Williamson County Board Work Session

October 16, 2025 6:00 PM

Support Services Building - Professional Development Room

1. **Call to Order**	
2. **Consent Agenda**	
a. Approval of September 15, 2025 School Board Meeting Minutes	
b. Board Policies - Second Reading	
I. 3.202 Emergency Preparedness Plan	
c. Recommendation for Field Trip Fee Requests	
3. **Superintendent's Report (45 minutes)**	Jason Golden
a. Textbook Adoption Presentation	
b. Draft Capital Improvement Plan	
c. School Start Times — Discussion for Possible Action	
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 the General Purpose School Fund Amendment 10.25 Special Schools Transportation Reimbursement — $136,618.00	
II. Approval of the General Purpose School Fund Resolution 11.25 Buses - $3,184,000.00	
III. Approval of the General Purpose School Fund Resolution 11.25 Intercategory Transfer Salary 25-26 - $12,465,616.00	
b. Board Policies - First Reading (10 minutes)	Dana Ausbrooks
I. 4.401 Textbooks and Instructional Materials	
II. 6.312 Use of Wireless Communication Devices	
c. Approval of Textbook Committee	Jason Golden
d. Approval of 2025-26 Superintendent / District Goals (Annual Agenda Item)	
e. Approval of Board Goals / Affirm Strategic Plan (Annual Agenda Item)	
7. **Monthly Reports & Miscellaneous Information**	
a. September End of the Month Financials	
b. September Purchasing Report	
c. Overnight Field Trips	
8. **Upcoming Annual Agenda Items for November**	

- **Approval of TISA Accountability Report**

- **Approval of Capital Improvement Plan**
- **Review of 1.107 School Board Norms**

Williamson County School Board Meeting

September 15, 2025 6:30 PM
Williamson County Administrative Complex - Auditorium

Attendance Taken at 6:31 PM.

Mr. Drason Beasley:	Present
Mr. Tony Bostic:	Present
Mr. Joshua Brown:	Present
Mr. Dan Cash:	Present
Mrs. Donna Clements:	Present
Dr. Dennis Driggers:	Present
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: 11, Absent: 1.

1. **Call to Order**

Superintendent Golden called the meeting to order. He asked the Board to record their attendance. Golden led the Pledge of Allegiance, followed by a moment of silence.

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

2. **Election of School Board Chair**

Superintendent Golden asked for nominations for the Chairman of the School Board. A nomination for Josh Brown was made by Jay Galbreath and seconded by Dan Cash. The Board voted in favor by saying aye.

Motion Passed: Motion by Mr. Jay Galbreath to elect Josh Brown as Chairman of the School Board. A second was made by Mr. Dan Cash.

Mrs. Tonja Hibma:	Absent
Mr. Eric Welch:	Yes
Mr. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes

Dr. Dennis Driggers: 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: 11, Nay: 0, Absent: 1

3. **Election of School Board Vice Chair**
Chairman Brown asked for nominations for the Vice Chair of the School Board. A nomination for Claire Reeves was made by Dan Cash and seconded by Dennis Driggers. The Board voted in favor by saying aye.

Motion Passed: Motion by Mr. Dan Cash to approve Claire Reeves as the Vice Chair. A second was made by Dr. Dennis Driggers.

Mrs. Tonja Hibma: Absent
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: 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: 11, Nay: 0, Absent: 1

4. **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.

- Ryan Brown declined to speak.
- Brad Davis spoke about school safety.
- David Gibson spoke about school safety.
- Brittany Ruiz spoke about staff dress code and DEI.
- Robert Jackson spoke about hiring more diverse staff.
- Steve Mydelski spoke about hands-on outdoor classrooms.
- Emily Delikat spoke about the FHS teacher's social media post and its sharing publicly without consent.

- Brint Hahn spoke about remarks made by Ms. Orbison in the aftermath of Charlie Kirk's murder.
- Carolyn Browne spoke about leadership.
- Karen Rayl spoke regarding concerns over the recent social media posts made by a WCS teacher.
- Brandon Ogles spoke about recent events.

5. **Approval of Agenda**
Chairperson Brown presented the agenda for approval. A voice vote was taken by saying aye.

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

Mrs. Tonja Hibma:	Absent
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	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. Drason Beasley:	Yes

Yes: 11, Nay: 0, Absent: 1

6. **Approval of Consent Agenda**
Chairman Brown presented the consent agenda for approval. A voice vote was taken by saying aye.

Motion Passed: Motion by Mr. Jay Galbreath to approve the consent agenda. A second was made by Mrs. Claire Reeves.

Mrs. Tonja Hibma:	Absent
Dr. Dennis Driggers:	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. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes

Yes: 11, Nay: 0, Absent: 1

a. Approval of August 18, 2025 School Board Meeting Minutes

b. Board Policies - Second Reading

I. 5.310 Vacations and Holidays

c. Approval of ePlan's Early Literacy Pre-K Teacher Stipends Grant for FY2026

d. Approval of ePlan's IDEA Partnership for Systemic Change (K-12) Implementation Grant Year 2 for FY2026

e. Approval of Building Modification Request for a LED Marquee Sign at Bethesda Elementary

f. Recommendation for Field Trip Fee Requests

g.

7. **Communications to the Board**

a. Superintendent's Report

Superintendent Golden thanked everyone for attending the meeting, including the public speakers. Golden spoke about the incident over the weekend, alleging a social media post from a WCS teacher. He read his formal statement that was previously sent out to the public. "Expressions that glorify or trivialize violence, especially in moments of a national tragedy, are inappropriate and unacceptable. They do not reflect the values of Williamson County Schools and undermine the trust and unity we strive to build in our community".

Golden also read the statement sent to all staff over the weekend, "Everyone, I wanted to reach out to address the tragic events that have occurred across our country and the world over the past few days and how we as professionals react and respond. Across the country, concerns are being expressed over recent comments and social media posts. We are hearing concerns, too. During this emotionally heightened time, I want to remind you of what we teach our students: words matter. As you navigate through the remainder of the weekend and into next week, I ask you to pause before hitting "send" on an email or make a social media post regarding recent events. Please recognize that this is a painful time for so many people, and professional teachers need to lead the way in empathy, compassion and decency in how we communicate. Think about how your word choice might affect others in this difficult national time, and as always, treat others how you would like to be treated."
Superintendent Golden explained the investigation process of a staff member when an allegation is made. What has been reported does not meet WCS values and standards.

b. Board Chair Report

Chairperson Brown thanked the speakers and encouraged everyone to email the Board and Superintendent Golden with their opinions. He also thanked the Sheriff's Deputies who attended the meeting.

8. **New Business**

a. 2025-26 School Board Budget

I. Approval of General Purpose School Fund 09.25 Public School Security Grant — $855,618.00

Chairperson Brown called upon Superintendent Golden, who recommended approval of General Purpose School Fund Amendment 09.25 Public School Security Grant in the amount of $855,618.00.

Motion Passed: Motion by Mr. Jay Galbreath to approve. A second was made by Mrs. Claire Reeves.

Mrs. Tonja Hibma:	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. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	Yes

Yes: 11, Nay: 0, Absent: 1

II. Approval of General Purpose School Fund 09.25 United Way Grant - $59,525.00

Chairperson Brown called upon Superintendent Golden who recommended approval of the General Purpose School Fund Amendment 09.25 United Way Grant in the amount of $59,525.00.

Motion Passed: Motion by Mrs. Melissa Wyatt to approve. A second was made by Mrs. Claire Reeves.

Mrs. Tonja Hibma:	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. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	Yes
Dr. Margie Johnson:	Yes

Yes: 11, Nay: 0, Absent: 1

III. Approval of General Purpose School Fund 09.25 Transition Grant — $220,833.00

Chairperson Brown called upon Superintendent Golden, who recommended approval of General Purpose School Fund 09.25 Transition Grant in the amount of $220,833.00.

Motion Passed: Motion by Dr. Dennis Driggers to approve. A second was made by Mrs. Donna Clements.

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

Yes: 11, Nay: 0, Absent: 1

IV. Approval of General Purpose School Fund 09.25 Innovative School Models Carryover — $10,234,529.93

Chairperson Brown called upon Superintendent Golden, who recommended approval of 09.25 Innovative School Models Carryover in the amount of $10,234,529.93.

Motion Passed: Motion by Mrs. Claire Reeves to approve. A second was made by Dr. Margie Johnson.

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

Yes: 11, Nay: 0, Absent: 1

V. Approval of General Purpose School Fund 09.25 State Special Education Preschool Grant — $677,520.00

Chairperson Brown called upon Superintendent Golden, who recommended approval of 09.25 State Special Education Preschool Grant in the amount of $677,520.00.

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

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

Yes: 11, Nay: 0, Absent: 1

b. Approval of 2026-27 Budget Preparation Calendar (Annual Agenda Item)
Chairperson Brown called upon Superintendent Golden, who recommended approval of the 2026-27 Budget Preparation Calendar (Annual Agenda Item).
Motion Passed: Motion by Mr. Dan Cash to approve. A second was made by Mr. Tony Bostic.

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

Yes: 11, Nay: 0, Absent: 1

c. Board Policies - First Reading

I. 3.202 Emergency Preparedness Plan
Chairperson Brown called upon Superintendent Golden, who recommended approval of Board Policy 3.202 Emergency Preparedness Plan on first reading.
Motion Passed: Motion by Mr. Drason Beasley to approve on first reading. A second was made by Mrs. Donna Clements.

Mrs. Tonja Hibma:	Absent

Mrs. Donna Clements: Yes
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: 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: 11, Nay: 0, Absent: 1

d. Board Policies for First and Final Reading

I. 1.901 Charter School Applications

Chairperson Brown called upon Superintendent Golden, who recommended approval of Board Policy 1.901 Charter School Applications on first and final reading.

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

Mrs. Tonja Hibma: Absent
Mr. Eric Welch: Yes
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes
Dr. Dennis Driggers: 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: 11, Nay: 0, Absent: 1

II. 1.903 Charter School Oversight

Chairperson Brown called upon Superintendent Golden, who recommended approval of Board Policy 1.903 Charter School Oversight on first and final reading.

Motion Passed: Motion by Mrs. Donna Clements to approve on first and final reading. A second was made by Mr. Jay Galbreath.

Mrs. Tonja Hibma: Absent
Mr. Drason Beasley: Yes
Mr. Tony Bostic: Yes

Dr. Dennis Driggers:	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: 11, Nay: 0, Absent: 1

III. 1.904 Charter School Intervention and Revocation

Chairperson Brown called upon Superintendent Golden, who recommended approval of Board Policy 1.904 Charter School Intervention and Revocation on first and final reading.
Motion Passed: Motion by Mrs. Donna Clements to approve on first and final reading. A second was made by Dr. Dennis Driggers.

Mrs. Tonja Hibma:	Absent
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	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. Drason Beasley:	Yes

Yes: 11, Nay: 0, Absent: 1

IV. 1.905 Charter School Renewal

Chairman Brown called upon Superintendent Golden, who recommended approval of approval of Board Policy 1.905 Charter School Renewal on first and final reading.
Motion Passed: Motion by Dr. Dennis Driggers to approve on first and final reading. A second was made by Mr. Tony Bostic.

Mrs. Tonja Hibma:	Absent
Dr. Dennis Driggers:	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. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes

Yes: 11, Nay: 0, Absent: 1

V. 3.204 Threat Assessment Team

Chairperson Brown called upon Superintendent Golden, who recommended approval of Board Policy 3.204 Threat Assessment on first and final reading.

Motion Passed: Motion by Mrs. Claire Reeves to approve on first and final reading. A second was made by Dr. Dennis Driggers.

Mrs. Tonja Hibma:	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. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	Yes

Yes: 11, Nay: 0, Absent: 1

e. Approval of Collaborative Conference Team (Annual Agenda Item)

Chairman Brown called upon Superintendent Golden, who recommended approval of the Collaborative Conference Team (Annual Agenda Item).

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

Mrs. Tonja Hibma:	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. Drason Beasley:	Yes
Mr. Tony Bostic:	Yes
Dr. Dennis Driggers:	Yes
Dr. Margie Johnson:	Yes

Yes: 11, Nay: 0, Absent: 1

f. Approval of Board Parameters 2026-27 School Calendar (Annual Agenda Item)
Chairperson Brown called upon Superintendent Golden, who recommended approval of the Board Parameters for the 2026-27 School Calendar (Annual Agenda Item).
Motion Passed: Motion by Dr. Dennis Driggers to approve. A second was made by Mrs. Claire Reeves.

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

Yes: 11, Nay: 0, Absent: 1

g. Approval of Calendar Committee Membership (Annual Agenda Item)
Chairperson Brown called upon Superintendent Golden, who recommended approval of the 2026-27 Calendar Committee Membership (Annual Agenda Item).
Motion Passed: Motion by Mr. Tony Bostic to approve. A second was made by Dr. Dennis Driggers.

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

Dr. Margie Johnson: Yes

Mrs. Claire Reeves: Yes

Mrs. Melissa Wyatt: Yes

Yes: 11, Nay: 0, Absent: 1

9. **Adjournment**

There being no further business, Chairperson Brown adjourned the meeting at 7:55 p.m.

_____

Chairperson

_____

Superintendent

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in October	**Emergency Preparedness Plan**	**3.202**	**08/18/25**
		Rescinds: **3.202**	Issued: **08/19/24**

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.

The Superintendent or his/her designee shall conduct an after-action review ~~debrief~~ of an event involving a major incident, major accident, and/or major response at a school or schools ~~should occur~~ as immediately after the event as possible. ~~The debrief of the event may focus on lessons learned, and may utilize an after-action review and report, which can be a structured process for analyzing what happened and why it happened.~~

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(a), (e); TCA 49-5-404
8. TCA 49-2-139

Cross References

Safety 3.201
Community Use of School Facilities 3.206

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

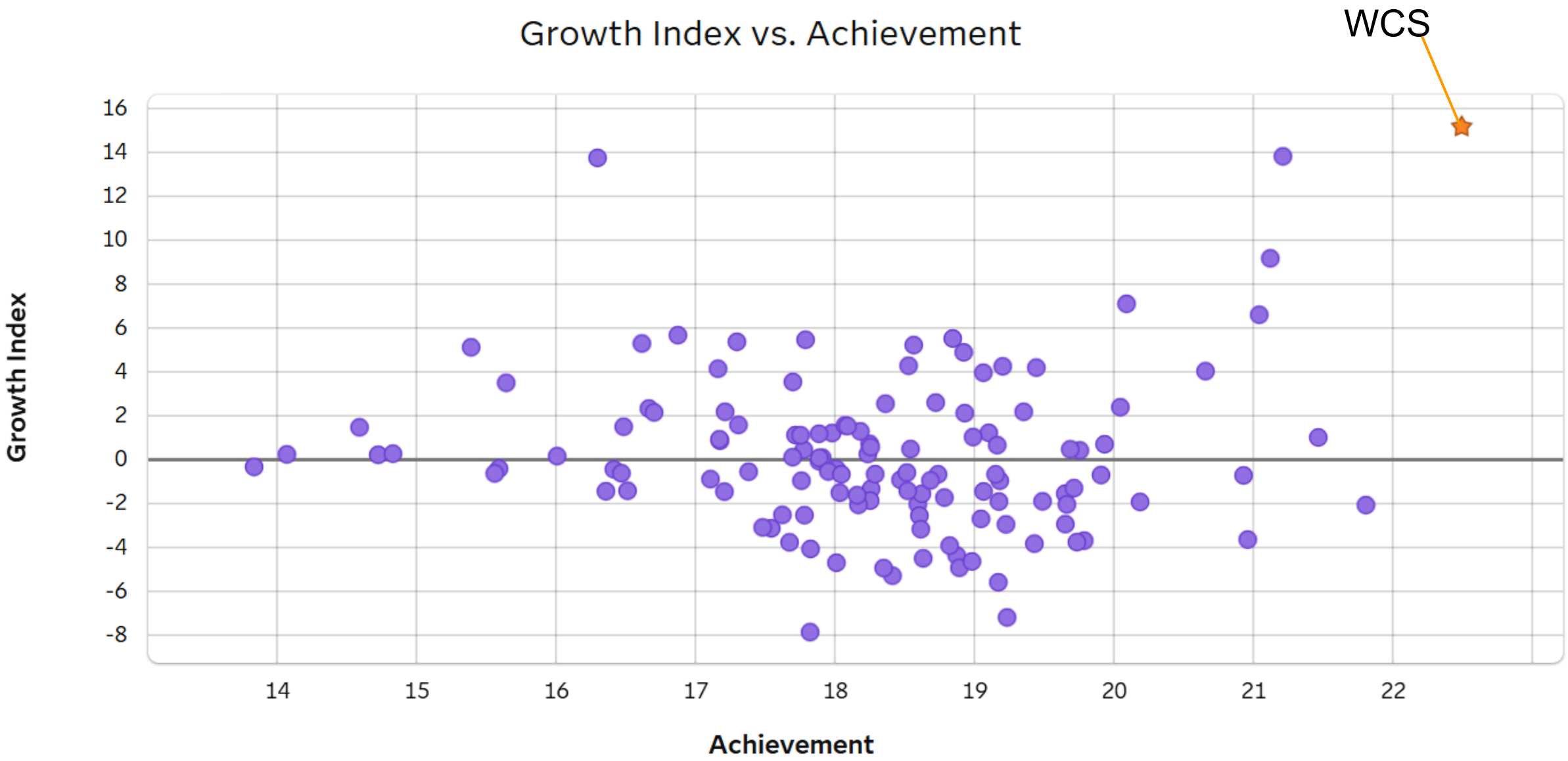
Trip ID	Origin	Trip Date	Return Date	Date Requested	Cost	Trip Name	Trip Type	Acticity Type	#	Destination
6263	**Brentwood High**	02/24/2026	02/27/2026	08/27/2025	Over $100 No Driver	DECA State	ACADEMIC OVERNIGHT	CTE - DECA	120	Chattanooga Convention Center
Notes/Fees	*Cost not to exceed $500*									
6592	**Brentwood High**	11/14/2025	11/16/2025	09/26/2025	Over $100 PER STUDENT	BHS Model United Nations	ACADEMIC OVERNIGHT	9th-12th Grade	130	Embassy Suites Murfreesboro
Notes/Fees	*No school bus transportation needed; I rent grayline*									
6594	**Brentwood HS Fine Arts Overnight**	01/16/2026	01/17/2026	09/26/2025	Over $100 PER STUDENT	BHS- Theatre - ThesCon	FINE ARTS OVERNIGHT	FINE ARTS OVERNIGHT / Drama	50	MTSU
Notes/Fees	*We will need to travel by school bus to Home2Suites and MTSU on the 16th. Additionally we will need to be brought back to Home2Suites the evening of the 16th. Taken to MTSU from Home2Suites on the 17th and then brought back to BHS from MTSU on th evening of the 17th.*									
6544	**Centennial High**	01/29/2026	02/02/2026	09/24/2025	Over $100 No Driver	National Dance Team Championship	ATHLETIC OVERNIGHT	Dance Team	12	All Star Sports Resort
Notes/Fees	*Cost is $972 per student to be paid with fundraising account.*									
6299	**Fairview High**	11/20/2025	11/22/2025	08/29/2025	Over $100 PER STUDENT	Tennessee State Beta Club Convention	ACADEMIC OVERNIGHT	Beta Club	25	Garylord Opryland Resort and Convention Center
Notes/Fees	*Requesting bus for 11/20 only for transport to the event, with parents picking students up and returning them to Fairview.*									
6721	**Franklin High**	11/14/2025	11/16/2025	10/06/2025	Over $100 PER STUDENT	Model United Nations 2025 Conference	ACADEMIC OVERNIGHT	Model UN	111	Embassy Suites Murfreesboro
Notes/Fees	*Please advise on the total number of buses for 111 students plus 3 faculty members. Transportation will be round-trip. Please provide transportation from Franklin HS on 11/14 to Embassy Suites in Murfreesboro, and then from the Embassy Suites back to Franklin HS on 11/16. Thank you for helping us organize this field trip.*									
6487	**Page High**	11/21/2025	11/23/2025	09/18/2025	Over $100 No Driver	Model UN	ACADEMIC OVERNIGHT	Model UN	40	Embassy Suites Murfreesboro
Notes/Fees	*Cost shall not exceed $375. Parents will provide transportation.*									
6400	**Ravenwood High**	11/14/2025	11/16/2025	09/09/2025	Over $100 PER STUDENT	Model United Nations 2025 Conference	ACADEMIC OVERNIGHT	Model UN	205	Embassy Suites Murfreesboro
Notes/Fees	*Students will have luggage with them on transport*									
6478	**Ravenwood High**	10/24/2025	10/24/2025	09/17/2025	Over $100 PER STUDENT	RHS Theatre Arts - Tennessee Theatre Association Competition	ACADEMIC FIELD TRIP	Drama	20	Stewart's Creek High School
Notes/Fees	*Students will be participating in a State Theater competition called the Tennessee Theatre Association. Students will depart from RHS at 12:45pm and will be dropped off at Stewart's Creek High School. They will participate in the event, which includes an adjudicated performance, until 5:45pm and will be picked up and driven back to RHS at that time. Students are asked to provide $100 which goes toward event registration and transportation. Detailed itinerary available when needed.*									
4566	**Ravenwood HS Fine Arts**	12/29/2025	01/03/2026	04/10/2025	Over $100 No Driver	Ravenwood High School: Disney World Performance	FINE ARTS OVERNIGHT	Marching Band	100	Ravenwood High School
Notes/Fees	*Trip to Disney World to perform in the parade. Disney World is not listed as a destination in TripFinder, and I'm unsure how to add it! No drivers needed, contracting coach buses through Music Travel Consultants. This trip will 9th-12th Graders from Ravenwood High School.*									
6304	**Summit HS Fine Arts Overnight**	02/05/2026	02/08/2026	08/31/2025	Over $100 PER STUDENT	New York City-Theater	FINE ARTS OVERNIGHT	Drama	30	Summit High School
Notes/Fees	*All details for this trip (hotel address, number of students, adults, etc) are subject to change. Once the trip has been approved and I am able to discuss it with my students, I will update the trip details with correct information. Students and parents would be responsible for the payment and also the transportation (they would be flying) We'll be participating in various workshops and clinics tied to our academic standards and scope and sequence We'll be seeing Broadway productions and will have a chance to talk about them in a Q&A with some of the cast members.*									

