

Regular Meeting of the Trousdale County Board of Education

Thursday, August 19, 2021

Trousdale County Board of Education

103 Lock Six Road

Hartsville, TN 37074

Attendance Taken at 5:55 PM.

Anthony Crook: Present

John Kerr: Present

Jason Sullivan: Present

Barbara Towns: Present

Regina Waller: Present

1. AGENDA:

1.A. Call to Order – Mr. John Kerr, Chairman

1.B. Invocation – Mr. John Kerr, Chairman

1.C. Pledge of Allegiance – Mr. Anthony Crook, Board Member

1.D. Invitation to audience to address items on the Agenda

1.E. Approval of the Agenda for August 19, 2021

Motion to approve the Agenda for August 19, 2021, passed with a motion by Jason Sullivan and a second by Regina Waller.

Anthony Crook: Yea

Barbara Towns: Yea

Jason Sullivan: Yea

John Kerr: Yea

Regina Waller: Yea

2. CONSENT AGENDA:

2.A. Approval of Consent Agenda for August 19, 2021

Motion to approve the Consent Agenda for August 19, 2021, passed with a motion by Anthony Crook and a second by Barbara Towns.

Anthony Crook: Yea

Barbara Towns: Yea

Jason Sullivan: Yea

John Kerr: Yea

Regina Waller: Yea

2.B. Approval of Minutes from July 15, 2021

2.C. Approval of Executive Decision - TCAT Bus Driver Compensation

Add \$2.00 per hour to Tim Wilson's rate of pay to compensate him for driving the TCAT bus three times per day. The TCAT bus transports high school students to TCAT so that they can complete dual enrollment credits.

2.D. Approval of Executive Decision - High School Yearbook Contract – Attachment A**2.E. Approve Elementary School Library Fundraiser – Attachment B****2.F. Approve Policy Revision 6.310 Student Dress Code – Attachment C****2.G. Approve Budget Amendment 141-71000 Regular Instruction Program-Summer Learning Camp**

Amend the 2021-22 141 General Purpose School Budget by debiting Revenue. Amendments are to include:

DEBIT Revenue	46590-CAMP 1	Other State Education Funds		5,554.16
	47590-CAMP 1	Other Federal Through State		2,895.81
	46590-CAMP 2	Other State Education Funds		2,375.57
	47590-CAMP 2	Other Federal Through State		1,272.43
	46590-CAMP 3	Other State Education Funds		585.48
	47590-CAMP 3	Other Federal Through State		305.26
	46590-CAMP	Other Federal Through State		1,868.16
GRAND TOTALS				\$14,856.87

Amend the 2021-22 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	116-CAMP 1	Teachers		5,989.32
	201-CAMP 1	Social Security		371.34
	204-CAMP 1	State Retirement		64.27
	212-CAMP 1	Employer Medicare		86.83
	72120	Health Services		
	131-CAMP 1	Medical Personnel		416.00
	201-CAMP 1	Social Security		25.79
	204-CAMP 1	State Retirement		2.56
	212-CAMP 1	Employer Medicare		6.04
	72410	Office of the Principal		
	104-CAMP 1	Principals		1,260.91
	201-CAMP 1	Social Security		78.18
	204-CAMP 1	State Retirement		130.44
	212-CAMP 1	Employer Medicare		18.29

	71100	Regular Instruction Program		
	116-CAMP 2	Teachers		3,152.27
	201-CAMP 2	Social Security		195.45
	204-CAMP 2	State Retirement		254.58
	212-CAMP 2	Employer Medicare		45.70
	71100	Regular Instruction Program		
	116-CAMP 3	Teachers		462.33
	163-CAMP 3	Educational Assistants		306.25
	201-CAMP 3	Social Security		47.66
	204-CAMP 3	State Retirement		63.36
	212-CAMP 1	Employer Medicare		11.14
	72710	Transportation		
	146-CAMP	Bus Drivers		1,705.00
	201-CAMP	Social Security		76.64
	204-CAMP	State Retirement		61.80
	212-CAMP	Employer Medicare		24.72
GRAND TOTALS				\$14,856.87

2.H. Approve Budget Amendment 141-71100 Regular Instruction Program

Amend the 2021-22 141 General Purpose School Budget by debiting Equity and line item Expenditures. Amendments are to include:

