village Circle, Bristol, VA 24201; ?? (276) 644-4000; ? Includes hot breakfast; 8:30 PM: Room assignments, nightly accountability; 9:30 PM: Lights out.?? FRIDAY, AUGUST 22 – Arrival in Washington, D.C. & Monument Tour - 6:30 AM: Breakfast at hotel; 7:30 AM: Depart for Washington, D.C. (~5.5-hour drive); 12:00 PM: Lunch stop near Charlottesville, VA; 2:00 PM: Arrive in Washington, D.C.; 2:30 PM: Check-in at hotel - ?? Embassy Suites by Hilton Washington DC Convention Center; ??900 10th Street NW, Washington, D.C. 20001; ?? (202) 739-2001; ? Includes full breakfast & evening reception; 3:30 PM – 6:00 PM: Walking tour of the National Mall: Lincoln Memorial, Korean War Veterans Memorial, Vietnam Veterans Memorial, WWII Memorial, MLK Jr. Memorial. 6:30 PM: Dinner at Pentagon City Mall food court or nearby group-friendly restaurant; 8:30 PM: Return to hotel, accountability check; 9:30 PM: Lights out* *?? SATURDAY, AUGUST 23 – Capitol, White House Tour & Museums. 6:30 AM: Breakfast at hotel; 7:30 AM: Depart for Capitol Hill; 8:00 AM – 10:00 AM: U.S. Capitol Tour: Visitor Center, House & Senate Galleries (if in session), Group photo on the Capitol steps. 10:30 AM: Brief Smithsonian museum visit (Natural History or Air & Space); 11:45 AM: Lunch near the National Mall; 12:45 PM: Walk to the White House (via Lafayette Park); 1:30 PM: White House Tour – CONFIRMED - Dress: Cadet Class A Uniform, Required: Government-issued ID (all adults); registration already submitted. 3:00 PM: Group walk and debrief; 4:00 PM: Optional museum visit or hotel downtime; 6:30 PM: Group dinner at local D.C. restaurant; 8:00 PM: Hotel return, evening reflection session; 9:30 PM: Lights out* *?? SUNDAY, AUGUST 24 – Return Travel to Franklin, TN. 6:30 AM: Breakfast at hotel; 7:00 AM: Load vehicles and depart Washington, D.C.; 11:30 AM: Lunch stop in Roanoke, VA, 4:30 PM: Dinner stop near Nashville, TN; 8:30 PM: Return to Franklin High School – parent pickup and accountability* *Additional Notes for Mrs. Murray: Transportation: You are welcome to follow in convoy or coordinate with the designated drivers for car assignments. Packing: Casual but professional travel attire; comfortable walking shoes. Uniforms: Students will wear Class A on Saturday for White House; Class B on other touring days. Chaperones may dress in business casual or coordinated FHS gear. Meals: Covered through Cadet Command funding; per diem arrangements for chaperones will be coordinated if necessary. Lodging & Rooming: You will be in your own room or paired with another chaperone (based on preferences and availability).*									
5234	**Franklin High**	12/12/2025	12/13/2025	07/15/2025	NO DRIVER	Wrestling	ATHLETIC OVERNIGHT	Varsity Wrestling	14	McCallie High School
Notes/Fees	*Overnight Tournament. Weigh-ins start at 1:00Est*									
5476	**Franklin High**	11/05/2025	11/07/2025	07/28/2025	No Cost No Driver	TSSAA Dance Team Competition	ATHLETIC OVERNIGHT	Dance Team	16	Knoxville Convention Center
Notes/Fees	*Parents will be responsible for getting student to competition.*									
5494	**Franklin High**	12/26/2025	12/30/2025	07/29/2025	No Cost No Driver	Girls Basketball Away Games	ATHLETIC OVERNIGHT	Varsity Girls Basketball	15	Freeport High School
Notes/Fees	*Parents will provide transportation.Girls Basketball Tournament*									
5672	**Franklin High**	05/01/2026	05/02/2026	08/01/2025	Over $100 No Driver	Franklin Choir Competition Trip	FINE ARTS OVERNIGHT	Chorus/Choir	45	Dollywood Theme Park