TRIP FINDER - October 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
6603	**Sunset Middle**	11/23/2025	11/25/2025	09/29/2025	Over $100 PER STUDENT	Junior Beta Club Convention	ACADEMIC OVERNIGHT	Beta Club	23	Garylord Opryland Resort and Convention Center
Notes/Fees	*The actual cost per student is $193. The actual destination is Opryland Hotel but it was not listed. The pick up location will be Sunset Middle School, drop off at hotel, pick up at hotel, then drop back off at Sunset. There will be no fundraising.*									

2025 ACT Composite

Growth Index vs. Achievement



Source: TVAAS scatterplots, login for the interactive plot

CTE AND HEALTH/PE TEXTBOOK & INSTRUCTIONAL MATERIALS ADOPTION

2025-2026



PE and Health Science Courses

- Health Standards, not Family Life curriculum. Family Life is a separate curriculum, which has some health standards embedded in it.

- K-5: Health standards integrated into PE, Science, and Counselor Sessions
  - No state or local adoption of materials
  - K-5 Health Standards

- 6-8: Health/PE
  - Single nine weeks course
  - Local adoption only (no materials submitted to the state for vetting)
  - 6-8 Health Standards

- 9-12: Lifetime Wellness
  - Full year course; graduation requirement
  - Publishers have submitted materials to the state for vetting
  - Lifetime Wellness Standards

Health Standards and Family Life Curriculum

- Family Life is a 1-2 day presentation
  - Presented to all middle school students and high school students enrolled in Lifetime Wellness.
  - Instruction provided by our Health/PE Curriculum Specialist, not classroom teachers.
  - Current Family Life presentation:
    - Meets incorporated health standards.
    - Meets all portions of state code.
- Health materials submitted to the state include supplemental Family Life Curriculum.
- Our intention is to keep our current Family Life presentation as it is.

CTE Courses – Electives taught at some secondary schools

Information Technology

- Computer Science Foundations
- Coding I and II
- Cybersecurity I and II

Advanced Manufacturing

- Mechatronics I and II
- Engineering Design I and II
- Principles of Engineering and Technology
- STEM Innovators, Explorers, and Designers (Middle School)

Next Steps in Adoption Timeline

Current Work – Textbook Adoption Committee

- Schools submit teacher nominations for the textbook adoption committee.
  - Licensed to teach in TN
  - Endorsed in the subject matter or grade level
  - Three (3) or more years of experience in public schools
- Selection of parents for the textbook adoption committee
  - Principals and Board Members were invited to submit names of parents for textbook adoption committee
- Textbook committee comprised of WCS teachers and parents is selected and names are submitted to WCS School Board for approval **(October)**

Next Steps in Adoption Timeline

Current Work – District Review Plans

- Schools are geographically selected to house a set of all adoption materials that our district is reviewing. These are provided for teacher and textbook committee review.
  - 5 middle schools
  - 5 high schools
- Selection of dates and times for public review (January and February)
  - 6 public review dates including daytime and evening hours to accommodate a variety of schedules.
  - All public reviews held at the PD Center.

Public Reviews of materials (Parents, Teachers, and Community Members)

Location of all public reviews: WCS PD Center

1761 West Main Street, Franklin

January 15, 4:00-7:00

January 21, 9:00-4:00

January 28, 12:00-6:00

January 30, 9:00-4:00

February 3, 4:00-7:00

February 9, 4:00-7:00

Print materials as well as digital access will be available at these public review sessions. Members of the WCS curriculum team will be present to assist and to answer any questions.

Information to access digital textbook samples will also be published on the WCS website.

Public Review dates and times shared in December



Shared with principals to be sent home in newsletters



Publish in InFocus



Send to local media for publication



Share on district’s social media channels



Publish on district and school websites

Digital Review – State Textbook Commission Website

- Board members who are interested in reviewing materials now can access digital samples here: https://www.tn.gov/textbook-commission/textbook-online-samples.html
- Recall that these are materials that have been submitted for bid, not just those materials that passed state vetting.
- The current list of materials that have passed the first round of state vetting can be found here: https://www.tn.gov/content/dam/tn/textbook-commission/documents/publishers/Schedule_E_State_Board_Materials_Bid_List.pdf

Next Steps in Adoption Timeline

October

- Committee put before Board for approval.

November

- **November 3**: WCS textbook committee meets to carry out preliminary work around the importance of high quality instructional materials in supporting best practices in instruction, and to create a criteria checklist that will be used to guide the selection of instructional materials.
- **November 21:** State Board scheduled to approve materials available for adoption.
- Tennessee Textbook Commission publishes the final adoption list.

December

- **December 8**: WCS textbook committee meets to discuss adoption process and timeline, and to swear oath as required by TDOE that participants have not and will not be inappropriately influenced by any publisher.

Full List of Textbook Committee Meetings – Board Members are invited to attend any textbook committee meeting

- November 3, 2025, 12:00-3:00 PM
  - Establish importance of instructional materials
  - Develop criteria checklists for evaluation of instructional materials
- December 8, 2025, 4:30-6:00 PM
  - Discuss adoption process and timeline
  - Swear oath as required by TDOE
- TBD (possibly January 16 or 20, 2026, 8 AM-3 PM)
  - Publishers come to WCS to present to committee
  - Committee members review materials, ask questions, and bring information back to their buildings
- February 24, 2026, 4:30-6:00 PM
  - Committee members meet to cast recommendations
  - Committee members receive districtwide and school-specific teacher recommendation data

*All Meetings held at the WCS PD Center

Textbook & Instructional Materials Adoption

TLA plans to report on each step of this process via school board sessions.



Tenn. Code Ann. § 49-6-2207

Adoption of textbooks and instructional materials by local board.

- **(a)(1)** The local boards of education are authorized and required to adopt textbooks and instructional materials to be used in the public schools of their school districts, from the list of textbooks and instructional materials listed for adoption by the commission, the adoption to be for a period of no less than three (3) years, but not exceeding the period agreed to in the state contract approved by the commission. The commission is authorized to develop guidelines under which this restriction may be waived.

- **(2)** Boards are encouraged to adopt and make available for use by every student at least one (1) textbook or instructional materials in each subject at grade reading level in every grade.

- **(b)** Cities or special school districts may adopt the same textbooks and instructional materials that are used in the county in which the city or district is located.

- **(c)(1)** Local boards of education shall appoint review committees to review the textbooks and instructional materials proposed for adoption and shall make their adoption upon recommendations of such committees. These committees shall be set up by grade and subject matter fields and composed of teachers, or supervisors and teachers, and parents with children enrolled in the LEA at the time of appointment to a committee. The local board may also appoint experts in the grade level or subject matter field for which textbooks and instructional materials are to be reviewed. Experts may be college professors or credentialed subject matter specialists. The board shall determine the number of members of the committee based upon the relative size of the LEA.

- **(2)** Teachers and supervisors who serve on a committee shall be teaching or supervising the respective grade or subject at the time of appointment. Committees shall be composed by grade or groups of grades arranged so that a committee may consider an entire series of books if it should so desire; provided, that in all cases, the teachers and supervisors appointed to the committees shall be licensed to teach in the state with endorsements in the subject matter or grade level for which textbooks or instructional materials are being reviewed. Teachers and supervisors shall have three (3) or more years of experience as teachers or supervisors in the public schools.

- **(3)** The members of the committee authorized in this section shall serve for the length of time that the adoption process for which they are appointed lasts.

- **(d)(1)** All members appointed on the committees shall subscribe to the oath as set out in § 49-6-2201(i).

- **(2)** The oath shall be administered by the county mayor or by some authorized official empowered to administer an oath.

- **(e)** The director of schools in the LEA adopting textbooks or instructional materials under this part shall serve as an ex officio member of all committees appointed under subsection (c). The director of schools shall record a list of all textbooks or instructional materials adopted by the local board of education. Immediately, at the completion of the adoption process, the director shall forward a copy of the recorded adoption to the commissioner of education and shall post on the LEA's website the list of all books adopted.

- **(f) (1)** A local board may provide electronic textbooks and instructional materials to students enrolled in the board's public schools; provided, that the board provides students the electronic textbooks and instructional materials free of charge. **(2)** A board that provides electronic textbooks and instructional materials to students enrolled in the board's public schools shall provide:

- **(A)** Students and teachers reasonable access to the electronic textbooks and instructional materials, including, but not limited to, providing students and teachers reasonable access to computer equipment necessary for teachers to provide, and for students to complete, homework assignments using an electronic textbook or instructional materials; and

- **(B)** A student reasonable access to a printed version of the electronic textbook or instructional material if the student or the student's parent or legal guardian submits a written request to the principal of the school in which the student is enrolled for a printed version of the textbook or instructional material.

Facilities & Construction
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MEMORANDUM

DATE: October 1st, 2025

TO: School Board Members

FROM: Brian King, Assistant Superintendent for Operations

RE: 2026-2030 Capital Plan

Attached is the 5-Year Capital Plan for your review. The plan is divided into six categories:

1. Real Estate Acquisitions
2. New School Building Construction
3. Additions/Major Renovations
4. Maintenance – Asphalt Pavement Resurfacing, Roof Replacements and HVAC Upgrades at Various Schools on a Yearly Basis
5. Safety Yearly Requests – both Physical and Cyber
6. Transportation – Regular and Special Need Buses.

In preparation of this plan, we have looked at our current needs and what we are forecasting in our growth. Our zoning personnel continue to assess our needs at each school by looking at current enrollment and trends. They also monitor growth by monitoring new developments in our county.

Some highlights of this plan are:

- Reduced the current year's capital request from $143,325,00 in last year's plan to $44,635,000
- Reduced overall 5-year capital plan from $878,984,664 to $662,204,900
- Reduced the number of new construction projects based on growth stabilization.

- There are additional major renovations added to our 5-year plan, focusing on schools built between 1990-1995.

- Maintenance is requesting $12 million to replace the outdated ballast-style lighting systems at our high school athletic fields with LED lighting.

- The physical and cybersecurity requests include phase 3 of our access control and intercom / alert system.

- Transportation needs are included in the plan for the replacement of retired buses within our fleet. Overall, we are reducing our general education inventory with a slight increase in our special education fleet.

Attached is a copy of the current proposed plan for your review as well as a copy of last year's approved plan for comparison.

DRAFT 2025-2030 - 5 Year Capital Outlay Plan

10/15/2025

Project	ITF Needed 2025-26	ITF Needed 2026-27	ITF Needed 2027-28	ITF Needed 2028-29	ITF Needed 2029-30	Additional Years	Tot Amount Intent to Fund	Projected Completion Date
REAL ESTATE ACQUISITIONS FOR FUTURE SCHOOLS								
Land Purchase Elementary / Middle / High		3,000,000					**3,000,000**	
NEW BUILDINGS								
Spring Station Middle School Performing Arts Center	1,000,000	2,500,000	2,500,000				**6,000,000**	Fall 2029
Elementary School Northeast (McFarlin Road Area)		3,000,000	32,000,000	32,000,000			**67,000,000**	Fall 2030
Middle School (Split Log Property)		17,000,000	43,000,000	43,000,000			**103,000,000**	Fall 2030
Elementary School West (Fairview)		3,000,000	32,000,000	32,000,000			**67,000,000**	Fall 2030
Middle School (Cox Road)		4,000,000	2,000,000	44,500,000	44,500,000		**95,000,000**	Fall 2031
Elementary School South (Spring Hill/Thompson's Station)			3,000,000	32,000,000	32,000,000		**67,000,000**	Fall 2031
SUBTOTAL NEW SCHOOL BUILDING CONSTRUCTION AND LAND	**$ 1,000,000**	**$ 32,500,000**	**$ 114,500,000**	**$ 183,500,000**	**$ 76,500,000**	**$ -**	**$ 408,000,000**	
ADDITIONS/MAJOR RENOVATIONS								
Hillsboro K8 Renovation (Constructed 1981)	1,800,000	1,800,000					**3,600,000**	Fall 2028
Grassland Middle School Renovation (Constructed 1986)	4,000,000	2,000,000					**6,000,000**	Fall 2028
Nolensville High School Addition (22-Classroom Addition)		2,000,000	3,000,000	13,000,000			**18,000,000**	Fall 2030
Bethesda Elementary Renovation (Constructed 1990)	500,000	1,500,000	1,500,000	1,500,000			**5,000,000**	Fall 2030
Crockett Elementary Renovation (Constructed 1990)	750,000	1,750,000	1,750,000	1,750,000			**6,000,000**	Fall 2030
Walnut Grove Renovation (Constructed 1990)		750,000	1,750,000	1,750,000	1,750,000		**6,000,000**	Fall 2031
Trinity Elementary Renovation (Constructed 1990)		750,000	1,750,000	1,750,000	1,750,000		**6,000,000**	Fall 2031
Centennial High School Addition (22-Classroom Addition)			2,000,000	3,000,000	13,000,000		**18,000,000**	Fall 2031
Grassland Elementary Renovation (Constructed 1992)		750,000	1,750,000	1,750,000	1,750,000		**6,000,000**	Fall 2031
Lipscomb Elementary Renovation (Constructed 1992)			750,000	1,750,000	1,500,000	1,500,000	**5,500,000**	Fall 2032
College Grove Elementary Renovation (Constructed 1993)			500,000	1,500,000	1,250,000	1,250,000	**4,500,000**	Fall 2032
Oak View Elementary Renovation (Constructed 1993)			500,000	1,500,000	1,500,000	1,500,000	**5,000,000**	Fall 2032
Woodland Middle Renovation (Constructed 1993)				1,000,000	2,500,000	5,000,000	**8,500,000**	Fall 2033
Edmondson Elementary Renovation (Constructed 1995)				750,000	1,750,000	3,500,000	**6,000,000**	Fall 2033
Hunter's Bend Elementary Renovation (Constructed 1995)				750,000	1,750,000	3,000,000	**5,500,000**	Fall 2033
SUBTOTAL ADDITIONS/MAJOR RENOVATIONS	**$ 7,050,000**	**$ 11,300,000**	**$ 15,250,000**	**$ 31,750,000**	**$ 28,500,000**	**$ 15,750,000**	**$ 109,600,000**	
Maintenance Yearly Requests for Major Projects								
Projected Major Capital Projects (Asphalt Parking Lots/Roadways/Tennis Courts/Tracks/Turf) [SStMS, FvMS, PES, BHS, NHS]	$ 2,813,000	$ 3,492,000	$ 2,040,000	$ 1,463,000	$ 3,715,000		**13,523,000**	TBD
Projected Major Capital Projects (Roofs), GES, AES, Operations Support/Book	2,695,000	3,368,000	4,955,000	6,610,000	2,800,000		**20,428,000**	TBD
WWTP Upgrades	-	1,200,000	500,000	800,000	-		**2,500,000**	TBD
HVAC (Replacements) WGES, CGES, GES, IHS	-	2,443,000	1,390,000	2,530,000	3,790,000		**10,153,000**	TBD
Sports Field LED Upgrades (All 9 High Schools)	12,000,000	-	3,000,000	-	-	-	**15,000,000**	TBD
SUBTOTAL MAINTENANCE YEARLY REQUESTS FOR MAJOR PROJECTS	**$ 17,508,000**	**$ 10,503,000**	**$ 11,885,000**	**$ 11,403,000**	**$ 10,305,000**	**$ -**	**$ 61,604,000**	
Safety Yearly Requests for Major Projects								
Physical and Cyber Security/Network	15,893,000	14,194,400	12,149,500	13,750,000	13,750,000		**69,736,900**	TBD
SUBTOTAL SAFETY YEARLY REQUESTS	**$ 15,893,000**	**$ 14,194,400**	**$ 12,149,500**	**$ 13,750,000**	**$ 13,750,000**		**$ 69,736,900**	
TOTAL CAPITAL NEEDS FOR FACILITIES	**$ 41,451,000**	**$ 68,497,400**	**$ 153,784,500**	**$ 240,403,000**	**$ 129,055,000**		**$ 648,940,900**	
General Ed Bus	8	10	10	10	10		48	
Special Bus	11	5	5	5	5		31	Funded usually through Fund Balance
***** PROJECTED ANNUAL CAPITAL REQUESTS FOR TRANSPORTATION**	**$ 3,184,000**	**$ 2,520,000**	**$ 2,520,000**	**$ 2,520,000**	**$ 2,520,000**		**$ 13,264,000**	Yearly
Replacement Cost per Bus (GenEd $167,000 / Specials $168,000)								
GRAND TOTAL CAPITAL PLAN	**$ 44,635,000**	**$ 71,017,400**	**$ 156,304,500**	**$ 242,923,000**	**$ 131,575,000**	**$ -**	**$ 662,204,900**	

Individual Project Cost Does Not Include Cost of Land.