DEBIT EXPENDITURES	71200	Special Education Program		
	116	Teachers		3,200.00
	201	Social Security		125.00
	204	State Retirement		250.00
	212	Employer Medicare		25.00
	72410	Office of the Principal		
	139	Assistant Principals		6,335.00
	201	Social Security		100.00
	212	Employer Medicare		50.00
DEBIT Equity	34655-Budget	Committed for Education		69,464.00
GRAND TOTALS				\$79,549.00

Amend the 2021-22 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	116	Teachers		24,054.00
	201	Social Security		355.00
	204	State Retirement		2,400.00
	212	Employer Medicare		300.00

	71150	Alternative Instruction Program		
	116	Teachers		700.00
	201	Social Security		40.00
	204	State Retirement		70.00
	212	Employer Medicare		10.00
	71200	Special Education Program		
	171	Speech Pathologist		350.00
	71300	Vocational Education Program		
	116	Teachers		1,710.00
	201	Social Security		85.00
	204	State Retirement		150.00
	72130	Other Student Support		
	123	Guidance Personnel		805.00
	201	Social Security		35.00
	204	State Retirement		75.00
	72210	Regular Instruction Program		
	105	Supervisors		825.00
	129	Librarians		13,279.00
	201	Social Security		770.00
	204	State Retirement		1,300.00
	212	Employer Medicare		180.00
	72220	Special Education Program		
	105	Supervisor		525.00
	201	Social Security		10.00
	204	State Retirement		55.00
	72320	Director of Schools		
	101	County Official/Administrative Officer		950.00
	72410	Office of the Principal		
	104	Principals		3,875.00
	72710	Transportation		
	105	Supervisor		309.00
	146	Bus Drivers		19,270.00
	201	Social Security		1,680.00
	204	State Retirement		3,475.00
	212	Employer Medicare		650.00
	73400	Early Education		
	116	Teachers		1,097.00
	201	Social Security		35.00
	204	State Retirement		115.00
	212	Employer Medicare		10.00
GRAND TOTALS				\$79,549.00

2.I. Approve Budget Amendment 141-72410 Office of the Principal

Amend the 2021-22 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	72410	Office of the Principal		
	499-uTrust	Other Supplies & Materials		2,326.50
GRAND TOTALS				\$2,326.50

2.J. Approve Budget Amendment 141-72610 Operation of Plan

Amend the 2021-22 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:

DEBIT EXPENDITURES	72610	Operation of Plant		
	434	Electricity		3,500.00
GRAND TOTALS				\$3,500.00

Amend the 2021-22 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	72610	Operation of Plant		
	399	Other Contracted Services		3,500.00
GRAND TOTALS				\$3,500.00

2.K. Approve Budget Amendment 142-72610 Operation of Plant - ESSER 1.0

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 931: ESSER 1.0		
DEBIT Revenue	47301	COVID-19 ESSER Grant		3,545.17
GRAND TOTALS				\$3,545.17

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	72610	Operation of Plant		
	410	Custodial Supplies		3,545.17
GRAND TOTALS				\$3,545.17

2.L. Approve Budget Amendment 142-71100 Regular Instruction Program - Title I

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 102: Title I		
DEBIT Revenue	47141	Title I Grants to States		37,956.15
	71100	Regular Instruction Program		
	722	Regular Instruction Equipment		1,195.00
GRAND TOTALS				\$39,151.15

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	116	Teachers		24,600.00
	429	Instructional Supplies		14,551.15
GRAND TOTALS				\$39,151.15

2.M. Approve Budget Amendment 142-72210 Regular Instruction Program - Title II

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 202: Title II		
DEBIT Revenue	47189	Eisenhower Professional Development Grants		26,373.45
	47590	Other Federal Through State		33,499.97
GRAND TOTALS				\$59,873.42

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	72210	Regular Instruction Program		
	524	In Service/Staff Development		57,373.42
	499	Other Supplies & Materials		2,500.00
GRAND TOTALS				\$59,873.42

2.N. Approve Budget Amendment 142-72210 Regular Instruction Program - Title IV

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 440: Title IV		
DEBIT Revenue	47590	Other Federal Through State		5,798.09
GRAND TOTALS				\$5,798.09

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	429	Instructional Supplies & Materials		5,798.09
GRAND TOTALS				\$5,798.09

2.O. Approve Budget Amendment 142-71100 Regular Instruction Program - Title V

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 602: Title V		
DEBIT Revenue	47148	Rural Education Grants		13,201.05
GRAND TOTALS				\$13,201.05

