

Regular Meeting of the Trousdale County Board of Education

Thursday, February 17, 2022

Trousdale County Board of Education

103 Lock Six Road

Hartsville, TN 37074

Attendance Taken at 5:57 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 – Ms. Regina Waller, Board Member

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

1.E. Approval of the Agenda for February 17, 2022

Motion to approve the Agenda for February 17, 2022, passed with a motion by Regina Waller and a second by Barbara Towns.

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 February 17, 2022

Motion to approve the Consent Agenda for February 17, 2022, passed with a motion by Anthony Crook and a second by Jason Sullivan.

Anthony Crook: Yea

Barbara Towns: Yea

Jason Sullivan: Yea

John Kerr: Yea

Regina Waller: Yea

2.B. Approval of Minutes from January 20, 2022

2.C. Approve Elementary Library Fundraiser - Attachment A

2.D. Approve Middle School Softball Fundraiser - Attachment B

2.E. Approve High School Baseball Fundraiser – Attachment C**2.F. Approve Budget Amendment 141-71100 Regular Instruction Program**

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

DEBIT EXPENDITURES			
	71100	Regular Instruction Program	
	185	Educational Incentive - other county	117,473.20
	201	Social Security	7,283.34
	204	State Retirement	11,747.32
	212	Employer Medicare	1,703.37
GRAND TOTALS			\$138,207.23

Amend the 2021-22 14 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES			
	71150	Alternative Instruction Program	
	185	Educational Incentive - other county	1,038.50
	201	Social Security	64.39
	204	State Retirement	103.85
	212	Employer Medicare	15.06
	71200	Special Education Program	
	185	Educational Incentive - other county	58,495.70
	201	Social Security	3,626.73
	204	State Retirement	5,849.57
	212	Employer Medicare	848.19
	71300	Vocational Education Program	
	185	Educational Incentive - other county	6,500.00
	201	Social Security	403.00
	204	State Retirement	650.00
	212	Employer Medicare	94.25
	72130	Other Student Support	
	185	Educational Incentive - other county	1,500.00
	201	Social Security	93.00
	204	State Retirement	150.00
	212	Employer Medicare	21.75
	72210	Regular Instruction Program	
	185	Educational Incentive - other county	12,400.00
	201	Social Security	768.80
	204	State Retirement	1,240.00
	212	Employer Medicare	179.80
	72410	Office of the Principal	
	185	Educational Incentive - other county	37,539.00
	201	Social Security	2,327.42

	204	State Retirement		3,753.90
	212	Employer Medicare		544.32
GRAND TOTALS				\$138,207.23

2.G. Approve Budget Amendment 142-76100 Capital Outlay - ESSER 2.0

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

		Subfund 934: ESSER 2.0		
DEBIT EXPENDITURES				
	76100	Regular Capital Outlay		
	707	Building Improvements		12,000.00
GRAND TOTALS				\$12,000.00

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

CREDIT EXPENDITURES				
	76100	Regular Capital Outlay		
	304	Architects		12,000.00
GRAND TOTALS				\$12,000.00

2.H. Approve 2022 Director's Performance Evaluation – Attachment D

3. SCHOOL DISTRICT HIGHLIGHTS: Zion Badru, student panelist for United States Secretary of Education, Dr. Miguel Cardona, reported on her experiences today. Zion stated that the Secretary focused on student perspectives about being educated in a rural school district and how COVID had impacted student learning. Zion said that the Secretary was very nice and that the four other students and herself enjoyed the opportunity.

4. PRINCIPALS' REPORTS:

4.A. Trousedale County Elementary School – Ms. Badru stated that the transition to remote Learning (February 1-3) was much needed as the elementary school had nine teachers absent with no substitute teachers available. She stated that the school is still experiencing a lot of sickness due to flu and stomach viruses with 53 students out today. She said the school is presently analyzing students' Q2 benchmark results and that although the school is making progress, it is not where she would like to be at this point in the school year, noting that 3rd grade reading is lower than in previous years. Ms. Badru stated that she is conducting individual teacher meetings to discuss student proficiency data and is developing plans to improve student learning for the remainder of the school year.