Buildout Cost Includes Design, Engineering, Environmental Studies, Tap Fees, Utility Grades, Permitting, Infrastructure Improvements, Site Work, Building Construction, Furniture, Fixtures, Library Books, Technology, Textbooks & Security Measures.

WILLIAMSON COUNTY SCHOOLS
FIVE (5) YEAR CAPITAL PLAN
(2025-2029)

11/7/2024

Project	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	Additional Years	Tot Amount Intent to Fund	Projected Completion Date
REAL ESTATE ACQUISITIONS FOR FUTURE SCHOOLS								
Land Purchase Elementary / Middle / High			20,000,000	9,000,000			**29,000,000**	
Land Central Office /Support Complex (Approx. 10 Acres)			5,000,000				**5,000,000**	
NEW BUILDINGS								
Middle School (Split Log Property)	21,500,000	49,000,000	27,500,000				**98,000,000**	Fall 2027
Elementary School Northeast (McFarlin Road Area)	3,000,000	33,750,000	23,250,000				**60,000,000**	Fall 2028
Elementary School West (Fairview)		3,000,000	33,750,000	23,250,000			**60,000,000**	Fall 2029
Middle School (Cox Road)		4,000,000	54,000,000	34,000,000			**92,000,000**	Fall 2029
Elementary School North Central			3,000,000	33,750,000	23,250,000		**60,000,000**	Fall 2030
Elementary School South (Spring Hill/Thompson's Station)			3,000,000	33,750,000	23,250,000		**60,000,000**	Fall 2030
Elementary School Northeast 2				3,000,000	33,750,000	23,250,000	**60,000,000**	Fall 2031
High School West			4,000,000	2,000,000	64,500,000	64,500,000	**135,000,000**	Fall 2031
Spring Station Middle School Performing Arts Center				500,000	3,000,000	2,500,000	**6,000,000**	Fall 2031
SUBTOTAL NEW SCHOOL BUILDING CONSTRUCTION AND LAND	**$ 24,500,000**	**$ 89,750,000**	**$ 173,500,000**	**$ 139,250,000**	**$ 147,750,000**	**$ 90,250,000**	**$ 665,000,000**	
ADDITIONS/MAJOR RENOVATIONS								
Nolensville High School Addition (22-Classroom Addition)	1,000,000	6,500,000	5,500,000				**13,000,000**	Fall 2028
Hillsboro K8 Renovation	3,000,000	3,000,000	600,000				**6,600,000**	Fall 2028
Grassland Middle School Renovation	1,000,000	3,000,000	3,000,000				**7,000,000**	Fall 2028
Bethesda Elementary Renovation		1,000,000	3,000,000	2,000,000			**6,000,000**	Fall 2029
Crockett Elementary Renovation		1,000,000	3,000,000	2,000,000			**6,000,000**	Fall 2029
Centennial High School Addition (22-Classroom Addition)			1,000,000	6,500,000	5,500,000		**13,000,000**	Fall 2030
Walnut Grove School Renovation			1,000,000	3,000,000	2,000,000		**6,000,000**	Fall 2030
Trinity Elementary Renovation				1,000,000	3,000,000	2,000,000	**6,000,000**	Fall 2031
Grassland Elementary Renovation					1,000,000	5,000,000	**6,000,000**	Fall 2032
SUBTOTAL ADDITIONS/MAJOR RENOVATIONS	**$ 5,000,000**	**$ 14,500,000**	**$ 17,100,000**	**$ 14,500,000**	**$ 11,500,000**	**$ 7,000,000**	**$ 69,600,000**	
Maintenance Yearly Requests for Major Projects								
Projected Major Capital Projects (Asphalt Parking Lots/Roadways/Tennis Courts/Tracks)	$ 2,836,000	$ 4,078,000	$ 3,160,000	$ 2,390,000	$ 2,991,000		**15,455,000**	TBD
Projected Major Capital Projects (Roofs), SSEMS, CGES, TES, PES	6,423,000	5,950,000	3,368,000	4,955,000	6,998,000		**27,694,000**	TBD
WWTP Upgrades	-	600,000	800,000	500,000	500,000		**2,400,000**	TBD
HVAC (Replacements) WGES, CGES, GES, IHS	2,894,000	1,808,000	1,901,000	3,880,000	3,280,000		**13,763,000**	TBD
Sports Field LED Upgrades (All 9 High Schools)	-	10,000,000	-	-	-		**10,000,000**	TBD
SUBTOTAL MAINTENANCE YEARLY REQUESTS FOR MAJOR PROJECTS	**$ 12,153,000**	**$ 22,436,000**	**$ 9,229,000**	**$ 11,725,000**	**$ 13,769,000**		**$ 69,312,000**	
Safety Yearly Requests for Major Projects								
Physical and Cyber Security	13,815,425	14,287,000	12,904,000	11,045,000	12,500,000		**64,551,425**	TBD
SUBTOTAL SAFETY YEARLY REQUESTS	**$ 13,815,425**	**$ 14,287,000**	**$ 12,904,000**	**$ 11,045,000**	**$ 12,500,000**		**$ 64,551,425**	
TOTAL CAPITAL NEEDS FOR FACILITIES	**$ 55,468,425**	**$ 140,973,000**	**$ 212,733,000**	**$ 176,520,000**	**$ 185,519,000**		**$ 868,463,425**	
General Ed Bus	6	8	10	10	10		44	
Special Bus	6	6	2	4	2		20	Funded usually through Fund Balance
***** PROJECTED ANNUAL CAPITAL REQUESTS FOR TRANSPORTATION (REPLACEMENTS ONLY)**	**$ 1,461,000**	**$ 2,352,000**	**$ 2,016,000**	**$ 2,469,600**	**$ 2,222,640**		**$ 10,521,240**	Yearly
Replacement Cost per Bus								
GRAND TOTAL CAPITAL PLAN	**$ 56,929,425**	**$ 143,325,000**	**$ 214,749,000**	**$ 178,989,600**	**$ 187,741,640**	**$ -**	**$ 878,984,665**	

Individual Project Cost Does Not Include Cost of Land.

Estimates Are Based on Construction Cost of $445 Sq. Ft. & Total Build Out Cost of $500 Sq. Ft.

GenEd Specials

Analysis and Evaluation Process

- **Conducted literature review of the sleep study research**
- **Gathered input**
  - Administrators
  - Students
  - District who flipped start times and sleep study expert who advised
- **Operations Analysis: Transportation and Extracurriculars**
  - Transfinder Study
  - Consulted with Fine Arts and Athletics departments in WCS
  - Conducted facilities inventory
  - Consulted with districts who flipped start times regarding middle school athletics
  - Analyzed civil twilight ranges (when there is some light in the sky before sunrise or after sunset)
  - Developed a survey for secondary athletic coaches regarding practice and game times
- **Assessed impact of this objective on other objectives from the Strategic Plan**

Results of Committee's Analysis

Secondary

Attendance	Positive
Academic Outcomes	Not Significant
Behavior	Positive
Health	Positive
Driving / Accidents	Positive
Extracurriculars	Negative

Elementary

Attendance	Negative
Academic Outcomes	Not Significant
Behavior	Negative
Extracurriculars	Negative

Next Steps

If the vote is to move forward, This work will expand to coaches, athletic directors, principals, and assistant superintendents.

Athletics

- Practice schedule
- Game schedule
- Class time/athletic period
- Number of teams-reduction needed?

Extracurriculars

- Practice/meeting times-- all grade levels
- Outdoor band practice

Other questions that would require community input and/or *answers may not be obtainable* before a change is actually implemented

- Impacts on elementary/middle/high car rider lines
- Impacts on coaching/staffing for extracurriculars-- all levels
- Impacts on traffic with high schoolers on roads at different times
- Impacts on communities/municipalities-traffic, student workers, etc.
- Impact on before- and after-school care, including SACC
- Other impacts on families

Athletic Next Steps

Facilities	• Gather data for facilities (including shared facilities), practice time, game time, dawn/dusk- ability to complete games with daylight
Teams	• Gather data number of teams per outdoor sport (i.e. 6th grade, JV, and Varsity) and feasibility to continue with same number of teams
Practice Time	• Gather data for length of practice times for each team
Student Schedules/ Attendance	• Evaluate if there is a need for an athletic period • Evaluate if students will be required to dismiss early from school
Later Nights	• Evaluate impact on Secondary games
Coaches	• Gather information regarding (Secondary teachers' availability to coach may decrease)
Games	• Evaluate travel times to in district and out of district games

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: October 1, 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).
- The contractor continues working on items outside of the building.
- The canopies and columns have been completed.
- Topsoil installation for the multi-purpose field grading has been completed, and the irrigation system is being installed.
- The perimeter fence between the middle school and the high school has been installed.
- The binder for the access road and parking spaces has been installed. Final paving will take place around Fall Break, weather permitting.
- All site concrete has been installed. The curb along the access road and the last remaining section of sidewalk has been poured.



Perimeter Fencing

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



Irrigation System



Curb and Binder

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



Multi-purpose Field



School Sign

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.
- Grading continues around the building.
- MP&E work in the building continues.
- Window installation is 90% complete.
- Roofing is ongoing. The metal seam installation is approximately 75% complete.
- The contractor has completed the first coat of paint on the CMU walls and the exposed ceilings have been painted.
- Framing and sheathing is complete.
- Drywall installation is approximately 80% complete.
- The fire suppression system installation has begun.
- Ceiling grid installation has begun.



HVAC Equipment Pad

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



Roof Metal Installation



Exterior Stairs

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



Front Entrance



Industrial Lab Painting

To: Board of Education

From: Rachel Farmer, CFO

RE: Amendments, Intracategory Transfer and Resolutions for 2025-2026

Date: October 16, 2025

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

General Purpose School Fund Amendments:

10.25. Special Schools Transportation Reimbursement
Student Support Services applied for and has been approved to receive reimbursement funding related to bus transportation for special education. **$136,618**

The following budget resolutions and intercategory transfer for the 2025-2026 fiscal year will require Board and Commission approval.

General Purpose School Fund Resolutions:

11.25. Buses
This is our yearly request for the next school year. We need to replace eight General Education buses, replace seven Special Education buses, and need four growth Special Education buses. We will fund through fund balance. **$3,184,000**

11.25. Intercategory Transfer Salary 25-26
During budget preparation the 2 % raise on the pay charts, supplement chart adjustment and two extra days of paid leave for all 10 and 11 month classified staff was included in one line item of the budget within the Board of Education major category. It is now necessary to transfer this cost for salary and benefits to the proper accounts. The attachment to the resolution reflects the various salary and benefit amounts that need to be transferred. **$12,465,616**

Staff recommend approval of the above-mentioned budget amendments, resolution, and transfer.

Amendment

AMENDING THE 2025-2026 GENERAL PURPOSE FUND BUDGET BY $136,618 FOR STATE SPECIAL SCHOOLS TRANSPORTATION REIMBURSEMENT

WHEREAS, the Student Support Services department applied to TDOE for the IDEA State Special School Transportation Reimbursement of FY25 expenses; and

WHEREAS, we have been approved an amount to be distributed based on a percentage of the total available reimbursement across all approved LEA submissions; and

WHEREAS, the reimbursement will be received from federal funds and must be included in the FY26 general purpose transportation budget for special education;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of Education meeting in regular session on October 20, 2025, approve and amend the **2025-2026** General Purpose Fund budget in the following manner:

Revenue			
141.471430	**SP ED Grants – Excess Cost**	**$136,618**	
Expenditure			
141.72710.514612	**Bus Drivers-Special Education**		**$117,349**
141.72710.520100	**Social Security**		**7,276**
141.72710.520400	**Retirement**		**10,292**
141.72710.521200	**Employer Medicare**		**1,701**
	Total	**$136,618**	**$136,618**

ACTION TAKEN:
School Board For_____ Against____

Resolution No._____
Requested by: Board of Education

RESOLUTION AMENDING THE 2025-2026 GENERAL PURPOSE SCHOOL FUND BUDGET $3,184,000 FOR THE PURCHASE OF BUSES

WHEREAS, it has been determined there is a need to purchase 8 replacement General Education buses, 7 replacement Special Education buses and 4 growth Special Education buses for a total estimated cost of **$3,184,000**; and

WHEREAS, buses must be here by the time school starts in mid-August, and a 9-10-month turnaround is necessary to bid and receive buses after ordering; and

WHEREAS, fund balance can be used for this purchase;

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on November 10, 2025, approves **$3,184,000** for the above request and amends the General Purpose School Fund as follows:

Revenue			
141.39000	Fund Balance	**$3,184,000**	
Expenditure			
141.72710.572900	Equipment-Transportation		**$3,184,000**

_____
Commissioner

COMMITTEES REFERRED TO & ACTION TAKEN:

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

_____
Jeff Whidby, County Clerk

_____
Brian Beathard, Commission Chairman

_____
Rogers C. Anderson, County Mayor

_____
Date

Resolution No._____
Requested by: Board of Education

RESOLUTION FOR INTER-CATEGORY ADJUSTMENT OF $12,465,616 FOR APPROVED RAISE AND OTHER PAY ADJUSTMENTS FOR THE 2025-2026 BUDGET YEAR

WHEREAS, the Williamson County Commission authorized a 2% raise on the pay charts for 2025-2026; and

WHEREAS, the Williamson County School Board of Education requested an increase on the supplement charts; and

WHEREAS, the Williamson County School Board of Education approved to pay for two additional days off for ten and eleven month classified staff;

WHEREAS, the original raise amount and other pay adjustments were included in the 2025-2026 budget in one line item and needs to be distributed to the proper salary and benefit accounts; and

NOW, THEREFORE BE IT RESOLVED, that the Williamson County Board of County Commissioners meeting in regular session on November 10, 2025, amend the 2025-2026 General Purpose School funds' budget through an inter-category adjustment as follows:

General Purpose School Fund

Expenditure (Decrease)			
141.72310.518945	Other Salaries & Wages- Supplements		**$12,465,616**
Expenditure (Increase)			
See attached Account Codes for Detail	Various Salary and Benefit accounts	**$12,465,616**	

_____
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

MAJOR ACCT	ACCOUNT DESCRIPTION	INCREASE	DECREASE
	511600 TEACHERS	$ 3,198,680	
	516300 EDUCATIONAL ASSISTANTS	85,000	
	518951 OSW-FAMILY INVOLVEMENT	1,000	
	520100 SOCIAL SECURITY	228,000	
	520400 PENSIONS	295,000	
	521200 EMPLOYER MEDICARE	53,500	
	521700 RETIRE-HYBRID STABILIZATION	65,000	
71100	**71100 REGULAR INSTRUCTION**	**3,926,180**	
	511600 TEACHERS	15,500	
	516300 EDUCATIONAL ASSISTANTS	1,800	
	520100 SOCIAL SECURITY	2,733	
	520400 PENSIONS	1,500	
	521200 EMPLOYER MEDICARE	500	
71150	**71150 ALTERNATIVE INSTRUCTION**	**22,033**	
	5116000 TEACHERS	625,000	
	516300 EDUCATIONAL ASSISTANTS	1,156,000	
	517100 SPEECH PATHOLOGIST	225,000	
	520100 SOCIAL SECURITY	150,000	
	520400 PENSIONS	160,000	
	521200 EMPLOYER MEDICARE	29,000	
	521700 RETIRE-HYBRID STABILIZATION	120,000	
71200	**71200 SPECIAL EDUCATION INSTRUCTION**	**2,465,000**	
	511600 TEACHERS	175,000	
	516300 EDUCATIONAL ASSISTANTS	22,500	
	518900 OTHER SALARIES & WAGES	3,500	
	520100 SOCIAL SECURITY	12,462	
	520400 PENSIONS	18,090	
	521200 EMPLOYER MEDICARE	2,915	
71300	**71300 CAREER AND TECHNICAL EDUCATION**	**234,467**	
	510500 SUPERVISOR/DIRECTOR	2,688	
	518900 OTHER SALARIES & WAGES	14,592	
	520100 SOCIAL SECURITY	2,590	
	520400 PENSIONS	125	
	521200 EMPLOYER MEDICARE	750	
72110	**72110 ATTENDANCE**	**20,745**	
	513100 MEDICAL PERSONNEL	100,000	
	513150 MEDICAL PERSONNEL-NURSE	150,000	
	518950 OSW-NURSE COORDINATOR	2,688	
	518916 OSW-SECRETARY	1,124	
	520100 SOCIAL SECURITY	39,575	
	520400 PENSIONS	20,000	
	521200 EMPLOYER MEDICARE	13,000	
	521700 RETIRE-HYBRID STABILIZATION	11,137	

72120	**72120 HEALTH SERVICES**	**337,524**
	511700 CAREER LADDER PROGRAM	500
	512300 GUIDANCE PERSONNEL	453,000
	513000 SOCIAL WORKERS	37,000
	516100 SECRETARY(S)	54,000
	518900 OTHER SALARIES & WAGES	100,000
	520100 SOCIAL SECURITY	72,000
	520400 PENSIONS	48,000
	521200 EMPLOYER MEDICARE	13,500
	521700 RETIRE-HYBRID STABILIZATION	7,500
72130	**72130 OTHER STUDENT SUPPORT**	**785,500**
	510500 SUPERVISOR/DIRECTOR	27,000
	512900 LIBRARIANS	135,000
	516100 SECRETARY(S)	12,000
	516200 CLERICAL PERSONNEL	41,000
	517200 INSTRUCTIONAL COACH	75,000
	518900 OTHER SALARIES & WAGES	90,000
	520100 SOCIAL SECURITY	30,000
	520400 PENSIONS	35,000
	521200 EMPLOYER MEDICARE	6,000
	521700 RETIRE-HYBRID STABILIZATION	7,500
72210	**72210 INSTRUCTION SUPPORT**	**458,500**
	510500 SUPERVISOR/DIRECTOR	5,515
	516100 SECRETARY(S)	1,400
	521200 EMPLOYER MEDICARE	275
72215	**72215 ALTERNATIVE SUPPORT**	**7,190**
	510500 SUPERVISOR/DIRECTOR	3,051
	512400 PSYCHOLOGICAL PERSONNEL	165,000
	516100 SECRETARY(S)	4,500
	517200 INSTRUCTIONAL COACH	121,525
	518900 OTHER SALARIES & WAGES	192,000
	520100 SOCIAL SECURITY	124,000
	520400 PENSIONS	133,125
	521200 EMPLOYER MEDICARE	50,125
	521700 RETIRE-HYBRID STABILIZATION	75,000
72220	**72220 SPECIAL EDUCATION SUPPORT**	**868,326**
	510500 SUPERVISOR/DIRECTOR	3,051
	516100 SECRETARY(S)	650
	521200 EMPLOYER MEDICARE	625
72230	**72230 CAREER/TECH EDUC SUPPORT**	**4,326**
	510500 SUPERVISOR/DIRECTOR	3,051
	512100 DATA PROCESSING PERSONNEL	50,000
	520100 SOCIAL SECURITY	11,800
	520400 PENSIONS	11,320