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	429	Instructional Supplies & Materials		13,201.05
GRAND TOTALS				\$13,201.05

2.P. Approve Budget Amendment 142-71200 Special Education Program - IDEA

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 902: IDEA		
DEBIT Revenue	47143	Special Education Grants to States		54,704.04
GRAND TOTALS				\$54,704.04

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71200	Special Education Program	
	116	Teachers	1,469.00
	128	Homebound Teachers	4,500.00
	201	Social Security	375.00
	204	State Retirement	615.00
	212	Employer Medicare	90.00
	429	Instructional Supplies & Materials	12,000.00
	499	Other Supplies & Materials	5,000.00
	725	Special Education Equipment	20,655.04
	72220	Special Education Program	
	499	Other Supplies & Materials	10,000.00
GRAND TOTALS			\$54,704.04

2.Q. Approve Budget Amendment 142-72210 Regular Instruction Program - Consolidated Administration

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		Subfund 011: Consolidated Administration	
DEBIT Revenue	47189	Eisenhower Professional Development Grants	868.00
GRAND TOTALS			\$868.00

Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	72210	Regular Instruction Program	
	105	Supervisor	739.00
	201	Social Security	46.00
	204	State Retirement	72.00
	212	Employer Medicare	11.00
GRAND TOTALS			\$868.00

2.R. Approve Budget Amendment 142-71200 Special Education Program - IDEA PreK

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:				
DEBIT Revenue	47143	Special Education Program		10,015.29
GRAND TOTALS				\$10,015.29
Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:				
CREDIT EXPENDITURES	71200	Special Education Program		
	429	Instructional Supplies & Materials		4,000.00
	725	Special Education Equipment		6,015.29
GRAND TOTALS				\$10,015.29

2.S. Approve Budget Amendment 142-71300 Vocational Education Program - Carl Perkins

Amend the 2021-22 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:				
		Subfund 803: CTE Perkins Reserve		
DEBIT Revenue	47131	Vocational Education Grants		3,710.00
GRAND TOTALS				\$3,710.00
Amend the 2021-22 142 Federal Projects School Budget by crediting line item Expenditures. Amendments are to include:				
CREDIT EXPENDITURES	71300	Vocational Education Program		
	499	Other Supplies & Materials		3,710.00
GRAND TOTALS				\$3,710.00

3. SCHOOL DISTRICT HIGHLIGHTS: Dr. Satterfield stated that he would include highlights in the Director's Report.

4. PRINCIPALS' REPORTS:

4.A. Trousdale County Elementary School - Ms. Badru reported increased enrollment with present K-5 enrollment up to 703 students. She stated that the school is doing the same health procedures that include cohorting, contact tracing, and the use of water filling stations. She stated that physical distancing is tough because of so many students in a classroom at one time but that teachers are trying to distance students as much as possible. Ms. Badru informed the

Board of the challenges she is experiencing due to having just a few substitute teachers and how she has had to innovate by combining classrooms just to keep schools open. She explained how keeping good seating charts helps limit the amount of student quarantines, stating that she is doing everything to keep her school open. Ms. Badru also explained how the school is utilizing video through Google Classroom to ensure a continuity of learning for students who are quarantined. Ms. Badru said that the school exceeded State proficiencies in three of eight categories 3rd, 4th, and 5th grade Reading. She highlighted 4th grade Reading that met the State absolute performance goal while utilizing a hybrid model for the entire school year. She stated that 2nd grade proficiencies were less than anticipated and provided room for growth. Ms. Badru featured the school's implementation of high-dose, low-ratio tutoring to address learning loss in Reading and Mathematics. She stated that almost all of the school's teachers attended the summer Reading 360 Literacy trainings which helps teachers utilize their high-quality curriculum that has already been in place for several years.

4.B. Jim Satterfield Middle School - Mr. McCall reported that the school's present enrollment stands at 322 students including 33 new students. He stated that COVID health protocols have been adapted because of the return of all students to school; however, the school is physically distancing when possible, cohorting students, utilizing water filling stations, and electric hand dryers to help prevent the spread of COVID. Mr. McCall provided the school's distance learning procedures for students who may be quarantined noting that all students are provided Chromebooks, classroom videos, and live Google meetings that can be accessed by Google Classroom. Mr. McCall discussed 2020-21 school achievement results noting that the school exceeded the State in eight of twelve reporting categories. He highlighted the 8th grade's successes noting that ELA proficiency results were 7.5% higher than the State while 8th grade Mathematics results were 12% higher than State proficiencies. Mr. McCall noted that the middle school was first among Upper Cumberland districts in five of twelve reporting categories. He stated that the big grow for the school is academic growth, which is challenging because of high results in past years. Mr. McCall concluded by stating the goals of the district that focuses on learning acceleration and professional development around intellectual curriculum preparation.