Ms. Badru announced that Parent-Teacher Conference will be held in-person for all grades PreK – 5th grade from 1:00 – 9:00 pm. She stated that a major goal is to communicate Summer Learning Camp information to parents. She stated that the 5th grade is working on their 4-H essays and the Science Fair, which the students will be presenting using a digital format. Ms. Badru concluded by highlighting the recent Tennessee Best for All recognition that highlighted the school high-dose Mathematics tutoring program, which the State Department, Board members, and Senator Ferrell Haile attended February 11.

4.B. Jim Satterfield Middle School - Mr. McCall stated that the middle school had witnessed a steady decrease in both staff and student absences due to COVID. He noted that the school had also experienced an increase in student enrollment (17 new students) since the Christmas break bringing total student enrollment up to 333 students presently. Mr. McCall stated that the school is beginning to focus on the upcoming TCAP assessment that is just seven weeks away. In preparation for TCAP, the school is having individual student conversations where students set personal goals and the school is providing interventions through “coach time” to help students reach their proficiency goals. Mr. McCall stated the school is presently preparing for Parent-Teacher Conference to be held on March 17. 4-H will be sponsoring a Science Fair, and the school will be conducting 8th grade Parents’ Night where parents will receive their student’s PreACT results and information about how the PreACT can be used to make career pathway decisions as students enter high school.

4.C. Trousdale County High School - Ms. Dickerson also reported a steady decrease of student COVID cases with only three students presently out of school on distance learning which is much improved from the transition to remote instruction that the school had to utilize February 1-3 due to staff quarantines. She stated that the school is presently experiencing some flu, stomach virus, and strep throat cases with about 30 students being absent per day. Ms. Dickerson said that the school is using the most recent Q2 benchmark results to hold individual student meetings in order to set student proficiency goals for the upcoming TCAP in April. She noted that student-writing assessments are typically higher than grammar sections and English teachers are changing their instruction to provide more grammar instruction for benchmark three. She also noted that the school is focusing on Algebra I where Q2 benchmark results were the lowest.

Ms. Dickerson stated that the school intended to informally announce senior rank and average next week. She said the school is presently making preparations for the upcoming Parent-Teacher Conference to be held on March 17 at which time the school will provide parents with dual enrollment and 9th grade registration information. Ms. Dickerson stated that the school’s current FAFSA filing rate is 85.5% with the state average presently at 62.0%. The school goal is 90.0%. The FAFSA filing deadline is March 1. Ms. Dickerson concluded by announcing that the prom will be held on April 8 and the senior play will be held on April 1.

4.D. Student School Board Representative – Phillip Zarichansky, Student Board Representative, provided the Board with spring sports schedules. He announced that both the boys’ and girls’ basketball teams won their play-in games and will both advance in the district tournament to be held in East Robertson. He stated that the ACT for juniors will be on April 1, the Miss Trousdale Beauty Pageant will be on March 11, and student report cards will be sent home on March 16. Phillip reminded everyone that Parent-Teacher Conference is March 17 followed by spring break March 18 – 25.

5. DIRECTORS' REPORT:

5.A. Employment Notifications

Cothron, David	Assistant Baseball Coach
Day, Lenny	Volunteer Asst. High School Baseball Coach
Linville, DJ	Volunteer Asst. Middle School Football Coach
McDaniel, John	Substitute Teacher, Elementary School

5.B. Academic and Goal Updates - Dr. Satterfield noted that COVID cases are steadily decreasing noting that the district presently is not experiencing any staff cases or quarantines. He informed the Board that the TN Department of Health is no longer conducting contact tracing as of February 14. The Health Department now states, "It is everyone's personal responsibility" to quarantine. He reminded everyone that the district continues to provide a free and optional COVID drive-through testing center each Wednesday from 3:00 – 5:00 pm.

Dr. Satterfield highlighted today's visit by the United States Secretary of Education, Dr. Miguel Cardona, noting that the Secretary related well with our students (Lamont Mitchell, Zander Napier, Piper Triplett, Cynthia Esquivel, and Zion Badru) and that they represented all of us well. He stated that seldom will we have the Tennessee Commissioner of Education and the US Secretary together in Trousdale County. He noted that a theme of the panel discussion was providing equitable opportunities for students from rural areas as those provided to students from affluent suburban areas of the state.