	521200 EMPLOYER MEDICARE	4,650	
72250	**72250 TECHNOLOGY**	**80,821**	
	518945 OSW-SUPPLEMENTS	-	$ 12,465,616
	518999 OSW-ATTORNEY	2,688	
	520100 SOCIAL SECURITY	200	
	520400 PENSIONS	2,100	
	521200 EMPLOYER MEDICARE	50	
72310	**72310 BOARD OF EDUCATION**	**5,038**	**12,465,616**
	510100 CO OFFICIAL/ADM OFFICER	6,978	
	510300 ASSISTANT(S)	3,488	
	516100 SECRETARY(S)	9,500	
	518900 OTHER SALARIES & WAGES	8,868	
	520100 SOCIAL SECURITY	1,700	
	520400 PENSIONS	2,650	
	521200 EMPLOYER MEDICARE	1,085	
72320	**72320 OFFICE OF SUPERINTENDENT**	**34,269**	
	510400 PRINCIPALS	155,000	
	511900 ACCOUNTANTS/BOOKKEEPERS	55,000	
	513900 ASSISTANT PRINCIPALS	200,000	
	516100 SECRETARY(S)	72,000	
	520100 SOCIAL SECURITY	29,884	
	520400 PENSIONS	43,380	
	521200 EMPLOYER MEDICARE	6,989	
	521700 RETIRE-HYBRID STABILIZATION	10,000	
72410	**72410 OFFICE OF PRINCIPAL**	**572,253**	
	510500 SUPERVISOR/DIRECTOR	3,489	
	511900 BOOKKEEPERS	21,500	
	512200 PURCHASING PERSONNEL	8,150	
	516100 SECRETARY(S)	2,263	
	518900 OTHER SALARIES & WAGES	4,475	
	520100 SOCIAL SECURITY	2,475	
	520400 PENSIONS	3,590	
	521200 EMPLOYER MEDICARE	580	
72510	**72510 FISCAL SERVICES**	**46,522**	
	510500 SUPERVISOR/DIRECTOR	3,489	
	518900 OTHER SALARIES & WAGES	37,960	
	520100 SOCIAL SECURITY	2,542	
	520400 PENSIONS	3,730	
	521200 EMPLOYER MEDICARE	601	
72520	**72520 HUMAN SERVICES/PERSONNEL**	**48,322**	
	510500 SUPERVISOR/DIRECTOR	2,688	
	516600 CUSTODIAL PERSONNEL	5,800	
	518900 OTHER SALARIES & WAGES	4,065	
	520100 SOCIAL SECURITY	780	
	520400 RETIREMENT	1,130	

	521200 MEDICARE	200	
72610	**72610 OPERATION OF PLANT**	**14,663**	
	510500 SUPERVISOR/DIRECTOR	2,688	
	516100 SECRETARY(S)	3,310	
	516700 MAINTENANCE PERSONNEL	50,000	
	518900 OTHER SALARIES & WAGES	4,175	
	520100 SOCIAL SECURITY	4,000	
	520400 PENSIONS	5,400	
	521200 EMPLOYER MEDICARE	935	
72620	**72620 MAINTENANCE OF PLANT**	**70,508**	
	510500 SUPERVISOR/DIRECTOR	2,688	
	514200 MECHANIC(S)	13,500	
	514600 BUS DRIVERS	1,000,000	
	516200 CLERICAL PERSONNEL	3,308	
	518700 OVERTIME PAY	1,000,000	
	518900 OTHER SALARIES & WAGES	50,000	
	520100 SOCIAL SECURITY	150,000	
	520400 PENSIONS	165,000	
	521200 EMPLOYER MEDICARE	40,100	
72710	**72710 TRANSPORTATION**	**2,424,596**	
	510500 SUPERVISOR/DIRECTOR	3,055	
	516200 CLERICAL PERSONNEL	1,692	
	518900 OTHER SALARIES & WAGES	15,192	
	520100 SOCIAL SECURITY	1,250	
	520400 PENSIONS	3,300	
	521200 EMPLOYER MEDICARE	300	
73300	**73300 COMMUNITY SERVICES**	**24,789.00**	
	510500 SUPERVISOR/DIRECTOR	2,358.00	
	511600 TEACHERS	9,000.00	
	516300 EDUCATIONAL ASSISTANTS	1,500.00	
	520100 SOCIAL SECURITY	1,000.00	
	521200 MEDICARE	186.00	
73400	**73400 EARLY CHILDCARE/PREK**	**14,044.00**	
		$ 12,465,616	**$ 12,465,616**

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 X ____Tony Bostic_____

Date Submitted to General Counsel: _____March 28th 2025_____

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

4.401 Textbooks and Instructional Materials

Brief summary of the proposed addition or changes:

Pg 2 line 6 – add bullet point stating "*Have any data or studies showing better student outcomes with particular consideration given to any ESSA (Every Student Succeeds Act) Tier data*."

Pg 2 line 12 – change language to "*Any Members of the Board may also choose to serve as ex officio members.*"

Pg 2 line 13 – add language stating, "…submitted to the Board for approval *along with written explanations from teachers, supervisors of teachers, and parents describing the reasoning for recommending the chosen textbook or instructional material. Additionally, any WCS teacher, having distinction within the field of the curriculum which is under consideration for adoption, are encouraged to provide written explanations to the Board regarding their reasoning for recommending a particular textbook or instructional material up for consideration.*"

Pg 2 before line 14 – add new paragraph language stating, "*After the textbook adoption committees' selections are submitted to the Board for approval, a presentation shall be made to the Board with all committee members and any WCS teachers that wish to attend. The purpose of this presentation shall be to facilitate dialogue and discussion between the Board and committee members and teachers in order to provide reasoning and/or feedback about the textbook recommendations submitted by the committee."*

Brief justification of why additions or changes needed or required:

To hone our textbook adoption process in order to build stronger rapport and collaboration between the Board, teachers, and Central Office

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.

Tony Bostic *3/28/25*

Name of Individual Submitting Policy for Review **Date**

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Textbooks and Instructional Materials**	**4.401**	**10/24/22**
		Rescinds: **4.401**	Issued: **03/21/22**

General

All classrooms shall be equipped with the textbooks and instructional materials needed to provide quality learning experiences for students in accordance with state law.[1] The Board shall provide a wide range of textbooks and instructional materials that cover all levels of difficulty, generate critical thinking, and support the educational programs.

Part Definitions

Board adopted textbooks and instructional materials shall be defined as any medium or manual of instruction which contains a systematic presentation of the principles of a subject, and which constitutes a major instructional vehicle for that subject.[2]

Supplementary instructional materials shall be defined as additional resources selected by educators to enhance instruction in alignment with the Tennessee academic standards.

SELECTION OF BOARD ADOPTED TEXTBOOKS AND INSTRUCTIONAL MATERIALS

The selection of textbooks to be considered for adoption by the Board and instructional materials shall be completed according to the laws and policies required by the State of Tennessee and the State Textbook and Instructional Materials Quality Commission.[3] The responsibility for Board approved textbook and instructional materials selection rests with the local textbook selection committees, subject to approval by the Board. The Board will appoint textbook selection review committees to review the textbooks and instructional materials that are proposed for adoption. The committees shall be established by grade level and subject matter fields.

The Executive Committee shall prepare a recommended list of committee members for the Board to consider. Members of the committee shall be teachers, supervisors of teachers, and parents with children currently enrolled in a school under the jurisdiction of the Board at the time of the appointment. Teachers and supervisors who are appointed shall be teaching or supervising the respective grade level or subject at the time of appointment, must be licensed in Tennessee with endorsements in the grade level or subject matter, and must have at least three years of experience teaching in public schools. All committee members shall be voting members. The Board may appoint experts in the grade level or subject matter field for the textbooks and instructional materials to be reviewed.

The review shall include an examination as to whether the textbooks or instructional materials:

- Conform to the standards for their subject areas or grade levels;

- Are free of any clear, substantive, factual or grammatical errors;

- Contain content that is accurate and free of bias;

- Comply with and reflect the values expressed in §49-6-1028(b), if the textbook or instructional materials are being considered for adoption as a textbook or instructional materials for education of students in general studies and specifically in United States history and this nation's republican form of government.

- ***Have any data or studies showing better student outcomes with particular consideration given to any ESSA (Every Student Succeeds Act) Tier data.***

Experts may be college professors or credentialed subject matter specialists. Upon recommendation by the Superintendent, the Board shall determine whether an individual is a credentialed subject matter specialist. Experts so appointed shall not be voting members of any committee but may present information to the committee for consideration.

The Superintendent shall be an ex officio member of all committees appointed and shall not be a voting member. ~~***Any***~~ Members of the Board ~~may~~ ***shall*** also serve as ex officio members ***and shall not be voting members***. The textbook adoption committees' selections will be submitted to the Board for approval ***along with written explanations from teachers, supervisors of teachers, and parents describing the reasoning for recommending a chosen textbook or instructional material. Additionally, any WCS teacher having distinction within the field of the curriculum which is under consideration for adoption are encouraged to provide written explanations to the Board regarding their reasoning for recommending a particular textbook or instructional material up for consideration.***

After the textbook adoption committee's selections are submitted to the Board for approval, a presentation shall be made to the Board. ~~***with all committee members and any WCS teachers that wish to attend***~~ ***The purpose of this presentation shall be to facilitate dialogue and discussion*** ~~***between the Board and committee members and teachers***~~ ***in order to provide reasoning and/or feedback about the textbook recommendations submitted by the committee.***

All committee members must swear to the oath required by state law. The members of the committees appointed shall serve for the length of time the adoption process for which they are appointed lasts.

At least one set of publishers provided review materials to be considered by the committees shall be available at the central office during the review period for examination by Board members, WCS employees, and the general public. Online access to the textbooks and materials shall be provided to the fullest extent possible. The public will be made aware of the dates the textbooks and materials are available for review prior to their adoption.[4]

SELECTION OF SUPPLEMENTARY INSTRUCTIONAL MATERIALS

The responsibility for selection of supplementary instructional materials is delegated to the professionally trained personnel employed by the school system. Selection of supplementary instructional materials may involve many people including library media specialists, curriculum specialists, teachers, students, principals, administrators, parents, and the community.

Gifts of supplementary instructional materials, meeting the selection standards, may be accepted.

INSPECTION AND REVIEW

Board approved textbooks, instructional materials and/or supplementary instructional materials shall be available for inspection by parents/guardians upon request. The Superintendent shall develop procedures for inspection of materials and distribute these procedures to each principal.[5]

CARE OF BOARD APPROVED TEXTBOOKS, INSTRUCTIONAL MATERIALS, AND SUPPLEMENTARY INSTRUCTIONAL MATERIALS

Instructional materials supplied to students by the Board are district property, and the teacher shall see that they are taken care of and returned by the close of the school year. Parents and guardians shall accept full responsibility for the proper care, preservation, return, or replacement of instructional materials that are issued to their children.

Fines may be assessed at the discretion of the principal in cases where the student or parent/guardian damages, loses, or defaces the textbook or instructional material. The principal may include with the notice a provision stating that failure to pay the fine imposed within a reasonable time may result in the imposition of one of the following sanctions:

1. Refusal to issue any additional textbooks until restitution is made; or

2. Withholding all report cards, diplomas, certificates of progress, or transcripts until restitution is made.

The principal also reserves the right to waive fines when appropriate.

RECONSIDERATION OF BOARD APPROVED TEXTBOOKS, INSTRUCTIONAL MATERIALS AND SUPPLEMENTARY INSTRUCTIONAL MATERIALS[6]

A complaint about Board approved textbooks, instructional materials and supplementary instructional materials may only be made by a current WCS parent/guardian, employee, or student. If there is a complaint, this process is to be followed:

1. Inform the complainant of the selection procedures and make no commitments.

2. Request the complainant complete and submit a Request for Reconsideration of Board Approved Textbooks, Instructional Materials and/or Supplementary Materials form.

3. Inform the Superintendent of Schools and other appropriate personnel.

4. Keep challenged materials available for use during the reconsideration process. An individual parent may request that his/her child not have to use a given Board approved textbook, instructional material or supplementary material provided a written request is made to the principal. The materials shall be removed immediately if they:

a. Were created to align exclusively with Common Core; or

b. Are marketed or otherwise identified as Common Core textbooks or instructional materials.

5. The principal shall request review of the challenged materials by an ad hoc materials review committee within fifteen (15) working days. The ad hoc review committee is appointed by the Superintendent or designee within seven (7) working days of receiving the request for review and includes representatives from central office staff, classroom teachers, one or more parents, and may include one or more students.

6. The ad hoc review committee shall take the following steps after receiving the challenged materials:

   a. Read, view, or listen to the material in its entirety;
   b. Check general acceptance of the material by reading recognized and evaluative reviews;
   c. Determine the extent to which the material supports the curriculum;
   d. Complete the appropriate Checklist for Reconsideration of Board Approved Textbooks, Instructional Materials and/or Supplementary Instructional Materials, judging the material for its strength and value;
   e. Invite the complainant to an interview; and
   f. Present decision to complainant and the Superintendent or designee.

If the complainant or any affected employee of WCS wishes further action after receiving the decision of the ad hoc review committee, an appeal may be made to the Board of Education within fifteen (15) working days of the date of the ad hoc review committee decision. This appeal should be made in writing to the Superintendent of Schools who shall schedule the matter on the agenda of the next regular meeting of the School Board. If no appeal is filed within the above deadline, the determination of the ad hoc review committee shall be final for up to two (2) years. The decision of the Board may be binding for up to two (2) years, and the Board may determine the scope of its decision throughout the district.

Legal References

1. TCA 49-6-2207; TCA 49-2-203(a)(3)
2. TRR/MS 0520-05-01-.01
3. TCA 49-6-2207(c), (e), (f); TCA 49-6-2202(d); TRR/MS 0520-01-18-.02
4. 20 USCA § 1232h(a); TCA 49-6-7003
5. TCA 49-6-7003
6. TCA 49-1-302(a)(8); TCA 49-1-314; TCA 49-6-2206

Cross References

Surplus Property Sales 2.403
Library Materials 4.403
Student Fees and Fines 6.709

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 X _ Claire Reeves__

Date Submitted to General Counsel:
_9/23/25_____

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

Use of Wireless Communication Devices 6.312

During the June work session and board meeting, discussion made it clear that some on the Board did not want to delay updates to the wireless communication device policy. In fact, the purpose of scheduling committee discussion about this policy for August and September was to ensure the Board would have time to review their suggestions and revise the policy in time for meaningful implementation during the current school year.

However, the committee's recommendation included a delay that wasn't requested by the Board nor aligned with the urgency we expressed in those meetings. To that end, I'm submitting this policy review request for our October policy meeting to align with both the new state law now in effect and the Board's originally stated timeline for action.

Brief summary of the proposed addition or changes:

Please refer to attached documents. I have included the rewritten policy, the committee feedback document from the September work session, a comparison chart outlining the current policy and the proposed revisions, and emails sent to the Board from parents in support of an "Away for the Day" policy, including three committee members, and Warren County's "Away for the Day" policy.

Elementary Committee Feedback Committee Concerns	**How Revised Policy 6.312 Addresses Concerns**
Clarify that 'silenced' also means off-body	Explicitly states devices must be stored off-body, not in pockets or on wrists.
Watches are still a concern	Smartwatches fall under the same policy as phones and must also be stored off-body.
Reinforce cubby/backpack storage	Allows for classroom-specific storage solutions.
Developmentally appropriate consequences	Includes tiered, age-appropriate consequences provided by the committee.

Middle School Committee Feedback

Committee Concerns	How Revised Policy 6.312 Addresses Concerns
Clarity on 'silenced' devices	Updated to require devices be 'silenced and stored off the body'.
Define educational purpose	Policy defines specific educational use, aligned with curriculum.
Keep lunch, transitions, study hall off-limits	Policy consistently prohibits use during all school day periods.
Consequences tied to Code of Conduct	Includes tiered, age-appropriate consequences provided by the committee.

High School Committee Feedback

Committee Concerns	How Revised Policy 6.312 Addresses Concerns
Anticipated resistance to lunch restrictions	Policy enforces consistent bell-to-bell rules, including lunch. To prepare students and staff, enforcement would begin January 2026.
Concern about student/parent communication	Emergency Communication section outlines staff-led parent contact and safe opportunities for student contact when appropriate.
Request for clearer language about transition periods	Defines 'school day' to include class transitions, eliminating ambiguity.
Support for phone pouches or lockers	Policy permits storage in lockers, backpacks, or teacher-designated areas, supporting pouch/locker implementation.
Clarify educational use	Defines educational use with clear examples and prohibits general access to devices.
Graduated consequences	Includes tiered, age-appropriate consequences provided by the committee.

Family Feedback Trends From Survey

Family Feedback	How Revised Policy 6.312 Addresses Family Feedback
Desire for clearer enforcement	Policy includes visible, structured consequence ladders for all levels.
Concern about emergency access and safety	Includes language about emergency communication through school channels.
Concern about distractions, social issues, and mental health	Policy rationale ties device restriction to improved focus and well-being.
Mixed views on device use during non-instructional times	Policy provides consistent bell-to-bell expectations for ease of enforcement.
Support for stricter device rules, especially for younger students	Applies consistent rules across K–12 while preserving flexibility via accommodations.
Recognition of need for balance and accommodations	Preserves exceptions for IEPs, 504s, Health Plans, and assistive technology.

Brief justification of why additions or changes needed or required:

School districts across the nation are moving toward consistent "Away for the Day" policies for grades K-12 and for good reason. The revised policy begins with a purpose section so that all stakeholders understand the rationale for the policy.

What is one of the biggest benefits of "Away for the Day"? Enforcement becomes easier and more consistent when the rules are consistent across all grade levels. Right now, our policy allows partial device usage in high school. That inconsistency actually makes it harder for staff to enforce. When phones are allowed "sometimes" or in certain places, it creates gray areas and leads to frustration for both students and teachers.

We see this reflected in the data (https://www.pewresearch.org/short-reads/2024/06/12/72-percent-of-us-high-school-teachers-say-cellphone-distraction-is-a-major-problem-in-the-classroom/) :

- 60% of high school teachers say phone enforcement is difficult (Pew Research).
- Only 12% of elementary teachers say the same. One key difference is that policies for younger grades tend to follow a clear "Away for the Day" model.

Furthermore, what's working for our middle schoolers should work for our high schoolers. A clear, consistent policy of away, off the body, all day is easier to enforce and helps everyone stay on the same page.

And let's be honest: if parents check their high schooler's screen time, it's usually not spent on college or job apps. It's overwhelmingly spent on social media (TikTok, Snapchat, Instagram) not on ACT scheduling or "essential communication." That kind of phone use is a distraction from learning and face-to-face socializing.

Yes, high schoolers need to learn responsibility, but that includes knowing when and where to use their phones. Tasks like scheduling the ACT, replying to a boss, or checking notifications don't need to happen during lunch. That's what before and after school is for.

Independence for our high schoolers doesn't come from phone access during the school day. Real independence means managing your time, planning ahead, and owning your responsibilities. That's the kind of growth this policy encourages.

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.

Claire Reeves	**9/23/25**
Name of Individual Submitting Policy for Review	**Date**

Policy 6.312 Use of Wireless Communication Device Policy (Away for the Day)

Purpose

This policy is required by Tennessee law and establishes clear and consistent expectations for the possession and use of personal wireless communication devices by K–12 students. Its purpose is to ensure that instructional time and school environments remain free from unnecessary distractions and to promote student engagement, well-being, safety, and a positive school environment.

Research and safety experts agree that limiting device use during the school day:

- Improves learning by keeping students focused and engaged.
- Supports well-being by reducing social pressures, bullying, and anxiety.
- Strengthens safety by ensuring students follow staff directions in an emergency. Parents will be notified through the school's emergency communication system. Safety experts caution that parents calling or texting students during an emergency can put students at greater risk by drawing attention to them and disrupting established safety procedures.