Notes/Fees	*Annual choir competition through music in the parks - Dollywood. We perform Friday afternoon and attend the award ceremony at Dollywood on Saturday evening, returning to FHS late Saturday night. Cost without fundraising is $300 per person attending the trip which includes all meals, transportation, event participation fees, park tickets, and hotel accommodations. We have multiple fundraisers planned throughout the year to offset the cost. We will be using a charter bus, so no transportation is needed.*									
4857	**Franklin HS - CTE Paid**	09/15/2025	09/17/2025	07/22/2025	Over $100 PER STUDENT	COLT (Chapter Officer Leadership Training) HOSA	CTE OVERNIGHT	CTE - HOSA	14	Camp WidJiwagan
Notes/Fees	*Registration for this event will open August 13th, so I wanted to get the trip logged as soon as I could. Payment is due to TN CTSOs by August 30th. The cost of the trip is $200 per person, student or adult. This includes all meals and lodging. Event information page: https://www.tnctsos.org/colt.html*									

TRIP FINDER - August School Board Field Trip Approval Report *(Field Trips - Overnight)*

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
5594	**Grassland Middle**	12/28/2025	01/02/2026	07/31/2025	Over $100 PER STUDENT	Grassland/Franklin Band to Tournament of Roses Parade	FINE ARTS OVERNIGHT	Marching Band	200	Rose Bowl Parade
Notes/Fees	*This trip is in conjunction with the Franklin Band Trip. The Grassland 7th & 8th grade band has been invited to participate along with the Franklin Band to march in the 2026 Pasadena Tournament of Roses Parade in Pasadena California. We are working with the Rose parade committee and seeking quotes from travel agencies to identify cost per student. We will plan fundraising opportunities to help offset costs for the participants.*									
5595	**Grassland Middle**	05/08/2026	05/09/2026	07/31/2025	Over $100 PER STUDENT	Grassland Band Performance Trip	FINE ARTS OVERNIGHT	Concert	130	Kings Island
Notes/Fees	*The band will be in a music competition in Cincinnati, OH. This trip is optional for students that want to go and compete. They will perform Friday night and the school departure time will be immediately at the conclusion of the school day. Charter buses will be taken (no school buses needed). After the competition, the band will stay the night and return the next day. Estimated cost of this trip is TBA (Under $500) and will be paid for by the students. All parts of the trip will be covered including: Competition fee's, Travel, Accommodations, Food, etc... Fundraising opportunities can be used to help cover the cost of the trip.*									
3270	**Hillsboro MS Fine Arts Overnight**	03/09/2026	03/13/2026	12/13/2024	Over $100 PER STUDENT	Band Trip Spring 2026	FINE ARTS OVERNIGHT	Marching Band	40	Fairfield Inn East Rutherford Meadowlands
Notes/Fees	*The band will do a performance tour of New York City, and have a performance in either a public setting, and/or in a workshop setting. We will be using Bob Rogers Travel to coordinate the travel plans as well as itinerary. Dates, cost, and number of students/adults are not finalized, however we will travel during the week of spring break 2026. An estimated cost per student would be $1,000 to $2,000. The band intends to fundraise to offset the cost of the trip per student.*									
5150	**Independence High**	09/12/2025	09/14/2025	07/13/2025	No Cost	VARSITY @ ROCKY TOP CLASSIC TOURNAMENT	ATHLETIC OVERNIGHT	Varsity Volleyball	13	Wilderness Lodge
Notes/Fees	*Athletes parents will be responsible for own transportation*									