Dr. Satterfield stated that only 68 of 146 school districts were recognized as Best for All Districts because these districts elected to use over 50% of their ESSER 3.0 funds to accelerate student learning by utilizing proven researched-based strategies such as the high-dose math tutoring that is presently being used at the elementary school. Dr. Satterfield concluded by informing the Board about 2022 Summer Learning Camp registration and programming noting more information will be shared with parents at the March 17 Parent-Teacher Conference.

5.C. Project Updates – Dr. Satterfield stated that the baseball/softball stadium has been ordered and an additional eight feet of concrete will have to be added to accommodate the new bleachers. He stated that he anticipates that middle school windows will be completed by the end of the month. He stated that he did not have any new information about the elementary school roof at this time.

6. NEW BUSINESS:

6.A. Renewal of Director of Schools Employment Contract - Attachment E

Motion to renew the Director's employment contract, passed with a motion by Regina Waller and a second by Jason Sullivan.

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

6.B. Request for 2021-22 Non-certified Bonuses

Motion to present a plan to Mayor Chambers and the County Commission requesting funding for both full-time and part-time non-certified employees that is equal to that given to county employees following the same guidelines as established by the county, passed with a motion by Jason Sullivan and a second by Barbara Towns.

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

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



Trousdale County Schools
Request for Fundraising Activity

Attachment A

School: XTCS ☐ JSMS ☐ TCHS

Student Group/Activity: TCES

Net Amount Expected/Goal: \$1,000

Specific Purpose of the Fundraiser:

The specific purpose of this fundraiser is to raise money to be used for student rewards and incentives.

Specific Use of the Funds Acquired:

Funds will be used to purchase student rewards and incentives for academic achievement, as well as other resources to promote student's attendance and learning

Describe how students will be involved in the fundraising activity:

Families will have the opportunity to purchase a small Teddy Bear and candy to be delivered to students the afternoon of Valentine's Day.

Ruth Seise

Sponsor's Signature

1/10/22
Date

Dempsey B. B. B.

Principal's Signature

1/10/22
Date

Ch. M. M.

Director's Signature

2/18/22
Date

Board Approved: *2/17/22*



Trousdale County Schools Request for Fundraising Activity

Attachment B

School: ☐ TCES ☒ JSMS ☐ TCHS

Student Group/Activity: JSMS Softball

Net Amount Expected/Goal: \$3,000

Specific Purpose of the Fundraiser:

Purchase New Jerseys and Practice Shirts

Specific Use of the Funds Acquired:

Purchase New Jerseys and Practice Shirts

Describe how students will be involved in the fundraising activity:

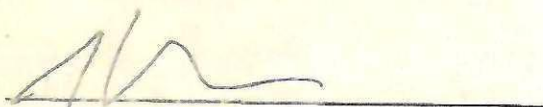
Each player will try to get twenty people to donate \$20.00.



Sponsor's Signature

1/28/2022

Date



Principal's Signature

2/1/2022

Date

Director's Signature

Date

Board Approved: _____



Trousedale County Schools Request for Fundraising Activity

Attachment C

School: ☐TCES ☐JSMS ☐TCHS

Student Group/Activity: TCHS BASEBALL

Net Amount Expected/Goal: \$500

Specific Purpose of the Fundraiser:

To raise some funds while providing opportunity for TCHS Baseball labeled clothing to be purchased by parents and fans. Same group (FanCloth) as we did last year.

Specific Use of the Funds Acquired:

General Operating Budget of the baseball program

Describe how students will be involved in the fundraising activity:

Sharing the clothing/item catalog with whomever. FanCloth handles all of the processes. Items are shipped directly to buyers. Students may collect cash/check payments if items are not paid online.