Definition

For purposes of this policy, wireless communication devices include, but are not limited to:

- Cell phones
- Smart watches
- Ear buds / AirPods
- iPods / MP3 players
- CD players, Walkmans, or radios
- Pagers or beepers
- Handheld electronic games
- Non-school issued laptops or tablets or any portable devices capable of communication or gaming

General Rule

K–12 students are prohibited from using personal wireless communication devices during the entire school day (i.e., first bell of the day to last bell of the day), including instructional periods, class tranistions, study halls, and lunch time.

All devices must remain silenced and stored off the body in:

- Backpacks, purses, or similar personal bags
- Teacher-designated storage areas within the school setting
- Lockers
- Personal vehicles

Devices may not be stored in clothing, pockets, or on the body, as this allows for easy access.

School Setting

"School setting" includes all areas of the campus or school-sponsored environments during the school day, whether instruction is actively occurring or not, including but not limited to:

- Classrooms and libraries
- Lunch areas and auditoriums
- Gymnasiums and physical education areas (indoor and outdoor)
- Performing arts areas
- Locker rooms
- Administrative offices

- Nurse's office, counseling/medical/psychological spaces
- Bathrooms
- School Buses and other district-provided transportation for field trips/travel during school day

Leaving class during instructional time to use a device in another school setting is a violation of this policy.

Emergency Communication

All staff members have access to communication devices during the school day and may contact the school office in case of an emergency.

In an emergency, school staff will initiate established communication protocols to notify parents/guardians by text message, email, and/or phone call. Students will also be permitted to contact a parent/guardian once it is safe to do so under staff direction.

Safety experts strongly caution against parents calling or texting students during an active school emergency, as this can draw attention to students' locations and interfere with their ability to follow safety instructions. Parents are urged to await official communication from the school.

In non-emergency situations, parents/guardians will be contacted by school officials via text message, email, or phone call.

Exceptions

Students may use personal communication devices only when:

1. Authorized by a teacher for a specific educational purpose. A "specific educational purpose" means that the device is being used as a tool directly tied to the learning objectives of the lesson and under active teacher supervision.
   Examples include:
   a. Accessing a teacher-directed digital resource not otherwise available on school-issued technology.
   b. Using translation or accessibility applications as part of instructional activities.
   c. Documenting a project, experiment, or performance when directed by the teacher.
   d. Participating in structured class activities (e.g., polling software, classroom response systems) where the teacher requires device access.

   Educational purpose does not include:
   a. Free or unsupervised internet browsing.
   b. Listening to music, playing games, or watching videos unrelated to instruction.
   c. Messaging, social media, or personal communication.
   d. Using the device as a reward or filler activity in lieu of teacher-directed instruction.

   Teacher authorization may not be granted for the purpose of convenience when school-issued devices or classroom materials are available for instructional purposes. Permission to use a personal device is an exception, not the norm, and should be revoked immediately if misused.

2. Required by an IEP, 504 Plan, or Health Care Plan.

3. Needed to manage a documented medical condition in accordance with a healthcare provider's orders.

4. Used as approved assistive technology. Assistive technology refers to any item, equipment, or system that increases, maintains, or improves the functional capabilities of a student with a disability.
   Examples include:
   a. A smartphone or tablet with text-to-speech or speech-to-text features for students with reading or writing disabilities.

b. Accessibility apps that provide communication support for students with speech or language impairments.
c. Audio recording functions permitted for students with documented memory, auditory processing, or attention-related disabilities.

Use of assistive technology must be:

a. Clearly documented in the student's IEP, 504 Plan, or Health Care Plan
b. Approved by the case manager, school administrator, or designated staff.
c. Limited to functions directly tied to the accommodation or support need.
d. Any use of a device outside of the documented accommodation (e.g., texting, gaming, or personal use) is a violation of this policy and subject to disciplinary action.

Student use under these exceptions is not a student right but a limited accommodation/authorization.

Prohibited Uses

Students are prohibited from:

1. Using devices in any manner that threatens academic integrity, disrupts learning, or violates privacy rights.
2. Using devices to cyberbully, harass, or threaten another student
3. Taking, sending, sharing, viewing, or possessing pictures, text messages, emails, or other material depicting sexually explicit conduct, as defined in Tennessee Code Annotated § 39-17-1003 and related statutes (including § 39-17-1002), while the student is on school grounds, at school-sponsored events, or on school buses or vehicles provided by the district.
4. Recording or photographing without consent.
5. Students may not use personal devices to access the internet through unauthorized means (e.g., personal hotspots, VPNs, or circumvention of school network filters).
6. Charging devices using school resources during the school day.

Search & Seizure of Devices

By bringing a device to school, students and parents/guardians acknowledge that the device is subject to search by a school administrator if there is reasonable suspicion, based on objective facts, that the device contains evidence of a violation of school policy or law. Any search will be conducted in a manner consistent with federal law (New Jersey v. T.L.O.) and Tennessee law (T.C.A. § 49-6-4204 and § 49-6-4205) and will be limited in scope to the suspected violation. Content or images that violate state or federal law may be referred to law enforcement.

Staff Expectations

Teachers and staff members will consistently and fairly enforce this regulation. Teachers will clearly designate storage areas in classrooms for students who cannot store devices in backpacks, lockers, or purses/bags.

Teachers and staff will not use phone breaks as student rewards.

Teachers and staff should model appropriate device use by refraining from personal use during instructional time.

Student & Family Responsibilities

Bringing a personal wireless communication device to school is strictly optional. These devices are not required for instruction and do not enhance learning during the school day.

Students are solely responsible for any personal wireless communication devices they choose to bring to school or school-sponsored events. The school district will not assume responsible for loss, theft, damage, or unauthorized use of these devices.

Consequences

Any visible device during school hours may be confiscated. Confiscated devices will be secured and returned to the student at the end of the school day.

Violations of this policy will result in disciplinary action. Repeated violations will lead to progressive consequences. Final determination of disciplinary measures rests with school administration.

Elementary School

- First Offense: Device placed in cubby/backpack. Teacher/staff member communicates with student and family, reteaching of expectations. Device goes home with student at end of day.
- Second Offense: Device sent to administrator. Administrator communicates with student and family, reteaching of expectations. Device returned to student at end of day.
- Third Offense: Device sent to administrator. Administrator communicates with student and family, reteaching of expectations. Parent/guardian required to pick up the device.

Middle School

- First Offense: Teacher/staff member redirects student to put device away. Reteaching of expectations. Student stores device away until end of class/day.
- Second Offense: Teacher/staff member confiscates device and delivers to administration. Parent notified; parent must pick up device at end of day.
- Third Offense: Escalated consequences for non-compliance, which may include loss of privilege (device held in office), demerits, or detention, or in-school suspension.

High School

- First Offense: Teacher/staff member redirects student to put device away. Reteaching of expectations. Student stores device away until end of class/day.
- Second Offense: Devic confiscated and delivered to administrator who notifies parent and reviews expectations with student. Parent conference held as needed.
- Third Offense: Escalated consequences for repeated non-compliance. Focus shifts to addressing pattern of behavior. Examples of escalated consequences include loss of privilege (device held in office), detention, or in-school suspension.

Additional Consequences (All Grades)

- Referral to law enforcement may occur if device use involved content or behavior that violates state or federal law.
- Progressive consequences beyond the third offense may be applied at the discretion of the school administration in alignment with the Student Code of Conduct.

Legal References

- **New Jersey v. T.L.O. (1985):** Established that school officials may search students on "reasonable suspicion," a lower standard than probable cause.
- **T.C.A. § 49-6-4204, § 49-6-4205:** School officials may search students' personal possessions (including electronic devices) with reasonable suspicion.

- **T.C.A. § 39-17-1002, § 39-17-1003:** Defines and criminalizes sexual exploitation of minors, covering sexually explicit conduct.
- **T.C.A. § 49-6-1401 et seq.:** (Bullying & Harassment statutes, if cross-referenced under "prohibited uses").
- Public Acts of 2025, Chapter No. 103

Cross References

- Code of Conduct 6.300

Old vs New Policy Comparison

Section	Current Policy	New Policy
Purpose	No purpose section.	Explicit Purpose section. States policy required by TN law (Public Acts of 2025, Chapter 103). Adds expert rationale citing safety, well-being, and learning benefits.
Definitions	Devices defined generally as any portable wireless device with voice, messaging, or data capability (wearable tech, cell phones, laptops, tablets, gaming devices).	Expanded definition: includes phones, smart watches, earbuds, iPods, MP3 players, radios, pagers, handheld games, non-school issued laptops or tablets, or any portable communication/gaming device.
General Rule	Grades K-8: devices silenced, not used. Grades 9-12: devices silenced, not used except during lunch.	Prohibits use during entire school day (first to last bell), including transitions, study halls, and lunch. Stronger than old policy. Devices must be stored off-body.
School Setting	No definition of 'school setting' provided. Policy focused on possession/use by grade level rather than locations.	Defines 'school setting' comprehensively: classrooms, gyms, libraries, admin, nurse, counseling, bathrooms, locker rooms, buses, and field trips.
Emergency Communication	Emergency plan: parents alerted via text/email/phone in event of emergency. No detail on student contact or safety expert guidance.	Detailed section: staff initiate emergency protocols; students may contact parents once safe. Explicit safety expert caution against parents calling/texting during emergencies.
Exceptions	Permitted uses: emergencies, teacher authorization for educational purposes, healthcare plans, IEP/504, assistive technology. Broad and flexible with little restriction.	Exceptions narrowly defined. Teacher authorization requires direct link to instruction. Convenience uses excluded. Includes detailed safeguards for assistive technology. Exceptions explicitly not student rights but accommodations.
Prohibited Uses	Prohibited uses implied by context but not detailed. Did not specify cyberbullying, unauthorized internet use, charging, or privacy violations.	Expanded prohibited uses: academic dishonesty, cyberbullying, harassment, threats, explicit conduct (T.C.A. 39-17-1002 & 1003), unauthorized internet (hotspots/VPNs), recording without consent, charging at school.
Search & Seizure	Search authority implied under general district authority, not detailed. No explicit reference to T.L.O. or TN law in this version.	Detailed section: searches by administrators only, based on reasonable suspicion. References New Jersey v. T.L.O., T.C.A. 49-6-4204, 49-6-4205. Scope limited to suspected violation.
Staff Expectations	No staff expectations outlined. Enforcement not detailed beyond confiscation possibility.	Staff must enforce consistently, designate storage, model good behavior, and not use phones as rewards. Clearer than old policy.
Student & Family Responsibilities	Students permitted to bring devices. No statement that bringing is optional or not required. Liability not explicitly disclaimed.	Explicitly optional. Not required for instruction or learning. Students solely responsible. District not liable for loss, theft, or damage.
Consequences	Unauthorized use may result in confiscation for the day. General disciplinary action referenced, but no tiered framework or escalation by grade.	Tiered consequences by grade band (elementary, middle, high) with escalating actions (reteaching, parent pick-up, loss of privilege, detention/ISS). Referral to law enforcement possible. Progressive consequences beyond third offense allowed.

Wireless Communication Device 6.312

Elementary (K-5)

Identify areas you feel additional refinements should be made and provide suggestions for those refinements.

Area or Time:	Refinement Needed:	Suggested Refinements to Policy:
Before or After School		
Bus	☐ Yes ☑ No	Phones on buses are difficult to manage; administrators will respond if issues arise.
Hallway during arrival and dismissal times	☐ Yes ☑ No	Included within the definition of the school day.
On campus early arrivers and those staying late	☐ Yes ☑ No	See above*
During the School Day		
Class Change - Not allowed in current policy	☐ Yes ☑ No	N/A
Lunch - Not allowed in current policy	☐ Yes ☑ No	N/A
Study Hall - Not allowed in current policy	☐ Yes ☑ No	N/A
Recess - *Not allowed per TN Recess Law*		
Language in Policy		
"When authorized by a teacher for educational purposes"	☐ Yes ☑ No	Clarify non-school issued laptop or tablet.
Devices are "*Silenced*"	☑ Yes ☐ No	Silenced, and add stored off the body. As the policy currently reads, the student could have it on their body if it is silenced. How would this be monitored during recess, lunch, etc.?
Devices are "*Not used during the school day*"	☐ Yes ☑ No	More clarification on what "school day" means. Determine when this would be appropriate.
Additional areas not identified or change in wording	☑ Yes ☐ No	Add clarification as it relates to ear buds/airpods (line 7-8 of the policy)

Consequences	☐ Align to the code of conduct ☐ Create consequences as part of this policy ☑ No recommendations on consequences State any clarifications in this space.
If refinements are made to the current policy, when should they be implemented? 2026-2027 school year	

***Consensus was reached in all areas.**

Wireless Communication Device Policy Review 6.312

Middle (6-8)

Identify areas you feel additional refinements should be made and provide suggestions for those refinements.

Area or Time:	Refinement Needed:	Suggested Refinements to Policy:
Before or After School		
Bus	☐ Yes ☑ No	Reached agreement that no policies needed but education may need to be given to families
Hallway during arrival and dismissal times	☐ Yes ☑ No	Reached agreement that no policy change needed. Leave up to the different schools to create policy based on needs.
On campus early arrivers and those staying late	☐ Yes ☑ No	Reached agreement that no policy change needed. Hard to set a policy with all the different situations.
During the School Day		
Class Change - Not allowed in current policy	☐ Yes ☑ No	Reached agreement no policy change needed
Lunch - Not allowed in current policy	☐ Yes ☑ No	Reached agreement no policy change needed
Study Hall - Not allowed in current policy	☐ Yes ☑ No	Reached agreement no policy change
Recess - *Not allowed per TN Recess Law*		
Language in Policy		
"When authorized by a teacher for educational purposes"	☑ Yes ☐ No	Need to define educational purpose (example: access to curriculum)
Devices are "*Silenced*"	☑ Yes ☐ No	Change to be more clear "Silenced and not on the body"
Devices are "*Not used during the school day*"	☐ Yes ☑ No	Reached agreement no policy change
Additional areas not identified or change in wording	☑ Yes ☐ No	Change the wording on line 9 - the word may implies possible- change to state "A student

		shall have access…”
Consequences	☐ Align to the code of conduct ☐ Create consequences as part of this policy ☑ No recommendations on consequences	
If refinements are made to the current policy, when should they be implemented? 2026-2027 school year		

Wireless Communication Device Policy Review 6.312

High (9-12)

Identify areas you feel additional refinements should be made and provide suggestions for those refinements.

Area or Time:	Refinement Needed:	Suggested Refinements to Policy:
Before or After School		
Bus	☐ Yes ☑ No	
Hallway during arrival and dismissal times	☐ Yes ☑ No	
On campus early arrivers and those staying late	☐ Yes ☑ No	
During the School Day		
Class Change - Not allowed in current policy	☑ Yes ☐ No	Needs to be stated explicitly in policy "not used during the school day including transition/passing periods"
Lunch	☐ Yes ☑ No	
Study Hall - Not allowed in current policy	☐ Yes ☑ No	
Recess - *Not allowed per TN Recess Law*		
Additional areas not identified or change in wording	☑ Yes ☐ No	New wording "The only time the device may be used during school hours is during the lunch period for 9th-12th grade students." Some were concerned that gaming devices were included and thought it should be removed.
Language in Policy		
"When authorized by a teacher for educational purposes"	☐ Yes ☑ No	

Devices are "*Silenced*"	☐ Yes ☑ No	
Devices are "*Not used during the school day*"	☑ Yes ☐ No	New wording "The only time the device may be used during school hours is during the lunch period for 9th-12th grade students."
Consequences	☑ Align to the code of conduct ☐ Create consequences as part of this policy ☐ No recommendations on consequences State any clarifications in this space. We liked the consequences presented by administrators at the meeting and felt they were appropriately tiered for the grade levels (K-5, 6-8, 9-12)	
If refinements are made to the current policy, when should they be implemented? Refinements should be made at the end of the school year based upon collection and analysis of data about this year's enforcement. The High School group strongly feels that high school level students as emerging adults need opportunities to practice age-appropriate independence in preparation for their imminent college and career paths. Additionally, high school students use their personal emails/phone numbers for communications from college applications, ACT/AP testing, jobs, etc that our network security does not allow them to access. Having the ability to access phones at lunch allows them opportunities to address any deadlines or other tasks associated with preparation for their post-graduation journey.		

We reached consensus in all areas.

QUESTION: Some schools have students put phones in pouches or lockers. Our policy just says students may "possess devices" - Our team believes the pouches/lockers are beneficial for students - can this be added to the policy? - Some type of storage

From: [redacted] - Adam is on the technology use committee
Date: Tuesday, May 13, 2025 at 2:28 PM
To: Claire Reeves [redacted]
Subject: WCS Personal Device Policy - New State Law

Dear Claire,

I'm a WCS dad of four and wanted to reach out to you about WCS's personal device policy. As you likely know, the Tennessee State Legislature has passed a new law which requires all school districts, including WCS, to develop a wireless communication device policy. WCS already has acceptable use guidelines, but they are very permissive, allowing students to use devices during non-instructional time, or with teacher permission.

The state law provides a "floor," requiring districts to restrict use during instructional time without teacher permission, but leaves it to districts to decide in their policies about use during non-instructional time, and when teachers can grant permission for students to use the phone.

The law takes effect on July 1, and WCS is required to develop a policy by the start of the school year. As you board deliberate on the policy, I encourage you to include two key elements:

- Enact a "bell-to-bell" (also called "away for the day") policy, where students are not permitted to use their phone the entire day. Phone use during instructional time is already restricted by WCS guidelines, but phone use during non-instructional time may be even more harmful, contributing to bullying, anxiety and social disconnection. This is true across all age bands, from elementary through twelfth grade.
- Eliminate use of phones in class with teacher permission. Although flexibility is always appealing, there are three main issues with this:
    - teachers requiring cell phone use for instruction, which creates issues for students without phones (for example, using personal phones in art class for drawing, or requiring phone usage to submit weightlifting records in PE). Since WCS provides devices for students, asking students to use their personal phones is unnecessary and inappropriate.
    - teachers using phone access as an incentive. In many classes, teachers assign a worksheet and tell students that they can use their phones when the worksheet is done. This creates an incentive for students to rush through the worksheet, and crowds out instruction that could be taking place.
    - Inconsistencies between classrooms and across the district. In my conversations with staff and parents around WCS, I was surprised to learn how much variability there is by school. Teachers I've spoken with would prefer a district-wide uniform policy so they don't have to play the role of "phone police" in their classrooms.

I'm certain you're familiar with the ample research on the downsides of personal phone use in schools, but I have found Away for the Day and the Phone Free Schools Movement to be particularly helpful. I have included some key research results at the bottom of my email.

I know that some parents prefer to be able to contact their students during the day, but from talking to teachers and administrators, this seems to yield more problems than benefits. The

state law includes exceptions for emergencies, and parents can always reach their student by calling the office. In a true emergency, students need to be following the instructions of their teachers, not texting with their parents. In national surveys, a substantial majority of parents support bell-to-bell restrictions.

Arkansas, South Carolina and Louisiana have implemented statewide bell-to-bell policies, as have nearly all private schools in and around Williamson County have In fact, about 40% of schools in the US have already implemented bell-to-bell policies, and the proportion is skyrocketing

I encourage the WCS board to pass a bell-to-bell policy for the benefit of our students. Thanks for considering, and for all the work you do for WCS.