4.C. Trousdale County High School – Ms. Dickerson stated that the school's enrollment is presently 420 with approximately 60 more students than the close of school in May. She informed the Board about the COVID precautions that the school is utilizing, noting that the students really like the water filling stations. She stated that protective masks are available for all students and that she was pleasantly surprised at the number of students who are presently wearing a protective mask. She said that she added another lunch period to allow for physical distancing for which they have seating charts to help prevent unnecessary quarantines. She is encouraging as much outdoor physical education as possible to help reduce the aerosol spread of COVID. Ms. Dickerson noted that students are happy to be back in school this year and she has noticed fewer discipline problems to date. She explained the school's procedures for using Google Classroom when students are quarantined and the familiarity that students have developed from the hybrid model last year, noting that the procedures in place are working well for students. Ms. Dickerson said she was presently surprised by the 2020-21 achievement results noting the combined effort of teachers, students, and their parents. She touted that the school was first in the Upper Cumberland in Math 1, US History, and second in Biology. She said the challenge for 2021-22 will be to move more students to the highest achievement level

(mastered) while reducing the number of non-proficient students (below) to proficiency (approaching). She described how the school will use the available data to develop the school's improvement plan that is due in September. Ms. Dickerson concluded by informing the Board how the school is using on-going professional developments such as the district's work with TNTP and NIET to ultimately improve learning outcomes for students.

4.D. Student School Board Representative – Phillip Zarichansky provided the Board with sports schedules noting that the school had its first pep rally today. He said that Friendship is only accepting online tickets for tomorrow's game and that the volleyball team will be hosting three home games next week. Phillip described the new "Senior Seminar" class that has been implemented at the school this year that is intended to best prepare students for post-secondary educational opportunities. He noted that being back fulltime is much welcomed by students noting that it is much easier to learn in person. However, Google Classroom is a good alternative for students who may be quarantined due to COVID exposures.

5. DIRECTOR'S REPORT:

5.A. Employment Notifications

Belcher, Kendall	SpEd Teacher, High School Coordinator of Teacher Talent & Development/ESSER 3
Cooksey, Leigh	Coordinator
East, Jason	SpEd Education Assistant, Elementary School, Bus Driver
McEvoy, Amy	PreK Education Assistant
Carter, Patti	High School Volunteer Assistant Coach, Volleyball
Evitts, Chad	High School Volunteer Assistant Coach, Football
Evitts, Jason	Middle School Volunteer Assistant, Football
Hatfield, Chris	High School Volunteer Assistant Coach, Football
Timberlake, Corey	High School Volunteer Assistant Coach, Football
White, Phillip	High School Volunteer Assistant Coach, Football

5.B. Academic and Goal Updates - Dr. Satterfield emphasized that the goal of the district is to keep schools open for in-person learning. In order to achieve the goal, it is imperative for 1) parents to keep sick children home, 2) when parents are in doubt about what to do, please contact the school's nurse before sending a child to school, 3) cohort students into smaller groups to prevent large scale quarantines, and 5) physical distance when possible. He highlighted present health practices that are being utilized at all schools that include: daily symptom screenings, contact tracing, quarantining, hand washing, physical distancing where possible, COVID testing of employees, and utilizing of water filling stations and electric hand dryers. He noted that everyone has a responsibility to help keep schools open for in-person learning. When students are quarantined, he explained that the district's blending learning plan is implemented to provide a continuity of student learning. He stated that all students in grades K-12 have a personal Chromebook and that all teachers have been trained to use Google Classroom that serves as the district's learning management system. Within Google Classroom, teachers will post classroom videos, conduct live Google meets, and students will obtain lessons and submit assignments through the Google learning management system. He

noted that our teachers and students have experience with the process due to the hybrid model that was used for the entire 2020-21 school year.