____Davy Cothron____

Sponsor's Signature

Date Jan. 31st, 2022

Principal's Signature

Date

Director's Signature

Date

Board Approved: _____

2021-22 Director's Evaluation Survey									
Q1. Keeps all board members informed on issues, needs, and operation of the school system.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	0	5	0	5	4.0		
Q2. Supports board policy and actions to the public and staff.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	4	1	5	4.2			
Q3. Has a harmonious relationship with the board.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	1	3	1	5	4.0			
Q4. Upon request, provides clear explanations of alternatives for recommendations.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	1	3	1	5	4.0			
Q5. Works toward creating and maintaining a high degree of understanding and respect between staff and the board.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	1	3	1	5	4.0			
Q6. Advises the board on need for new or revised policies.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	5	0	5	4.0			
Q7. Refrains from criticizing the board or members of the board.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	1	2	2	5	4.2			
Q8. Exercises good judgment and objectivity in making recommendations.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	2	2	1	5	3.8			
Q9. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	4	1	5	4.2			

Q10. Understands and executes the intent of board policy.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	2	2	1	5	3.8
Q11. Seeks and accepts constructive criticism of his work.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	4	1	0	5	3.2
Q12. Keeps board informed on employment, promotion, and dismissal of personnel.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	3	1	5	4.0
Q13. Is an effective spokesman for the school system.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	2	2	1	5	3.8
Q14. Is respected and supported by the community in conducting the operation of the schools.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	5	0	0	5	3.0
Q15. Builds public support for the school district.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	2	3	0	5	3.6
Q16. Defends principals in the face of pressure or partisan influence.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	3	1	5	4.0
Q17. Develops cooperative relationships with the news media.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	2	3	0	5	3.6
Q18. Participates actively in community life and events.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	3	2	0	5	3.4
Q19. Achieves status as a community leader in public education.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	3	1	5	4.0

Q20. Works effectively with public and private agencies.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	0	3	2	5
							4.4
Q21. Establishes strong relationships with public and private agencies.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	2	1	2	5
							4.0
Q22. Develops good staff morale and loyalty to the school system.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	3	2	0	5
							3.4
Q23. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	4	1	0	5
							3.2
Q24. Delegates authority to supervisors appropriate to the position each holds.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	4	1	0	5
							3.2
Q25. Recruits and assigns the best available personnel.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	2	3	0	5
							3.6
Q26. Represents the best interests of the board in working with teachers and their organization.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	1	4	0	5
							3.8
Q27. Solicits input from staff in planning.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	5	0	0	5
							3.0
Q28. Maintains up-to-date job descriptions of all personnel.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	3	2	0	5
							3.4
Q29. Ensures that adequate planning and evaluation of curriculum and instruction occurs.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	1	4	0	5
							3.8

Q30. Develops and empowers supervisors, resulting in an effective educational team.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	2	3	0	5	3.6
Q31. Possesses a vision and communicates a mission for the school system.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	4	0	5	3.8
Q32. Understands and keeps informed regarding all aspects of the instructional program.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	5	0	5	4.0
Q33. Participates with staff, board, and community in studying, problem solving, and developing curriculum and instructional improvements.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	2	3	0	5	3.6
Q34. Organizes a planned program of staff evaluation and improvement.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	3	1	5	4.0
Q35. Models the highest professional standards to staff and community.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	4	1	5	4.2
Q36. Is an effective advocate of lifelong learning.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	3	2	5	4.4
Q37. Creates an environment which encourages staff to constantly strive for improvement.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	4	0	5	3.8
Q38. Incorporates technology as a teaching-learning strategy.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	0	4	1	5	4.2
Q39. Encourages staff to be innovative in problem-solving.	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average
	0	0	1	3	1	5	4.0

Q40. Has an understanding of the needs of the school program, plant, facilities, equipment, supplies, and the budget required.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	1	2	2	5	4.2		
Q41. Supervises operations, insisting on competent and efficient performance.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	1	3	1	5	4.0		
Q42. Ensures that funds are spent wisely, and adequate control and accounting are maintained.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	1	3	1	5	4.0		
Q43. Works effectively with board, staff, and community to develop both long and short range strategic plans.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	2	2	1	5	3.8		
Q44. Keeps board and community informed on progress towards short and long range plans.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	3	1	1	5	3.6		
Q45. Personally involved in academic planning of strategies goals, and projected student outcomes.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average			
0	0	0	0	4	1	5	4.2		
							Weighted Average 3.82		