Adam

PS I'm on the newly-formed WCS screen time committee. I'm very excited about this, but the committee is not scheduled to meet over the summer, so our report won't be available in time for your policymaking. My sense is that WCS staff are planning to recommend doing the "floor" required by state law (which is already in our acceptable use guidelines) and to defer further decision making until the 2026-2027 school year, which is too late, in my opinion, so I hope the board will act now.

Benefits and Outcomes of Bell-to-Bell Policies

Academic Performance

Removing or limiting phones can boost student learning. For example:

- A UK study found schools that instituted phone bans saw test scores improve by ~6%, especially among lower-achieving students.

- In the U.S., an analysis by Yondr in 2024 across 37,000 grades found student pass rates and GPAs rose by an average of 6.3% after phone restrictions and high school juniors and seniors had a 38% higher probability of earning passing grades in core classes after phones were removed

- At KIPP NYC College Prep, stricter phone rules coincided with higher AP exam scores and overall grade improvements post-pandemic.

- Teachers report being able to cover more material and assign longer tasks once phones are removed from the classroom.

Student Behavior and Discipline

Bell-to-bell policies have correlated with significant reductions in student misbehavior:

- Bentonville, Arkansas reported a 57% drop in verbal or physical aggression incidents post-ban.

- A California high school using Yondr pouches saw a 75% reduction in behavioral referrals after adopting a phone-free policy.

- NEA survey (2024): 90% of teachers supported prohibiting phones during instructional time, 83% supported full-day bans.

Student Engagement and Social Interaction

Bell-to-bell policies appear to encourage more peer interaction:

- After Newburgh Free Academy in New York banned phones, teachers noted the lunchroom became noisier with kids playing cards instead of watching Tiktok.

- KIPP NYC observed a 50% increase in attendance at after-school events post-ban.

- Bentonville teachers reported 86% of students were more engaged in lessons, and 75% showed more in-class peer interaction after phone bans.

Mental Health and Well-Being

In terms of mental health, research on bell-to-bell policies suggests:

- Schools report reductions in cyberbullying incidents and viral challenge disruptions after banning phones. xxxx

- Students often report feeling less overwhelmed by social media drama during school hours post-ban.

School Safety Considerations

- Some parents worry about communication during emergencies, but educators and safety experts caution that student cell phone use during emergencies increases danger by distracting students from safety and emergency response directions from teachers and staff, promoting rumors that can cause panic and impeding public safety response by causing parents to rush to the scene before first responders can secure the scene and evacuate students (we saw this recently at Ravenswood).

- Student use of cell phones during emergencies can interfere with first responder communication.

- Even worse, cell phone use can directly endanger students by attracting intruders to the "ding" of a student's phone.

- The mother of a student who died in the Marjory Stoneman Douglas school shooting has advocated for phone bans along with school safety investments.

- Schools typically permit emergency exceptions, and emphasize rapid communication through official channels.

Email from Chad Grout on July 12, 2025
Hello, Board Members.

I have never reached out, nor have I met any of you before. I have a daughter at [redacted] and two daughters [redacted] and one son [redacted]

Recently I was made aware of a new school policy that is either banning or reducing device usage in Williamson County schools. BRAVO. These devices are stealing so much from our society in so many ways, especially our youth. I support full banning of all devices in all schools, so thank you for anything you choose to do along that front.

By the way, I went to my first soccer game at Geodis Park the other day, as a guest. You have to use your phone to scan your tickets to get into the stadium. You have to use your phone to pay for concessions (no cash; they do still take cards). Our hosts had an upgraded seat section so they had to scan their phones for us to access our seats. Yes, this meant they had to escort us to the bathroom so they could scan us back into our seats. It has absolutely gotten ridiculous.

Thank you for looking out for our kids.

Chad Grout
Brentwood, TN
[redacted]

Email from [redacted] – July 10, 2025
Williamson County Board-

My [redacted] and I have read The Anxious Generation by Jonathan Haidt. [redacted] dad, and I are passionate about schools becoming phone free bell-to-bell for k-12, including lunch time and including phones not being with students in backpacks during the day. [redacted]

[redacted] Classmates have repeatedly shared sexual content [redacted] during class hours, both on their personal devices and on school Chromebooks through YouTube. Through social media, due to same grade classmates sending male full frontal nudity of themselves (more than 2 dozen images on Snapchat), [redacted] decided to give up socials in February 2025 (Snapchat, Insta, TikTok), after which [redacted] experienced extreme loneliness at the lunch table, as [redacted] table-mates continued with their social media habits, leaving [redacted] to sit in silence. As a result, [redacted] current solution for [redacted] is to allow dual enrollment as much as possible from home so that [redacted] can have social interaction (with family) during the day, while still participating in [redacted] and extra-curricular school activities. If [redacted] were to offer social freedom (phones free) during lunch, however, [redacted] would be motivated to actually be able to talk to [redacted] friends during the day.

As a counselor at a local church camp where phones are not allowed for kids 5th-HS graduates 2013-current, I have noticed that while some kids may be hesitant to turn in phones initially, none of them asks for [redacted] phone when real life social interaction is offered as an alternative. The freedom from phones comes when the majority of peers are not turning to their phones for social interaction. Giving up a personal phone does not bring relief from the phone addiction for teens; the relief comes when a group of friends practice social freedom together. When offered to option to use social media or not, the truth of addiction tells us teens will almost always choose the phones. But, if we can offer these highly social kids an environment where friend groups are interacting without screens, I believe they will show us a way out of depression, loneliness, and anxiety. They are delightful individuals who are desperate for us to speak up for their social wellbeing. And, I believe many younger Gen Z in our community are ready to work on a solution.

Thank you!

[redacted]

Katie Schlacter emailed on May 18, 2025 – Katie is on the technology use committee
Dear WCS school board members,

My name is Katie Schlacter and I am a parent of [redacted]. First of all, thank you very much for your service on the school board.

I'm sure you're aware of the recent legislation that passed in TN that prohibits cell phone use during school instructional time. I am thrilled about this progress and think it's a step in the right direction. As I understand it, a new Tennessee state law requires all districts to develop a personal device policy this summer before the 2025/2026 school year starts. **I hope that Williamson County Schools will consider adopting a phone-free schools policy that encompasses the entire day, during both instructional time and free time.**

The presence of smartphones undermines our students' educational experience and creates an unnecessary burden for our teachers as they struggle to police these devices. Smartphones facilitate cyberbullying, physical fights, privacy violations, and exposure to inappropriate and harmful content. Lack of face-to-face interactions during free periods diminish our children's empathy and leave them unable to handle conflict resolution.

Research shows that smart phones are addictive and distracting, impede executive funtioning skills, lead to poor academic performance, harm school safety efforts and even enable cheating on exams. Further, the surgeon general last year asked Congress to put a warning on social media apps because of mental health dangers that they pose. Problematic phone use can no longer be considered an individual decision. In a school environment, it negatively impacts the community as a whole. These issues spill over to the non-users, as bystanders in the hall or in the lunchroom are also exposed to the distractions and harmful content, even if they do not have a phone.

I am on the newly formed WCS screen time committee. I look forward to exploring the many facets digital technology use in schools with this group over the next year. However, I hope the board will act now on the issue of personal devices. From my experience and from what I have heard from other parents and teachers in our community, this as an urgent issue for our schools that cannot wait.

Again, I very much appreciate your work on behalf of the community.

Best,
Katie Schlacter
[redacted]

Email from Crystal Basham sent on May 16, 2025

Dear School Board Members,

I hope this message finds you well. As a parent of [redacted] children in Williamson County Schools, I want to thank you for your commitment to the development, growth, and education of our children. Our family moved to Williamson County four years ago to allow our children to take full advantage of this amazing school district, and we are so grateful for the opportunities each of them are afforded in our local schools. We believe in the role of public schools and the vital role they play in our communities as they foster young minds and raise future leaders - so thank you for the part that you play.

It is my understanding that you will be voting as a board on the Personal Device Policy that WCS will adopt for the 25/26 school year. I am writing to strongly encourage and ask you to adopt a "bell-to-bell" policy for the sake of our children - their mental health, their social/emotional development, and their academic achievement. As I'm sure you are aware, there is now an abundance of research and evidence regarding phone usage during the critically important developmental stage of our students, and in particular, the impact these devices have when used during school hours. Overwhelmingly, the data is very clear - our children deserve better, and we are the ones that can do that for them.

There are a number of resources you can reference for this research, but Jonathan Haidt's recent book, *The Anxious Generation*, has been very informative for my husband and I as we shape our own plans for screen-usage in our home, as well the direction and intention we hope our local school system adapts, and quickly.

Haidt's research highlights a troubling link between the rise of constant phone access and the sharp increase in anxiety, depression, and attention difficulties in adolescents. He emphasizes that young people today are part of the first generation to grow up with constant digital distractions and it isn't turning out well for them - since 2010, rates of teen anxiety and depression in the U.S. have more than doubled—closely mirroring the explosion in smartphone and social media use.

I believe that a bell-to-bell policy could help mitigate these issues by allowing students, at the very least, to re-engage with in-person learning and peer interaction without the distraction of these devices. Research both nationally and internationally shows that test scores improve, student mental health improves, bullying decreases, and student misbehavior declines. Not to mention the face-to-face interactions that allow our students to develop strong interpersonal social and emotional skills that will serve them for the remainder of their lives are significantly improved.

While we understand that technology plays an important role in education, it's critical that we distinguish between tools that support learning and tools that distract from it. Personal devices are not educational necessities in the classroom—and in many cases, they undermine the focus and social development that schools are meant to foster.

I ask the board to review the research and consider adopting a bell-to-bell personal device policy to create a healthier and more focused learning environment for all students.

Thank you for your time and commitment to the well-being of our students.

Sincerely,

Crystal Basham

[redacted]

Parent/Community Member

Email from Allyson Lifsey sent on May 16, 2025 – Allyson is on the Technology Use Committee

Hello,

My name is Ally Lifsey. I'm the mom of a [redacted] and also a member of the newly-formed WCS Screen Time Committee which I'm excited to be a part of. However, I'm aware that Tennessee's new law requires a policy addressing personal tech in schools prior to the 2025-2026 school year, and we won't have time to deliver guidance via the committee prior to then. Given these time constraints, I'm reaching out to personally advocate for a bell-to-bell ban on all personal tech devices.

I could write a long e-mail about all the reasons why I believe this is the way to go and ideas for how to implement it and responses to common concerns, but Phone Free Schools has already created an amazing Administrator Toolkit with all the relevant information. I've attached it here. I urge you to carefully look it over and consider it when drafting your policy for the upcoming school year.

I'm passionate about making sure that what we do in school is evidence-based to the extent that it can be, and we now have a lot of data that we didn't have before about technology and its effects on our kids. Given this information, it's our duty to change our approach.

Thanks for considering,
Ally

Warren County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Restrictions on Student Possession and Use of Personal Electronic Devices**	**6.312**	**07/24/25**
		Rescinds: **6.312**	Issued: **06/24/24**

The increase in use of cell phones and personal communication devices by students during the school day has become far more than a distraction in the school environment. These devices are being used by students as a means of cheating on tests, taking inappropriate pictures and videos of students and staff for sharing and posting across the internet, threatening and/or bullying other students, and engaging in an excessive amount of social interaction during instructional time.

Therefore, students may only possess a wireless communication device so long as such devices are turned off and stored out of sight and in school issued storage locations for the entirety of the school day. Such devices include any portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties, such as wearable technology, cell phones, non-school issued laptops or tablets, and gaming devices.

Students who wish to carry a cell phone with them to and from school must keep the device turned off and stored (e.g., kept in the student's automobile, or other school approved location at all times during the entire school day). For the purposes of this policy the school day includes the entire day from the school start time or bell that indicates the start of the school day until the final dismissal time of the school day. The school is not responsible for any loss or theft of the device while on school property.

A student may only be permitted to utilize a wireless communication device under the following circumstances;

1. In case of emergency;
2. When authorized by a teacher (with prior authorization from principal)
3. To manage the student's health, as document in the student's individual healthcare plan;
4. When the possession or use is required by the student's individual education program, 504 plan or individual learning plan; or
5. When the device is being used by a student with a disability for the operation of assistive technology to increase, maintain, or improve the student's functional capabilities.[1]

EXAMINATION OF WIRELESS COMMUNICATION DEVICES

A wireless communication device may be subject to search within the parameters set out in WBOE Policy 6.303 and state and federal law. Notice that improperly stored wireless communication devices may be subject to search shall be included in the handbook disseminated to the parents and/or guardians of each student.

CELL PHONE/ELECTRONIC COMMUNICATION DEVICE OFFENSE GUIDELINES

A student found in unauthorized possession of any type of cell phone or personal communication device during the school day shall have the device taken from him or her and kept by the school Principal or designee until the parent is notified. The parent may pick up the device at a time and location designated by the principal at the close of the next school day following the day that the parent received notification or earlier at the principal's discretion. Thereafter, the parent may pick up the device by appointment after the student serves the designated detention. Moreover, for such subsequent violation of this policy, the student shall receive additional consequences in accordance with the district-wide communications device offense guidelines.

AGREEMENT TO RULES AND POLICY

By allowing a student to bring a cell phone or other personal communication device to school, the parent and the student voluntarily agree to abide by these disciplinary rules, restrictions and offense guidelines. The District, its schools, nor its employees assume any responsibility or liability for the loss or damage to any student's personal communication device, or for the unauthorized use of student's personal communication device. takes no responsibility for confiscated items and will not compensate the owner for any lost, stolen, or damaged confiscated items while in the custody of the District or while otherwise on school property.

The Director of Schools (or designee) is responsible for administering this policy which applies to all students in all Warren County schools.

PERSONAL COMMUNICATION DEVICE OFFENSE GUIDELINES

1ST OFFENSE	2ND OFFENSE	3RD OFFENSE	4TH & + OFFENSE
• Device is collected & the offense is documented. • Parent is notified and must pick up device from office • Warning-Student will serve detention for the next offense • Device is collected & the offense is documented • Parent is notified and must pick up device from office	• Device is collected & the offense is documented. • Parent is notified and must pick up device from office • Student is assigned to either 2 days ASD, or 1 week of lunch detention • Device is collected & the offense is documented • Parent is notified and must pick up device from office • 2 days of ASD/EL6 or 1	• Device is collected & the offense is documented. • Parent is notified and must pick up device from office • Student serves 2 days of ISS. • Student is not allowed to bring the device back for the rest of the school year • Device is collected & the offense is	• Device is collected & the offense is documented. • K-5 could result in suspension or other disciplinary action • Device is collected & the offense is documented • Short term suspension – 3 days or less • Alternative placement referral

• Warning-Student will serve detention for the next offense	week of lunch detention	documented • Parent is notified and must pick up device from office • 2 days of ISS • Behavior Contract • Revocation of parking privilege • Restriction of attendance at school-sponsored activities (games, dances, etc.)	

Legal References

1. Public Acts of 2025, Chapter No. 103

Cross References

Code of Conduct 6.300

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Use of Wireless Communication Devices**	**6.312**	**06/16/25**
		Rescinds:	Issued:

PURPOSE

This policy is required by Tennessee law and establishes clear and consistent expectations for the possession and use of personal wireless communication devices by K–12 students. Its purpose is to ensure that instructional time and school environments remain free from unnecessary distractions and to promote student engagement, well-being, safety, and a positive school environment.

Research and safety experts agree that limiting device use during the school day:

- ***Improves learning by keeping students focused and engaged.***
- ***Supports well-being by reducing social pressures, bullying, and anxiety.***
- ***Strengthens safety by ensuring students follow staff directions in an emergency. Parents will be notified through the school's emergency communication system. Safety experts caution that parents calling or texting students during an emergency can put students at greater risk by drawing attention to them and disrupting established safety procedures.***

DEFINITION

For purposes of this policy, wireless communication devices include but are not limited to:

- ***Cell phones;***
- ***Smart watches;***
- ***Ear buds / AirPods iPods / MP3 players;***
- ***CD players, Walkmans, or radios;***
- ***Pagers or beepers;***
- ***Handheld electronic games; and***
- ***Non-school issued laptops or tablets or any portable devices capable of communication or gaming.***

GENERAL

K–12 students are prohibited from using personal wireless communication devices during the entire school day (i.e., first bell of the day to last bell of the day), including instructional periods, class transitions, study halls, and lunch time. All devices must remain silenced and stored off the body in:

- ***Backpacks, purses, or similar personal bags;***
- ***Teacher-designated storage areas within the school setting;***
- ***Lockers; or***

- *Personal vehicles.*

Devices may not be stored in clothing, pockets, or on the body, as this allows for easy access.

~~Students in grades K-8 may possess wireless communication devices so long as such devices are silenced and not used during the school day. Students in grades 9-12 may possess wireless communication devices so long as such devices are silenced and not used during the school day. Students in grades 9-12 may use a wireless communication device during the student's lunch period. Such devices include any portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties, such as wearable technology, cell phones, laptops, tablets, and gaming devices.~~

SCHOOL SETTING

"School setting" includes all areas of the campus or school-sponsored environments during the school day, whether instruction is actively occurring or not, including but not limited to:

- *Classrooms and libraries;*
- *Lunch areas and auditoriums;*
- *Gymnasiums and physical education areas (indoor and outdoor);*
- *Performing arts areas;*
- *Locker rooms;*
- *Administrative offices;*
- *Nurse's office, counseling/medical/psychological spaces; or*
- *Bathrooms School Buses and other district-provided transportation for field trips/travel during school day.*

Leaving class during instructional time to use a device in another school setting is a violation of this policy.

EXCEPTIONS

~~A student may, however, be permitted to utilize a wireless communication device under the following circumstances:~~

Students may use personal communication devices only when:

1. *Authorized by a teacher for a specific educational purpose. A "specific educational purpose" means that the device is being used as a tool directly tied to the learning objectives of the lesson and under active teacher supervision.*

Examples include:

   a. *Accessing a teacher-directed digital resource not otherwise available on school-issued technology.*
   b. *Using translation or accessibility applications as part of instructional activities.*
   c. *Documenting a project, experiment, or performance when directed by the teacher.*
   d. *Participating in structured class activities (e.g., polling software, classroom response systems) where the teacher requires device access.*

Educational purpose does not include:

a. Free or unsupervised internet browsing.
b. Listening to music, playing games, or watching videos unrelated to instruction.
c. Messaging, social media, or personal communication.
d. Using the device as a reward or filler activity in lieu of teacher-directed instruction.

Teacher authorization may not be granted for the purpose of convenience when school-issued devices or classroom materials are available for instructional purposes. Permission to use a personal device is an exception, not the norm, and should be revoked immediately if misused.

2. To manage the student's health, as documented in the student's individual healthcare plan;

3. When the possession or use is required by the student's Individual Education Program (IEP), active 504 plan, or individual learning plan; or

4. The device is being used by a student with a disability for the operation of assistive technology to increase, maintain, or improve the student's functional capabilities.