4768	**Nolensville High**	12/18/2025	12/21/2025	05/02/2025	No Cost No Driver	NHS Basketball - Gatlinburg	ATHLETIC OVERNIGHT	Varsity Boys Basketball	16	Gatlinburg Convention Center
Notes/Fees	*NHS Varsity Boys Basketball; Tournament in Gatlinburg, TN; December 18-21; Charter bus - no WCS transportation needed*									
4416	**Page High**	08/30/2025	08/31/2025	03/21/2025	Over $100 PER STUDENT	Annual Rafting trip	ACADEMIC OVERNIGHT	9th-12th Grade	50	Outland Expeditions
Notes/Fees	*rafting and lodging expense*									
4421	**Page High**	01/31/2026	02/01/2026	03/24/2025	Over $100 PER STUDENT	Annual Ski Trip	FINE ARTS OVERNIGHT	9th-12th Grade	55	Perfect North Ski Resort
Notes/Fees	*Cost of the trip will fluctuate based on number attending*									
5315	**Page High**	08/22/2025	08/24/2025	07/21/2025	No Cost No Driver	PHS Girls Soccer	ATHLETIC OVERNIGHT	Varsity Soccer	50	Rocky Top Sports World
Notes/Fees	*No Cost, No Driver*									
5344	**Page High**	08/22/2025	08/23/2025	07/21/2025	No Cost No Driver	Varsity Volleyball tournament	ATHLETIC OVERNIGHT	Varsity Volleyball	14	Knoxville Convention Center
Notes/Fees	*No driver needed parents responsible for transportation*									
5485	**Page HS - CTE Paid**	11/14/2025	11/15/2025	07/29/2025	Over $100 PER STUDENT	Cultivate and Emerge State FFA Leadership Conference	CTE OVERNIGHT	CTE - FFA	10	Camp Clements
Notes/Fees	*Cost to students will be up to $125/student; Bus and driver needed; School nurse will be notified. We need to leave school no later than 11am on Friday, conference starts at 3, camp can't handle us being there earlier than 12 noon, so if we need to leave earlier to get the bus back in time we can. It is an overnight trip- we need to be picked up at 3pm on Saturday the 15th.*									
5253	**Ravenwood High**	08/21/2025	08/23/2025	07/16/2025	No Cost No Driver	RHS Football vs MRA	ATHLETIC OVERNIGHT	Varsity Football	140	Madison-Ridgeland Academy
Notes/Fees	*NO COST*									

TRIP FINDER - August School Board Field Trip Approval Report *(Field Trips - Overnight)*

Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
5266	**Ravenwood High**	09/19/2025	09/20/2025	07/16/2025	No Cost No Driver	RHS Cross CounTrinity/Valkyrie Invitational	ATHLETIC OVERNIGHT	Cross Country	55	Tom Sawyer State Park
Notes/Fees	*No Cost!*									
4621	**Spring Station MS Fine Arts Overnight**	03/07/2026	03/12/2026	04/16/2025	Over $100 No Driver	SSMS Band/Orchestra Spring Break Disney Trip	FINE ARTS OVERNIGHT	Concert	100	Pop Century Resort
Notes/Fees	*Band and Orchestra will be taking charter buses to Disney. We will have fundraisers to offset the cost for each student. We will be participating in the Disney's Imagination Campus Workshop. This is a workshop on Disney property that is a recording studio and students learn what it is like to be a recording artist for Disney. We will be staying on Disney property (Pop Century) and attending all parks.*									
5546	**Summit High**	08/22/2025	08/23/2025	07/30/2025	No Cost No Driver	Volleyball	ATHLETIC OVERNIGHT	Varsity Volleyball	30	Knoxville Convention Center
Notes/Fees	*no driver no cost to students*									
4821	**Sunset Middle**	03/06/2026	03/10/2026	07/28/2025	Over $100 No Driver	Universal Sound Design	FINE ARTS OVERNIGHT	Concert	150	Universal Studios Florida
Notes/Fees	*This trip will involve the Sunset Band, Choir, and Orchestra and will occur over Spring Break. Our workshop will occur on Saturday, March 7 which will require a Friday morning departure. The trip costs will be offset by fundraising. (CitySaver Coupon Books, Chrysanthimums, Cookie Dough, and Poinsettias)*									