CONTRACT OF EMPLOYMENT

BETWEEN
Clint A. Satterfield
AND THE
TROUSDALE COUNTY BOARD OF EDUCATION

This Employment Contract is entered into this 17th day of February 2022 by and between, the Trousdale County Board of Education hereinafter called the "BOARD" and Clint A. Satterfield hereinafter called the "DIRECTOR". The BOARD and the DIRECTOR for the consideration herein specified, agree as the follows:

1. **TERM OF CONTRACT:** The BOARD, in accordance with its action as found in the Minutes of its meeting held on the 17th day of February 2022, hereby employs, and the DIRECTOR hereby accepts employment as DIRECTOR of the Trousdale County School System for a period of (4) years beginning February 18, 2022 and ending on December 31, 2025. Any extensions of this contract shall be reflected in the minutes of the BOARD and shall be reduced to writing and appended to this contract.
2. **DUTIES:** The DIRECTOR shall have full charge of the administration of the schools under the direction of the BOARD. He shall perform the duties specified in Tennessee Code Annotated as well as those listed in the job description for the DIRECTOR as adopted by the BOARD, or as it may be amended from time to time during the term of this contract. Such job description and any amendments made thereto are hereby incorporated in this contract by reference as if fully stated herein. The DIRECTOR shall adhere to the policies promulgated by the BOARD and shall have full authority to enforce such policies. Additionally, the DIRECTOR shall have full authority to organize the Central office as he deems necessary, consistent with applicable law.
3. **PROFESSIONAL CERTIFICATION:** The DIRECTOR shall maintain and furnish to the BOARD evidence of possession of a valid and appropriate license or other qualifications to act as Director of Schools consistent with the law of the State of Tennessee.
4. **RESIDENCY:** The DIRECTOR shall reside within the boundaries of Trousdale County throughout the term of the contract. The contract will be voided if the DIRECTOR does not meet the residency requirement.

5. COMPENSATION: The BOARD shall pay the DIRECTOR a beginning annual salary in the amount of (\$98,800). This salary shall automatically be adjusted to include the same percentage of increase provided to certified teachers as reflected in the teacher's salary schedule. In no event shall the DIRECTOR'S salary be reduced below the set amount in this contract, except as provided by State law. The BOARD may from time to time increase the DIRECTOR'S salary and, in doing so shall adhere to the requirements of State law. If an adjustment in salary is made during the term of this Contract, all provisions of this Contract, including its termination date unless extended by the BOARD, shall remain as stated herein.
6. PERFORMANCE BONUS: The BOARD will pay the DIRECTOR an annual performance bonus, based on the BOARD annually approved School-wide Performance Benchmarks. The benchmarks in the School-wide Performance Benchmarks shall be equally weighed and linked to same academic benchmarks as identified annually in the Alternative Compensation School-wide Rubric. The total performance amount will not exceed \$9,000. The annual performance bonus will be paid by December 31, 2025. The DIRECTOR shall be compensated for last year of progress reporting by the last day of December in the year the DIRECTOR'S contract is fulfilled or unilaterally terminated by the BOARD.
7. CELL PHONE: The BOARD shall provide the DIRECTOR with a cell phone and all expenses involved in the use of the said cell phone for the DIRECTOR to carry out his official duties. The DIRECTOR may use the cell phone personal use so long as the personal minutes do not exceed the established plan.
8. EXPENSES: The BOARD shall reimburse the DIRECTOR for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this Contract subject to the amount of funds budgeted by the BOARD for the DIRECTOR. When the DIRECTOR uses his personal automobile for official duties, he shall be reimbursed for expenses related thereto at the rate established by the State of Tennessee for government service. An itemization of expenses shall be required and shall precede any expense reimbursement.