Dr. Satterfield discussed the district's planning to address learning loss due to learning interruptions caused by the COVID pandemic. A major initiative is high-dose, low-ratio math tutoring that will be held within the regular school day for students in grades 3-5 for a minimum of two years. He explained how the elementary school will utilize the same high-dose concept for K-5 reading intervention where the intervention team will be inserted into the regular classroom to provide small group reading intervention for all students. In addition to utilization of high-quality curriculum and materials, the district has entered into a contract with TNTP to provide year-long K-12 ELA and Mathematics supports that focus on curriculum preparation and student engagement.

Dr. Satterfield concluded by summing up the Principal's achievement data reports stating that Trousdale County tested 99.1% of its students, which is one of the highest participation rates in Tennessee. He stated that participation of all students was essential in order to evaluate student, school, and district performances necessary to inform academic programming to address learning loss going forward. He stated that although the district used a hybrid model for the entire 2020-21 school year, the district exceeded the State in 59% of all academic reporting categories. He stated that the work ahead is to decrease the amount of students that had fallen into the non-proficient categories of approaching and below for the 2021-22 school year.

5.C. Project Updates - Dr. Satterfield informed the Board that the contract with Romach to replace the middle school windows had been completed and that enough funds have been amended in ESSER 2.0 to pay for 100% of the window replacement project with federal relief funding. He said the elementary roof repair contract was still on-going due to the company's trying to add taxes to the project cost. He concluded by informing the Board that the home side of the bleacher replacement had been completed and that the company would be addressing the visitors side within the week. He stated that the stadium would be ADA and handicapped compliant upon completion.

6. NEW BUSINESS:

6.A. Certification Teacher Dismissal Charge(s) - Attachment D

Motion to certify Brooke Jenkins dismissal charges, passed with a motion by Regina Waller and a second by John Kerr.

Anthony Crook: Yea

Barbara Towns: Yea

Jason Sullivan: Nay

John Kerr: Yea

Regina Waller: Yea

6.B. American Rescue Plan Elementary and Secondary Emergency Relief Fund – Attachment E

Motion to approve the APR ESSER 3.0 plan, passed with a motion by Barbara Towns and a second by Jason Sullivan.

Anthony Crook: Yea
Barbara Towns: Yea
Jason Sullivan: Yea
John Kerr: Yea
Regina Waller: Yea

6.C. Policy Review - 1.809 COVID-19 Safeguards for Staff & Students - no action

7. ACCOUNT ANALYSIS:

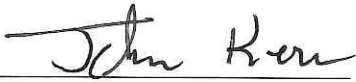
8. VENDOR CHECKS:

9. EXPENDITURES & ENCUMBRANCES:

10. ADJOURN:

Motion to adjourn, passed with a motion by Anthony Crook and a second by Barbara Towns.

Anthony Crook: Yea
Barbara Towns: Yea
Jason Sullivan: Yea
John Kerr: Yea
Regina Waller: Yea



Chairperson



Director of Schools



Yearbook Agreement

Attachment A

Jostens, Inc. | 7760 France Avenue South, Suite 400 | Minneapolis, MN 55435 | 952-830-3300

Customer Name	Trousdale County High School	Customer Phone	615-374-2201
Customer Address	262 McMurry Blvd. West Hartsville, TN 37074		
Contact Name	Christie Sprinkles	Contact Phone	615-374-2201
Contact Role	yearbook adviser	Email	christiesprinkles@tcschools.org

The Customer has selected Jostens, Inc. to be their exclusive yearbook provider for the years identified below (the "Term"). The parties agree as follows:

- Jostens and the Customer will work together to establish all yearbook specifications (including things such as size, copies and pages), completion deadlines, price, and delivery schedules for each year during the Term and subject to the terms and conditions found at:

<https://jostens.secure.force.com/terms?Lid=YBKUS>

- After this Agreement is signed, as the Customer's exclusive yearbook provider Jostens will invest in and allocate resources to provide training and assistance to the Customer to help with the creation, production and marketing of the Customer's yearbook, including without limitation the planning, content, theme, layout, and merchandising.
- The Term of this Agreement is for the following years: **2022**

Additional Notes/Specifications Agreed Upon:

balanced budget is guaranteed

This Agreement is subject to acceptance by Jostens and to Jostens' standard printing terms and conditions.