~~5. In the event of an emergency;~~

~~6. When authorized by a teacher for educational purposes;~~

PROHIBITED USES

Students are prohibited from:

1. *Using devices in any manner that threatens academic integrity, disrupts learning, or violates privacy rights.*
2. *Using devices to cyberbully, harass, or threaten another student.*
3. *Taking, sending, sharing, viewing, or possessing pictures, text messages, emails, or other material depicting sexual activity, as defined in Tennessee Code Annotated § 39-17-1003 and related statutes (including § 39-17-1002), while the student is on school grounds, at school-sponsored events, or on school buses or vehicles provided by the district.*
4. *Recording or photographing without consent.*
5. *Students may not use personal devices to access the internet through unauthorized means (e.g., personal hotspots, VPNs, or circumvention of school network filters).*
6. *Charging devices using school resources during the school day.*

~~*SEARCH AND SEIZURE OF DEVICES*~~

~~*By bringing a device to school, students and parents/guardians acknowledge that the device is subject to search by a school administrator if there is reasonable suspicion that the device contains evidence of a violation of school policy or law. Any search will be conducted in a manner consistent with federal law and Tennessee law (T.C.A. § 49-6-4204 and § 49-6-4205) and will be limited in scope to the suspected violation. Content or images that violate state or federal law may be referred to law enforcement.*~~

STAFF EXPECTATIONS

Teachers and staff members will consistently and fairly enforce this regulation. Teachers will clearly designate storage areas in classrooms for students who cannot store devices in backpacks, lockers, or purses/bags.

Teachers and staff will not use phone breaks as student rewards.

Teachers and staff should model appropriate device use by refraining from personal use during instructional time.

STUDENT AND FAMILY RESPONSIBILITIES

Bringing a personal wireless communication device to school is strictly optional. These devices are not required for instruction and do not enhance learning during the school day.

Students are solely responsible for any personal wireless communication devices they choose to bring to school or school-sponsored events. The school district will not assume responsible for loss, theft, damage, or unauthorized use of these devices.

CONSEQUENCES

Any visible device during school hours may be confiscated. Confiscated devices will be secured and returned to the student at the end of the school day.

Violations of this policy will result in disciplinary action. Repeated violations will lead to progressive consequences. Final determination of disciplinary measures rests with school administration.

Elementary School

- *First Offense: Device placed in cubby/backpack. Teacher/staff member communicates with student and family, reteaching of expectations. Device goes home with student at end of day.*
- *Second Offense: Device sent to administrator. Administrator communicates with student and family, reteaching of expectations. Device returned to student at end of day.*
- *Third Offense: Device sent to administrator. Administrator communicates with student and family, reteaching of expectations. Parent/guardian required to pick up the device.*

Middle School

- *First Offense: Teacher/staff member redirects student to put device away. Reteaching of expectations. Student stores device away until end of class/day.*
- *Second Offense: Teacher/staff member confiscates device and delivers to administration. Parent notified; parent must pick up device at end of day.*
- *Third Offense: Escalated consequences for non-compliance, which may include loss of privilege (device held in office), demerits, or detention, or in-school suspension.*

High School

- *First Offense: Teacher/staff member redirects student to put device away. Reteaching of expectations. Student stores device away until end of class/day.*
- *Second Offense: Devices confiscated and delivered to administrator who notifies parent and reviews expectations with student. Parent conference held as needed.*
- *Third Offense: Escalated consequences for repeated non-compliance. Focus shifts to addressing pattern of behavior. Examples of escalated consequences include loss of privilege (device held in office), detention, or in-school suspension.*

Additional Consequences (All Grades)

- *Referral to law enforcement may occur if device use involved content or behavior that violates state or federal law.*
- *Progressive consequences beyond the third offense may be applied at the discretion of the school administration in alignment with the Student Code of Conduct.*

~~Unauthorized use of a device may result in confiscation of a student's wireless communication device for the duration of the school day. A student in violation of this policy is subject to disciplinary action.~~

EMERGENCY COMMUNICATION ~~PLAN~~

All staff members have access to communication devices during the school day and may contact the school office in case of an emergency. In an emergency, school staff will initiate established communication protocols to notify parents/guardians by text message, email, and/or phone call. Students will also be permitted to contact a parent/guardian once it is safe to do so under staff direction.

Safety experts strongly caution against parents calling or texting students during an active school emergency, as this can draw attention to students' locations and interfere with their ability to follow safety instructions. Parents are urged to await official communication from the school.

In non-emergency situations, parents/guardians will be contacted by school officials via text message, email, or phone call.

~~In the event of an emergency or possible emergency occurring at the school where the student is enrolled, parent(s)/guardian(s) will be alerted by text message and/or email and/or phone call.~~

Legal References

Cross References

1. Public Acts of 2025, Chapter No. 103 Code of Conduct 6.300

1320 West Main Street
Franklin, Tennessee 37064-3700
Phone (615) 472-4060

TO: Jason Golden & Williamson County School Board
FROM: Dr. Dave Allen, Assistant Superintendent of TLA
CC: Jennifer Sower, Jenny Lopez, Dr. Leigh Webb, Heather Hayes, Willie Dickerson
DATE: October 2, 2025
RE: Textbook Adoption, TN Section E: PE and Health Science and CTE (Information Technology and Advanced Manufacturing)

Please find attached to this memo the names of the recommended teacher representatives for the 2025-26 Textbook Adoption Committee. The teachers listed have been identified by our Human Resources Department as meeting the state defined criteria to serve on this committee. As per state criteria, educators must have completed 3 years of classroom experience in a public school, must currently be teaching the subject, and must hold a valid Tennessee teaching license. I am submitting these names to you for approval.

The state also requires parent volunteers to participate in this process and be part of this committee. We are submitting the names of 7 parent nominees who have volunteered to serve on our adoption committee.

Staff recommends approval.

Williamson County Schools Recommended Textbook Committee
2025-2026 6-12 Health/PE/Lifetime Wellness and CTE
(Information Technology and Advanced Manufacturing)

Teachers

School	Teacher (Health/PE/Lifetime Wellness)
Brentwood Middle School	Benjamin Hahs
Fairview Middle School	Wes Malone
Grassland Middle School	Paul Breece
Heritage Middle School	Garrett Smith
Hillsboro School	John Emler
Legacy Middle School	Zach Engle
Mill Creek Middle School	Matthew Crawford
Page Middle School	Joanna Brewer
Spring Station Middle School	Darnell Spann
Sunset Middle School	Atlee Stalker
Thompson's Station Middle School	Andrew Hedges
Woodland Middle School	Len Brosky
Brentwood High School	Bill Moore
Centennial High School	Felicia Thigpen
Fairview High School	Robert Michael Jackson
Franklin High School	Rachel Shaw
Independence High School	Mary Beth White
Nolensville High School	Zachary Hudson
Page High School	Randy Coffman
Ravenwood High School	Daniel Quesenberry
Renaissance High School	Preston Brooks
Summit High School	Chad Kirby
Vanguard Virtual High School	Kathy Caudill

School	Teacher (CTE: Advanced Manufacturing)
Fairview High School	Kevin Sizemore
Nolensville High School	Elvia Klym
Ravenwood High School	Josh Peck
Heritage Middle School	Sarah Fischer
Thompson's Station Middle School	Niki Folven

School	Teacher (CTE: Information Technology)
Brentwood High School	Curtis Haley
Centennial High School	Elisa Baughman
Franklin High School	Sara Foreman
Ravenwood High School	Brent Sanderson
Grassland Middle School	Myron Kenneth Maxwell

Parents and Field Experts

Megan Hayes
Kristin Weber
Kristy Jue
Emily Delikat
Martin Plumlee
Venkata Adadi
Jeff Tuley
Kelly Cox
Sarah Tablak
Tiffany Lankford
Brandon Wise
Abby Baalbergen

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

MEMORANDUM

To: Williamson County School Board

From: Jason Golden, Superintendent

Date: October 13, 2025

Subject: 2025-26 Superintendent / District Goals

Board Members, following up on our September Work Session discussion, here are the proposed Superintendent / District goals with deliverables for the remainder of the 2025-26 school year. I do anticipate that some of these have the potential to be ongoing annual opportunities over the next few years.

1. Conduct professional salary study and make recommendations that evaluate the competitiveness of compensation across all WCS employee groups.
    - Deliverable: Professional salary study document with recommendations.

2. Develop corporate and community partnerships to support new programs or supplement existing budget items.
    - Deliverable: Analysis report of current corporate support and action plan for soliciting ongoing/future support.

3. Leverage the Screen Time Committee's recommendations to establish guidelines for student use of technology.
    - Deliverable: K-12 Framework with screen time guidelines and developmentally appropriate activities by grade bands.

4. Establish committee to analyze innovative instructional delivery models.
    - Deliverable: Committee Report summarizing opportunities, resource and student development implications, and suggested priorities for deeper exploration.

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

MEMORANDUM

To: Williamson County School Board

From: Josh Brown, School Board Chair

Date: October 13, 2025

Subject: 2025-26 School Board Goals

Board Members, following up on our September Work Session discussion, here are the proposed Board goals for the remainder of the 2025-26 school year.

1. Encourage development of corporate and community partnerships to support new programs or supplement existing budget items promoting the Superintendent – District goal number 2.

2. Increase Board Members' visibility in schools in 2025-26.
    a. Make 3 School Visits during the school year.
    b. Attend at least 2 District Events this school year.

TO: Williamson County Board of Education

FROM: Rachel Farmer, CFO

SUBJECT: End of Month Financials

DATE: October 20, 2025

Please find attached the activity statements for all of our funds for September 30, 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 12 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	-19,148,592	-533,448,586	-66,855,634.59	-466,592,951.84	12.5%
71100 REGULAR INSTRUCTION	240,081,265	5,082,121	245,163,386	34,003,044.82	210,860,956.84	13.9%
71150 ALTERNATIVE INSTRUCTION	743,522	13,869	757,391	96,634.14	659,408.50	12.8%
71200 SPECIAL EDUCATION INSTRUCTION	81,073,153	1,801,781	82,874,934	10,193,511.13	71,425,541.30	12.3%
71300 CAREER AND TECHNICAL EDUCATIO	11,261,451	599,912	11,861,363	1,821,748.45	9,854,441.84	15.4%
71400 STUDENT BODY EDUC PRGM	2,032,000	0	2,032,000	735,986.50	878,180.36	36.2%
72110 ATTENDANCE	859,084	0	859,084	191,899.33	667,184.67	22.3%
72120 HEALTH SERVICES	9,904,747	0	9,904,747	1,240,982.99	8,648,676.49	12.5%
72130 OTHER STUDENT SUPPORT	21,143,970	385,704	21,529,674	2,886,031.62	15,641,510.74	13.4%
72210 INSTRUCTION SUPPORT	27,406,308	183,989	27,590,297	4,125,988.48	23,012,369.28	15.0%
72215 ALTERNATIVE SUPPORT	403,325	0	403,325	78,184.46	325,140.54	19.4%
72220 SPECIAL EDUCATION SUPPORT	13,526,309	271,085	13,797,394	2,304,216.70	10,881,193.12	16.7%
72230 CAREER/TECH EDUC SUPPORT	756,171	31,438	787,609	136,637.77	643,186.58	17.3%
72250 TECHNOLOGY	21,686,609	0	21,686,609	7,582,853.21	9,007,267.57	35.0%
72310 BOARD OF EDUCATION	22,120,572	0	22,120,572	369,334.23	21,560,253.23	1.7%
72320 OFFICE OF SUPERINTENDENT	2,638,693	0	2,638,693	515,086.32	2,111,290.91	19.5%
72410 OFFICE OF PRINCIPAL	34,659,134	0	34,659,134	6,404,887.32	28,254,246.18	18.5%
72510 FISCAL SERVICES	2,953,386	0	2,953,386	824,214.83	2,128,721.17	27.9%
72520 HUMAN SERVICES/PERSONNEL	3,245,753	0	3,245,753	677,586.37	2,544,277.93	20.9%
72610 OPERATION OF PLANT	23,195,102	0	23,195,102	4,772,925.35	9,996,225.55	20.6%
72620 MAINTENANCE OF PLANT	13,869,806	855,618	14,725,424	2,517,463.62	10,587,754.38	17.1%
72710 TRANSPORTATION	26,433,295	7,452	26,440,747	3,833,226.36	22,253,354.98	14.5%
73100 FOOD SERVICE	0	0	0	493.29	-493.29	100.0%
73300 COMMUNITY SERVICES	1,665,962	0	1,665,962	479,359.82	1,158,216.08	28.8%
73400 EARLY CHILDHOOD/PRE K	953,180	16,202	969,382	151,185.08	815,431.85	15.6%
76100 REGULAR CAPITAL OUTLAY	0	9,983,844	9,983,844	2,998,647.80	1,002,407.79	30.0%
TOTAL GENERAL PURPOSE SCHOOL	48,312,803	84,422	48,397,225	22,086,495.40	-1,676,207.25	45.6%
TOTAL REVENUES	-514,299,994	-19,148,592	-533,448,586	-66,855,634.59	-466,592,951.84	
TOTAL EXPENSES	562,612,797	19,233,014	581,845,811	88,942,129.99	464,916,744.59	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 12 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	-182,115	-10,653,738	-1,156,708.75	-9,497,028.92	10.9%
71100 REGULAR INSTRUCTION	749,992	0	749,992	89,857.49	625,634.72	12.0%
71200 SPECIAL EDUCATION INSTRUCTION	4,903,638	30,000	4,933,638	852,703.74	3,797,839.41	17.3%
71300 CAREER AND TECHNICAL EDUCATIO	233,165	81,115	314,280	68,277.66	187,802.17	21.7%
72120 HEALTH SERVICES	1,159,885	0	1,159,885	180,889.44	978,995.56	15.6%
72130 OTHER STUDENT SUPPORT	108,942	0	108,942	7,025.20	101,841.47	6.4%
72210 INSTRUCTION SUPPORT	685,164	0	685,164	131,211.88	538,383.70	19.2%
72220 SPECIAL EDUCATION SUPPORT	2,180,938	70,000	2,250,938	371,499.44	1,815,367.29	16.5%
72230 CAREER/TECH EDUC SUPPORT	20,086	0	20,086	8,917.16	10,954.42	44.4%
72410 OFFICE OF PRINCIPAL	71,685	0	71,685	7,403.19	64,281.81	10.3%
72710 TRANSPORTATION	83,359	0	83,359	9,490.45	70,293.14	11.4%
73400 EARLY CHILDHOOD/PRE K	0	1,000	1,000	1,000.00	.00	100.0%
99100 TRANSFERS OUT	274,770	0	274,770	.00	274,770.00	.0%
TOTAL SCHOOL FEDERAL PROJECTS	0	0	0	571,566.90	-1,030,865.23	100.0%
TOTAL REVENUES	-10,471,623	-182,115	-10,653,738	-1,156,708.75	-9,497,028.92	
TOTAL EXPENSES	10,471,623	182,115	10,653,738	1,728,275.65	8,466,163.69	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 12 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	-1,920,819.60	-17,540,898.40	9.9%
73100 FOOD SERVICE	20,749,302	0	20,749,302	3,946,183.43	10,250,423.91	19.0%
TOTAL CENTRAL CAFETERIA	1,287,584	0	1,287,584	2,025,363.83	-7,290,474.49	157.3%
TOTAL REVENUES	-19,461,718	0	-19,461,718	-1,920,819.60	-17,540,898.40	
TOTAL EXPENSES	20,749,302	0	20,749,302	3,946,183.43	10,250,423.91	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 12 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	-1,135,049.81	-6,439,550.19	15.0%
73300 COMMUNITY SERVICES	8,045,674	0	8,045,674	1,938,416.68	6,003,918.11	24.1%
TOTAL EXTENDED SCHOOL PROGRAM	471,074	0	471,074	803,366.87	-435,632.08	170.5%
TOTAL REVENUES	-7,574,600	0	-7,574,600	-1,135,049.81	-6,439,550.19	
TOTAL EXPENSES	8,045,674	0	8,045,674	1,938,416.68	6,003,918.11	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 12 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	**********		-30,880,069.81	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	**********		59,893,911.24	93.4%
TOTAL EDUCATION CAPITAL PROJECTS	218,658,990	-190,586,987	28,072,003	-18,166,515.39	29,013,841.43	-64.7%
TOTAL REVENUES	-567,501,603	-577,853,657	**********		-30,880,069.81	
TOTAL EXPENSES	786,160,593	387,266,670	**********		59,893,911.24	

YEAR-TO-DATE BUDGET REPORT

FOR 2026 12 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-	190,502,566	78,227,886	7,320,277.61	18,580,662.38	9.4%

** 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: October 2, 2025
RE: Purchasing Report

Contains bid projects conducted during the month of September 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 #1381	**Online Surplus Sale of Music and Band Equipment**	
Project	This project is for the online surplus sale of old, worn and obsolute band and music equipment from the districts music programs.	
Department/Director	Music and Fine Arts/ Mark Kinzer	
Advertised	Thursday, August 21, 2025 in the Williamson Hearld and the Tennessean	
Bid Opening	On-line acution began Friday, August 22, 2025 through Thursday, September 4, 2025.	
Bidders that were solicited or contacted WCS regarding this project	**Name of Company**	**Bid Amount**
	Middletons Recycle	**$11,000.00**
	Bandwagon Music & Repair	
	Shuff's Music	
	Taylor Music	
Awarded	**Middletons Recycle**	

TRIP FINDER - November 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
6593	**Brentwood High**	04/16/2026	04/19/2026	09/26/2025	Over $100 PER STUDENT	Youth Legislature: BHS	ACADEMIC OVERNIGHT	9th-12th Grade	100	Doubletree Hotel Nashville
Notes/Fees	*Parents are responsible for transportation*									
6676	**Brentwood High**	12/05/2025	12/06/2025	10/01/2025	NO DRIVER	BHS Wrestling @ Huntsville Invitational	ATHLETIC OVERNIGHT	Varsity Wrestling	20	Huntsville High School
Notes/Fees	*Will leave as soon as possible after school to make weight ins... overnight... no driver needed. no cost to students*									
6677	**Brentwood High**	12/12/2025	12/13/2025	10/01/2025	NO DRIVER	BHS Wrestling @ McCallie Invite	ATHLETIC OVERNIGHT	Varsity Wrestling	16	McCallie High School
Notes/Fees	*McCallie invite. Will be getting team out of school early to make weigh ins and tournament start time.*									
6688	**Brentwood High**	12/28/2025	12/30/2025	10/01/2025	NO DRIVER	BHS Wrestling @ Carolina Clash Invite	ATHLETIC OVERNIGHT	Varsity Wrestling	20	Tryon International Equestrian Center
Notes/Fees	*Overnight Tournament in NC. Parents will drive. Tournament starts 12/29 and ends on 12/30.No driver needed, no cost to students.*									
5796	**Centennial HS - CTE Paid**	02/24/2026	02/27/2026	08/06/2025	Over $100 PER STUDENT	DECA State Career Development Conference	CTE OVERNIGHT	CTE - DECA	30	Chattanooga Convention Center
Notes/Fees	Cost will be over $100 per student.									
6891	**Centennial High**	11/07/2025	11/09/2025	10/22/2025	Over $100 No Driver	Model United Nations	ACADEMIC OVERNIGHT	Model UN	20	Embassy Suites Murfreesboro
Notes/Fees	*Cost per student: $400*									
7184	**Centennial HS Fine Arts Overnight**	01/08/2026	01/10/2026	11/05/2025	Over $100 PER STUDENT	MTSBOA Orchestra MidState	FINE ARTS OVERNIGHT	Concert	130	Stewart's Creek High School
Notes/Fees	*Name: MTSBOA Orchestra & Jazz Band MidState Conference. Location: Stewart's Creek High School, 301 Red Hawk Parkway, Smyrna TN 37167 Student Cost: approximately $300; Fundraising through WCODA and donations. Schools: Brentwood HS, Centennial HS, Fairview HS, Franklin HS, Indy HS, Nolensville HS, Page HS, Ravenwood HS, Summit HS, Brentwood MS, Fairview MS, Grassland MS, Heritage MS, Legacy MS, Mill Creek MS, Page MS, Spring Station MS, Sunset MS, Thompson's Station MS, Woodland MS, Hillsboro MS*									
7185	**Centennial HS Fine Arts Overnight**	01/15/2026	01/17/2026	11/05/2025	Over $100 PER STUDENT	Midstate Band	FINE ARTS OVERNIGHT	Concert	180	Siegel Middle School
Notes/Fees	*Name of Event: Midstate Band. January 15th 4:00 pm- January 17th 5:00 pm. Location: Siegel Middle and High School Charter buses will depart with all WCS students from Centennial HS on January 15 at 4 pm. Parents will pick students up at the conclusion of the concerts on Saturday January 17. $250 for lodging, registration, and transportation. Funds are raised through WCBDA, and donations. Approximate number of students: 180 Schools: Brentwood HS, Centennial HS, Fairview HS, Franklin HS, Indy HS, Nolensville HS, Page HS, Ravenwood HS, Summit HS, Brentwood MS, Fairview MS, Grassland MS, Heritage MS, Legacy MS, Mill Creek MS, Page MS, Spring Station MS, Sunset MS, Thompson's Station MS, Woodland MS, Hillsboro MS*									
6746	**Fairview High**	01/16/2026	01/17/2026	10/14/2025	Over $100 PER STUDENT	Tennessee ThesCon	FINE ARTS OVERNIGHT	Drama	33	MTSU
Notes/Fees	*over 100*									