9. **BENEFITS:** The DIRECTOR shall be eligible to participate in, on the same terms and conditions as other officers and employees, all benefits, including retirement benefits, established for the employees of the BOARD and the BOARD agrees to provide the following benefits to the DIRECTOR and at BOARD expense:

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

10. **PROFESSIONAL LIABILITY:** The BOARD shall maintain liability insurance covering alleged wrongful acts and omissions of the BOARD and of the DIRECTOR in the scope of his employment with the BOARD. The BOARD shall, to the extent permitted by law, directly or through insurance, defend the DIRECTOR, bear defense costs, and indemnify and hold the DIRECTOR harmless on demands, claims, and legal proceedings brought by third parties against the DIRECTOR in his official capacity as an agent and employee of the BOARD, except that this obligation of the BOARD shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct, and in no event will individual BOARD members be considered liable for indemnifying the DIRECTOR against such demands, claims, and legal proceedings.
11. **MEMBERSHIP DUES:** The BOARD shall pay all dues in any professional societies, association, of which the DIRECTOR is a member including, but not limited to AASA, TOSS and the Chamber of Commerce. The BOARD shall reimburse the DIRECTOR for expenses in attending functions as provided for in the DIRECTOR'S travel budget. The BOARD must first approve memberships except for those organizations listed by name in this paragraph.

12. PROFESSIONAL GROWTH: The BOARD encourages continuous growth, promotion, development, and advancement of the Trousdale County School System, the BOARD promotes the continued professional growth of the DIRECTOR through participation in:
- A. The operations, programs and other activities conducted or sponsored by local, state and national school administration and school board associations.
 - B. Seminars and courses offered by public or private educational institutions.
 - C. Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of DIRECTOR to perform his professional responsibilities for the BOARD
 - D. Visits to other schools and institutions.
13. VACATION AND LEAVE: The DIRECTOR shall be entitled to (13) vacation days, and up to two (2) days of bereavement leave, each year per board policy. Additionally, the DIRECTOR shall be entitled to receive the (2) personal days provided by statute to licensed employees of the BOARD.
14. SICK LEAVE: The DIRECTOR shall be granted one (1) day sick leave for each month of employment. Sick leave days shall be cumulative and unused sick leave days may be used for retirement credit in accordance with the policies of the Tennessee Consolidated Retirement System and Trousdale County Board of Education. Upon completion of the contract, the DIRECTOR shall be compensated at the same rate of pay per day as the BOARD may offer to all other retirees for the balance of sick leave on file at retirement.
15. ACCUMULATED LEAVE: The DIRECTOR shall be allowed to carry forward not more than (15) vacation days to a new fiscal year. All accumulated vacation days in excess of (15) shall be transferred to sick leave days.

16. MEDICAL EXAMINATION: Upon the request of the BOARD, the DIRECTOR hereby agrees to submit to a comprehensive medical examination by the DIRECTOR'S physician. The physician's statement shall serve to certify the physical and mental competency or in-competency of the DIRECTOR and shall be filed with the Chairperson of the BOARD. The cost of the said medical examination shall be borne by the BOARD. In the event the DIRECTOR shall be unable to perform his obligations as DIRECTOR for ninety (90) days or longer due to mental or physical illness or incapacity per the above mentioned physician statement, the BOARD, at its option may terminate this agreement and thereby shall be released from all further obligations contained thereunder.
17. PERFORMANCE EVALUATION: The BOARD will conduct an evaluation of the DIRECTOR annually but no later than the 31st of January each calendar year during the term of this Contract. The BOARD shall review with the DIRECTOR the DIRECTOR'S performance as DIRECTOR; including the DIRECTOR'S progress towards goals established by the BOARD in the Performance Rubric, and the DIRECTOR'S Evaluation Survey. The Evaluation Survey shall be deemed to be part of this contract and is incorporated herein by referenced, as if specifically set forth. The evaluation shall include recommendations as to areas of improvement in all instances where the BOARD deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the DIRECTOR. The option to renew the DIRECTOR'S contract maybe exercised during the annual evaluation. Further, the BOARD may meet with the DIRECTOR at a subsequent date, not later than (3) months from the date of the evaluation, in order to determine whether or not the DIRECTOR has maintained compliance and improvement for such areas of performance of which the BOARD deemed to be unsatisfactory. If it is determined, at such follow-up meeting, that there is no further review necessary, then there will be no further evaluation during that year. If, however, it is determined that the DIRECTOR has not satisfactory improved, or has not meet objectives, then the BOARD may take such action as it deems necessary to insure compliance.
18. OPTION TO EXTEND CONTRACT: The BOARD may renew the term of this Contract during the annual evaluation process with the concurrence of the DIRECTOR, as allowed by law. However, unless the BOARD acts on or before the 30th of June 2025 to extend the Contract, such failure to act shall serve as notice to the DIRECTOR that the BOARD does not intent to renew the Contract.