X Chh. Satterfield
SIGNATURE OF CUSTOMER AUTHORIZED REPRESENTATIVE

Clint A. Satterfield 9/4/21
PRINTED NAME Director of Schools DATE

X _____
SIGNATURE OF 2ND CUSTOMER AUTHORIZED REPRESENTATIVE (IF REQUIRED)

PRINTED NAME DATE

X John Bumgarner
SIGNATURE OF JOSTENS AUTHORIZED REPRESENTATIVE

John Bumgarner 7/19/2021
PRINTED NAME DATE

REP # 566 JOB # 41191



Trousdale County Schools Request for Fundraising Activity

Attachment B

School: ☐ TCES ☐ JSMS ☐ TCHS

Student Group/Activity: Trousdale County Elementary School Library

Net Amount Expected/Goal: \$ 6,000.00

Specific Purpose of the Fundraiser:

To earn funds to purchase new books and materials for the Library Media Center. Materials include Audio book players, new books, and supplemental materials.

Specific Use of the Funds Acquired:

To purchase new books and materials to benefit the students of Trousdale County Elementary School.

Describe how students will be involved in the fundraising activity:

Students will have the chance to purchase books and writing materials from Follet Book Fair. Value books will be predominately given as well as a writing center that will encourage students to write daily.

M. Rains

Sponsor's Signature

8-5-2021

Date

Demetrius D. Badrin

Principal's Signature

8.5.21

Date

Director's Signature

Date

Board Approved: _____

Trowsdale County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Dress Code	Descriptor Code: 6.310	Issued Date: 08/19/21
		Rescinds: 6.310	Issued: 07/16/20

- 1 The dress and grooming of students shall be neat and clean as to, promote a positive educational learning
2 environment.
- 3 The principal shall take appropriate action when a student's apparel disrupts educational activities and
4 processes of the school, which may include suspension.
- 5 Principals, faculty and staff members will enforce the student dress code. The principal will be the final
6 judge about whether a student's clothing is appropriate for school or is a distraction to the learning
7 environment.
- 8 Requirements for student dress in all schools:
 - 9 1. Students may wear cloth or disposable protective face covering indoors and on school buses.
 - 10
 - 11 2. All shirts and blouses must cover midriff, back, sides and all undergarments including bra
12 straps at all times. All shirts, tops, and dresses shall have sleeves and cover the shoulders.
13
 - 14 3. Shorts, shirts, divided skirts, dresses and culottes are allowed. Each must be hemmed and be at
15 the top of the knee or longer.
16
 - 17 4. All trousers, pants or shorts must be worn at the waist totally covering undergarments at all
18 times, including boxer shorts. Pants and trousers must be worn with both legs down (not one leg
19 rolled up), and may not extend past the sole of the shoe. No holes, rips or tears shall exist on
20 any garment.
21
 - 22 5. All coats (outerwear) shall not be worn inside the building during the school day.
23
 - 24 6. All clothing and accessories shall be free of the following: profanity; weapons; sexually
25 suggestive phrases or images; racial or ethnical slurs / slogans; gang symbols or disruptive
26 groups; alcohol, tobacco, drugs or advertisements for such products.
27
 - 28 7. Earrings (for pierced ears) are the only type of piercing jewelry that may be worn.
29
 - 30 8. All tattoos must be covered by appropriate clothing.
31
 - 32 9. Safe and appropriate footwear must be worn at all times, shoe laces must be tied or tucked in
33 shoes. Inappropriate footwear includes, but is not limited to, roller skates, skate shoes, cleated
34 shoes and bedroom slippers.
35

10. No head coverings exceeding 2 ½ inches in width shall be worn inside the building (except for religious or medical reason). Bandanas may not be worn anywhere on one's person.
11. No curlers, picks, combs, or hair rakes in the hair.
12. No sunglasses or permanently tinted glasses (without prescription).
13. No dog collars, chains, wallet chains, safety pins, spike jewelry or fishhooks worn as jewelry, accessories or ornamentation.
14. No gloves in the building.
15. No pajamas, loungewear, dorm pants.
16. No fringed garments worn in shop areas which contain machinery.
17. No clothing that would impair the health and safety of the student during the normal school day.
18. Athletes, band members, cheerleaders may wear team issued apparel on game days.
19. Principals may alter the dress code not to exceed eight (8) days during a school year.

Further clarification / other requirements:

- a. Form fitting leotard/spandex type clothing (including sports bras, camisoles, tank tops) is not allowed unless proper outer garments cover it. (Leggings, tights, skinny jeans, and jeggings) are not allowed unless the hips are covered by proper garments.
- b. See through or mesh fabric clothing may only be worn over clothing meeting requirements.
- c. Clothing not properly buttoned, zipped, fastened, or with inappropriate holes or tears shall not be worn.
- d. Clothing and footwear traditionally designed as undergarments or sleepwear shall not be worn as outer garments.