TRIP FINDER - November 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
6779	**Fairview High**	03/14/2027	03/18/2027	10/14/2025	Over $100 No Driver	FvHS New York Trip	FINE ARTS OVERNIGHT	Drama	20	Museum of Broadway
Notes/Fees	*over 100. Round trip flights to your destination (Flight prices are based on current market conditions and we will advise of any possible cost fluctuations when flights are confirmed). Professional tour manager with your group throughout the tour. Transportation from the airport to your hotel. Four nights Hotel accommodation in midtown Manhattan. 7 Day Unlimited MetroCard. Transportation from your hotel to the airport. Breakfast included at the hotel daily. 5 Lunches. 4 Dinners. Dinner at Ellen's Stardust Diner; Dinner at Havana Central; Dinner at John's Pizzeria; Dinner at Puglia in Little Italy. Midtown Manhattan Walking Tour. Admission to the Stage Door Tour at Radio City Music Hall. Admission to the 86th floor observatory at the Empire State Building. Admission to the Museum of Broadway. Admission to the Metropolitan Museum of Art. Central Park Walking Tour. Visit to the Apple Store/Plaza/Fifth Avenue. Three Broadway show ticket (rear mezzanine seating). Theatre or dance workshop (topic to be chosen). Free time for shopping at Rockefeller Center. Admission to the Museum of Modern Art (MoMA). Admission to RiseNY. Statue of Liberty / Ellis Island Ferry Ticket. Visit to the Wall Street Area. Visit to the 9/11 Memorial at the World Trade Center. Visit to the food court and shops at Brookfield Place overlooking the Hudson River. Walk on the Brooklyn Bridge. Visit to Chinatown & Little Italy. Visit to Little Island @Pier 55 in Hudson River Park. Visit to the Chelsea Market. Visit to the High Line Park. Gratuities for the bus driver. Gratuities for the tour manager. Trip delay and medical insurance coverage up to $100,000 per person. One free place in double occupancy for every 10 paying passengers. FREE website where travelers can register and pay online with no monthly fees. Price per student is currently $2575.*									
6830	**Fairview High**	04/09/2026	04/12/2026	10/20/2025	No Cost No Driver	FVHS JROTC Mountain Man Memorial March (MMMM)	FINE ARTS OVERNIGHT	JROTC	30	Graystone Lodge
Notes/Fees	*Cadets, Students, and Event Supporters will leave on Thursday the 9th of April (either at noon or at the end of the school day). The Cadets plan to go to Dollywood on the morning of the 10th of April. They will participate in a Opening Ceremony in the evening of the 10th. They will participate in the MMMM on the 11th. They will return Fairview on the 12th. The address of the lodging is different than what is listed on the destination (Graystone Lodge) as directed by Tabitha Murray. We plan to stay at the Mighty Crabapple Manor in Gatlinburg, TN (368 E. Holly Ridge #4, Gatlinburg, TN).*									
6700	**Franklin High**	01/16/2026	01/17/2026	10/02/2025	Over $100 PER STUDENT	FHS - ThesCon	FINE ARTS OVERNIGHT	Drama	21	MTSU
Notes/Fees	*Annual theatre trip to the Thespian Convention at MTSU. We will need to leave Friday morning on a bus and drop bags off at hotel near MTSU. We will then take the bus to MTSU for a series of workshops/competitions and events throughout the day before returning to the hotel for the night. There are more workshops/events throughout the day on Saturday and then we will return to FHS late Saturday night. Cost without fundraising will be around $200 per student (95 for registration + hotel accommodations). There are fundraisers planned to offset the cost.*									
6506	**Independence High**	03/29/2026	04/01/2026	09/19/2025	Over $100 PER STUDENT	HOSA State Leadership Conference	ACADEMIC OVERNIGHT	CTE - HOSA	50	Chattanooga Convention Center
Notes/Fees	*This number of students is an estimate. It will be dependent on our success or lack thereof in regionals. We can take a regular school bus or 2.*									
6642	**Independence HS Fine Arts Overnight**	02/05/2026	02/09/2026	09/30/2025	Over $100 No Driver	Indy Band Game Day Live Nationals	FINE ARTS OVERNIGHT	Marching Band	33	Pop Century Resort
Notes/Fees	*Indy Band trip to Game Day Live Nations Competition in Disney World. The total cost for participating in Game Day Live and the Nationals Competition is $1400. Students will have the opportunity to participate in fundraisers to offset costs. Parents will be responsible for the transportation of their student to the event. The basic itinerary of the trip is as follows: Thursday: Travel Day; Friday: Rehearsal & Visit Parks; Saturday: Competition Day; Sunday: Competition Day; Monday Travel Day.*									
6785	**Independence HS - CTE Paid**	03/29/2026	04/01/2026	10/15/2025	Over $100 PER STUDENT	HOSA SLC	CTE OVERNIGHT	CTE - HOSA	55	Chattanooga Convention Center
Notes/Fees	*One teacher will drive separately and one chaperone will drive separately other than that all students and other teacher/chaperone will be on the bus*									
6751	**Independence HS Fine Arts**	01/16/2026	01/17/2026	10/14/2025	Over $100 PER STUDENT	Thespian Conference	FINE ARTS OVERNIGHT	9th-12th Grade	75	MTSU
Notes/Fees	*Will finalize number of students and vehicles after students sign up*									

TRIP FINDER - November 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
4067	**Mill Creek MS Fine Arts Overnight**	01/15/2026	01/19/2026	02/21/2025	Over $100 PER STUDENT	Junior Theatre Festival	FINE ARTS OVERNIGHT	Drama	40	Cobb Galleria
Notes/Fees	*COST TO STUDENTS: UP TO $1500; NO BUS NEEDED. We will be using a charter bus for the trip. Trip Overview: Junior Theater Festival (JTF). The upcoming trip to the Junior Theater Festival (JTF) is set for January 15th 2026, departing promptly after school. We will need to leave by 3:00 PM to ensure timely arrival in Atlanta, GA. A Charter Bus will be utilized for transportation to and from Atlanta. The anticipated cost per student is between $1250 and $1500, depending on inflation. To help alleviate this cost for students, we will conduct fundraising activities. What is JTF? The Junior Theater Festival is recognized as the world's largest and most exciting celebration of young people performing musical theater. This event brings together student musical theater troupes from around the globe for a weekend filled with musical theater excitement. Each troupe will perform a fifteen-minute segment of a Broadway Junior show, which will be evaluated by a panel of musical theater experts. Is there instruction and/or performance involved in this trip? Yes, the festival includes both performance opportunities and educational components. In addition to performing, students will have access to workshops designed to enhance their skills, along with professional development sessions for teachers. What else will be taking place during the weekend? The festival weekend will feature a variety of activities, including a New Works Showcase for new musical adaptations, workshops for students and parents, and a grand finale concert headlined by Broadway's best performers. Additionally, students will have the opportunity to visit the Cobb Galleria, the Natural History Museum, and other attractions in and around Atlanta. Total cost of the trip: The total cost of the trip is projected to be between $1250 and $1500 per student. This cost includes JTF registration, transportation, lodging, meals, and access to the event venue. How will the trip be funded? To help cover the expenses, we will engage in various fundraising efforts aimed at offsetting the total cost for students. Lodging: Hotel accommodations will be arranged as part of the trip package, ensuring students have a comfortable place to stay during the festival. How will meals be provided? Meals will be included in the overall price of the trip, ensuring that students are provided with adequate nourishment throughout the festival weekend. Additional Information: This trip promises to be an enriching experience for students, combining performance, learning, and cultural exploration. It will allow them to gain invaluable insights into the world of musical theater while enjoying the vibrant atmosphere of Atlanta. We look forward to a memorable and educational journey at the Junior Theater Festival.*									
6468	**Nolensville High**	11/07/2025	11/09/2025	09/17/2025	Over $100 PER STUDENT	NHS Model United Nations	ACADEMIC OVERNIGHT	Model UN	45	Embassy Suites Murfreesboro
Notes/Fees	*NO BUS OR DRIVER NEEDED. Students provide their own transportation*									
6541	**Nolensville High**	12/05/2025	12/06/2025	09/24/2025	No Cost No Driver	Wrestling - Houston Black Horse Invitational	ATHLETIC OVERNIGHT	Varsity Wrestling	20	Houston High School
Notes/Fees	*No cost no driver*									
6542	**Nolensville High**	12/12/2025	12/13/2025	09/24/2025	No Cost No Driver	Wrestling - McCallie Invitational	ATHLETIC OVERNIGHT	Varsity Wrestling	20	McCallie High School
Notes/Fees	*No cost no driver*									
6543	**Nolensville High**	12/19/2025	12/20/2025	09/24/2025	No Cost No Driver	Wrestling - Clash at the Creek Duals	ATHLETIC OVERNIGHT	Varsity Wrestling	20	Coahulla Creek High School
Notes/Fees	*No cost no driver*									
6622	**Nolensville High**	11/21/2025	11/22/2025	09/30/2025	No Cost No Driver	Wrestling - Bill Campbell Classic	ATHLETIC OVERNIGHT	Varsity Wrestling	25	Northfield High School
Notes/Fees	*No cost no driver*									
6624	**Nolensville High**	12/18/2025	12/21/2025	09/30/2025	No Cost No Driver	Wrestling - Knockout Christmas Classic	ATHLETIC OVERNIGHT	Varsity Wrestling	20	Silver Spurs Arena
Notes/Fees	*No cost no driver*									
6625	**Nolensville High**	01/01/2026	01/04/2026	09/30/2026	No Cost No Driver	Wrestling - Berserker Brawl	ATHLETIC OVERNIGHT	Varsity Wrestling	20	Fredericksburg, PA
	No cost no driver									
6627	**Nolensville High**	01/16/2026	01/18/2026	09/30/2025	No Cost No Driver	Wrestling - Escape the Rock	ATHLETIC OVERNIGHT	Varsity Wrestling	2	Holland, PA
	No cost no driver									

TRIP FINDER - November 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
6927	**Nolensville High**	11/06/2025	11/07/2025	10/23/2025	No Cost No Driver	XC State Meet Trip	ATHLETIC OVERNIGHT	Cross Country	20	Shelby Farms Park
Notes/Fees	*XC State Meet at Shelby Farms Park*									
6928	**Nolensville High**	11/30/2025	12/01/2025	10/24/2025	Under $100 No Driver	NHS BOWLING INDIVIDUALS	ATHLETIC OVERNIGHT	Bowling	22	Bowling World
Notes/Fees	*We will be traveling to Bowling World in Cookeville for the TSSAA State Individual Tournament. The tournament starts early on Monday morning and we also want to get an opportunity to practice on the lanes on Sunday night. The boys tournament starts at 9:00 a.m. and the girls starts at 1:00 p.m. we will be returning to Nolensville by 6:00 p.m. Parents will be responsible for student transportation. I used Cookeville High School as the destination because Bowling World was not an option on the destination list.*									
7086	**Nolensville High**	12/18/2025	12/21/2025	11/04/2025	No Cost No Driver	Girls Basketball - Gatlinburg	ATHLETIC OVERNIGHT	Varsity Girls	15	Gatlinburg, TN
	No cost no driver. Christmas Tournament in Gatlinburg, TN.									
6776	**Page High**	01/09/2026	01/10/2026	10/14/2025	No Cost No Driver	Page Wrestling	ATHLETIC OVERNIGHT	Varsity Wrestling	18	SCIENCE HILL HIGH SCHOOL
Notes/Fees	*No Cost. No Driver*									
6777	**Page High**	01/16/2026	01/17/2026	10/14/2025	No Cost No Driver	Page Wrestling	ATHLETIC OVERNIGHT	Varsity Wrestling	28	Knox-Halls High
Notes/Fees	*No Cost. No Driver*									
6846	**Page High**	01/16/2026	01/17/2026	10/21/2025	Over $100 PER STUDENT	ThesCon	FINE ARTS OVERNIGHT	Drama	38	MTSU
Notes/Fees	*Leave from PHS to Hyatt in Murfreesboro. Unload luggage. From Hyatt to MTSU. Late Friday transport from MTSU to Hyatt. Next morning from Hyatt to MTSU. End of night from MTSU to PHS.*									
6659	**Page HS - CTE Paid**	03/29/2026	04/01/2026	09/30/2025	No Cost	HOSA State	CTE OVERNIGHT	CTE - HOSA	60	Chattanooga Convention Center
Notes/Fees	*We do not have our hotel booked as of now, this will not be available till later*									
6917	**Page HS - CTE Paid**	03/22/2026	03/25/2026	10/23/2025	Over $100 PER STUDENT	State FFA Convention	CTE OVERNIGHT	CTE - FFA	30	Gatlinburg Convention Center
Notes/Fees	*DRIVER AND BUS NEEDED. Will not have exact number of students travelling until March 1st. School Nurse will be notified.*									
6920	**Page HS - CTE Paid**	04/17/2026	04/18/2026	10/23/2025	Under $100 No Driver	State Vet Science	CTE OVERNIGHT	CTE - FFA	4	Bartlett High School
Notes/Fees	Parents must arrange travel. Cost to students will not exceed $100. School nurse will be notified. ACTUAL DESTINATION IS UT MARTIN! (Not in system)									
7054	**Page High**	03/04/2026	03/07/2026	10/30/2025	Over $100 PER STUDENT	South Eastern Theatre Conference	FINE ARTS OVERNIGHT	Drama	20	University of Tennessee Chattanooga
Notes/Fees	*Depart from Page High to UTC on Wednesday. Bus returns home. Bus picks up at UTC on Saturday to return to Page High on Saturday.*									
6952	**Ravenwood High**	01/16/2026	01/17/2026	10/27/2025	Over $100 PER STUDENT	Thespian Honor Society Thescon Conference	FINE ARTS OVERNIGHT	Drama	50	MTSU
Notes/Fees	*Thespian Honor Society State Conference: Students will be participating in workshops/masterclasses, interacting with college & university Fine Arts departments, and will be watching high school theater performances from schools across the state. Students will leave school on Friday, January 16th @ 1:00pm and will arrive at MTSU for the first day of the conference. Bus should return @ 10:30pm to MTSU to drive us to our hotel. Bus should return the following morning @ 8:30am to drive us to MTSU for the second day of the event. Bus should return @ 9:30pm that evening to drive us back to Ravenwood. We will be staying at the Mainstay Suites Murfreesboro: 130 John R. Rice Blvd. Murfreesboro, TN 37129. Additional information available upon request.*									
6161	**Ravenwood HS - CTE Paid**	02/24/2026	02/27/2026	08/19/2025	Over $100 No Driver	DECA State	CTE OVERNIGHT	CTE - DECA	200	Chattanooga Convention Center
Notes/Fees	*Cost not to exceed $500*									

TRIP FINDER - November 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
6162	**Ravenwood HS - CTE Paid**	04/24/2026	04/29/2026	08/19/2025	Over $100 No Driver	DECA ICDC	CTE OVERNIGHT	CTE - DECA	120	Atlanta Convention Center
Notes/Fees	*Cost not to exceed $1500*									
6845	**Summit High**	01/16/2026	01/17/2026	10/21/2025	Over $100 PER STUDENT	Thespian Conference	FINE ARTS OVERNIGHT	Drama	30	MTSU
Notes/Fees	*When we get to Murfreesboro, we will need to be dropped off at our hotel (probably Comfort Inn; I will email confirmation when I get it) and then taken to MTSU. That evening, we'll need to be taken back to our hotel from the MTSU campus. The following morning, please pick up at the hotel to return to the campus. We will return home that evening from the MTSU campus.*									
6872	**Summit HS - CTE Paid**	02/24/2026	02/27/2026	10/22/2025	Over $100 PER STUDENT	SHS DECA State Competition	CTE OVERNIGHT	CTE - DECA	60	Chattanooga Convention Center
Notes/Fees	*We will have between 50-60 students on this trip. We will leave after school on Tuesday, February 24. We will return Friday, February 27 by 2:00 PM. We should be picked up in Chattanooga between 10 AM and 11 AM. Cost per student will be over $100 due to competition registration, hotel cost, and food cost. We will need 2 buses to accommodate students, chaperones, and luggage for everyone.*									
7147	**Summit High**	11/24/2025	11/25/2025	11/05/2025	No Cost No Driver	SHS Boys and Girls Varsity Basketball	ATHLETIC OVERNIGHT	Varsity Boys Basketball	15	Gordon Central High School
Notes/Fees	*No bus driver needed. Girls and Boys Varsity Basketball traveling to Calhoun, GA. Parents providing transportation*									

Williamson County Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in July	**School Board Norms**	**1.107**	**11/18/24**
		Rescinds: **1.107**	Issued: **11/16/20**

General

The School Board shall adopt an appropriate standard of norms that reaffirms the ways in which Board members conduct business and relate to each other.

The Board Norms shall be reviewed annually.

SCHOOL BOARD NORMS

The Board has adopted principles of courtesy and respect to guide the behavior of its members. These principles are to be considered and observed to the extent practicable by Board members in the conduct of Board business.

Board members should read all Board-related materials and should attend work sessions. Board members should use the work session for in-depth discussion.

Board members should make a request to the Executive Committee to place an item on a work session agenda per Board Policy 1.403, Board Meeting Agendas, before bringing it to the floor of a Board meeting.

Board members should support having a policy reviewed at the next policy committee meeting if that policy was suspended for a Board vote.

Board members should be mindful that statutory authority for the administration and operation of the schools, rests with the Superintendent.

Board members should refer complaints and concerns to the appropriate staff per Board Policy 5.501, Complaints and Grievances and inform the Superintendent of all such referrals.

Board members should-regularly communicate and seek legal and professional advice in the use of social media.

Board members should refer requests for staff reports or research to the Superintendent.

Board members should show courtesy and respect and limit their use of electronic devices at all meetings.

Board members should support having a vote of at least 75% of the sitting Board members in favor of a non-binding resolution before it is presented to the Williamson County legislative delegation.

Cross References

School Board Ethics 1.106