TROUSDALE COUNTY BOARD OF EDUCATION

Dr. Clint Satterfield, Director of Schools

www.tcschools.org

To: Board Members
From: Clint Satterfield, Ed.D.
Director of Schools
RE: Recommendation for Teacher Dismissal
Date: August 10, 2021

This memo sets forth charges against Brooke Jenkins, a non-tenured teacher at Trousdale County High School, and recommends her dismissal as an employee of this school system. Ms. Jenkins is charged with insubordination and neglect of duty as defined by Tenn. Code Ann. § 49-5-501.

Specifically, these charges arise from the following events.

After written instruction from the Director of Schools that she could not resign her volleyball coaching position without resigning from her teaching position as well, followed by verbal instruction that she was to continue her coaching duties as assigned, Ms. Jenkins emailed the Director on August 1, 2021, the night before her teaching and coaching duties were scheduled to resume, that she wanted “...to make this unmistakably clear, I am *ONLY* retiring [sic] from coaching and I will not be coaching any sport in any season from this point forward..” The message demonstrates Ms. Jenkins’ refusal to comply and carry out the specific assignments made by the Director of Schools and the Principal, each acting within their own jurisdiction, and for assignments that are reasonable and not discriminatory.

This occurred the week that Ms. Jenkins was suspended from her duties for two days, July 28 and 29, also for insubordination. She was disciplined by suspension after she defied COVID quarantine instructions given by the school nurse that she could either complete the entire period of her scheduled quarantine, *i.e.*, returning to work on day 24 (07/30); or she could return to work on day 20 (07/27) by wearing a full-time mask through day 24 (07/30). Ms. Jenkins indeed elected to return to work early, but she refused to wear the face covering as instructed upon her return day of July 27.

Ms. Jenkins has made it clear that both now and going forward, she does not intend to comply with reasonable directives made by and on behalf of the Director of Schools. This pattern of refusal to respect the assignments and directives given to her represent not only insubordination, but also neglect of duty in that she has failed to perform duties and responsibilities that reasonably can be expected of any teacher.

It is my opinion that Ms. Jenkins’ defiance of directives constitutes charges that are sufficient to warrant her dismissal. I hereby request that in your next regular meeting on August 19, 2021, the board certify these charges in accordance with Tenn. Code Ann. § 49-5-511 and thereby authorize Ms. Jenkins’ dismissal from employment in the Trousdale County School System.

(615) 374-2193 Fax (615) 374-1108
103 Lock Six Road Hartsville, Tennessee 37074

ESSER 3.0	(2,156,721.70)
High-impact Math Tutoring (3 teachers, 2 years)	376,242.00
Math Intervention Curriculum & Materials	4,932.53
<i>Implementing School-based Instructional Improvement Strategies -Mathematics</i>	
Sustain student academic supports due to the effects of COVID	
<i>School-based Learning Loss Instructional Coaches</i>	
3 Nurses	299,920.18
2 Technology Maintenance	263,613.24
3 School Instructional Coordinators	529,345.75
High-quality Curriculum to support learning acceleration	
<i>Effective Instructional Materials</i>	
CKLA 2nd Edition (grades K-2)	70,000.00
Expeditionary Learning (grades 3-5)	20,000.00
Eureka Math (grades K-5)	54,000.00
Curriculum Associates Math (grades 6-8)	16,000.00
Carnegie Math (Alg 1,2,3)	30,000.00
Expanding Student Access for Dual Enrollment Opportunities	
Student Accuplacer Placement fees	1,200.00
Student Dual Enrollment fees	8,000.00
1% Administrative Costs for reporting and monitoring ESSER grants	21,570.00
Chief Financial Officer \$5,000 stipend ea. 2-years	
Finance Assistant \$2,275 stipended ea. 2 years	
Administrative Assistant \$2,275 stipended ea. 2 years	
Teacher Attendance Stipends to support learning loss recovery and teacher attendance	97,000.00
\$1,000 bonus - absences not to exceed (10) in SY 2021-22	
Coordinator of Teacher Talent & Development / Learning Loss & Strategist (2 yrs)	179,450.00
<i>Learning Loss Supervisor</i>	
Professional Development	185,448.00
<i>Implementing School-based Instructional Improvement Strategies / Learning Acceleration</i>	
TNTP ELA & Mathematics Academic Support	
Balance	(0.00)