19. **TENURE:** Provided that the DIRECTOR's employment in the school system is uninterrupted, it is expressly understood that the DIRECTOR retains tenure as a teacher in the Trousdale County School system upon termination of this Contract.
20. **UNILATERAL TRANSFER/TERMINATION by BOARD:** The BOARD shall not have the option to transfer the DIRECTOR to any other position within the school system for the duration of this contract. The BOARD may, at its option unilaterally terminate this Contract. In the event of such termination the BOARD shall pay the DIRECTOR for the remaining term of the Contract in bi-monthly payments plus any benefits and performance bonuses including continued liability insurance because of suits that maybe filed after such contract is terminated.
21. **UNILATERAL TRANSFER/TERMINATION by DIRECTOR:** The DIRECTOR may, at his option, and by a minimum of ninety (90) days notification to the BOARD, unilaterally terminate this contract. In the event of such termination, the DIRECTOR shall have no right or entitlement to any severance pay and shall be entitled only to the salary and benefits accrued and unpaid as of the date of the effective date of his resignation. The DIRECTOR shall not be eligible for any portion of the annual Performance Evaluation Bonus (#6) in the event of a personal resignation for reasons other than the health of the DIRECTOR.
22. **REMOVAL FROM OFFICE:** This Contract shall be terminated if the State Board of Education, in accordance with the provisions of Title 49, Chapter 1 of the Tennessee Code Annotated as enacted or hereafter amended, orders the removal of the DIRECTOR. If such removal is ordered, the DIRECTOR shall be entitled to no further benefits or compensation under the terms of the Contract.
23. **REFERRALS TO DIRECTOR:** The BOARD of Education, either collectively, or individually, shall promptly refer to the DIRECTOR, for the DIRECTOR'S study and recommendation, all criticisms, complaints and suggestions called to their attention relative to the DIRECTOR or the school district which the BOARD members reasonably believe to be of significance.
24. **LOYALTY:** The DIRECTOR shall devote full time, attention, knowledge and skills solely and exclusively to the business and interests of the BOARD of Education and the Trousdale County School District. The DIRECTOR may, however, undertake speaking engagements, class work or other activities which do not interfere with the discharge of the DIRECTOR'S duties and responsibilities. Any outside activity as defined herein that requires more than (3) days' absence from the central office shall be approved in advance by the Chairperson of the BOARD.

25. RESOLUTION OF CONTRACT DISPUTES: If a dispute regarding the terms of this Contract cannot be resolved between the parties, such dispute shall be heard in Chancery Court and shall be construed and enforced under and in accordance with the laws of the State of Tennessee.
26. ENTIRE AGREEMENT AND ADMENDMENT: This Contract contains the entire understanding of the parties and may be altered, amended or canceled only by the mutual agreement of the parties. Any prior contract between the BOARD and the DIRECTOR is terminated by mutual agreement. In order for any amendment to the BOARD, signed by the parties, and appended to the original agreement.
27. BINDING EFFECT: This Contract shall be binding upon and inure to the benefit of the BOARD, its successors and assigns, and shall be binding upon the DIRECTOR, his administrators, executors, legatees, heirs and assigns.

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

John Ken, Chairman

Reginald, Vice Chairperson

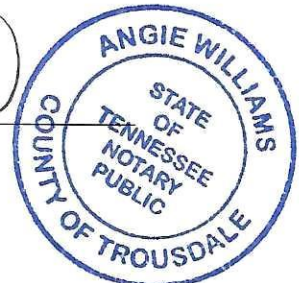
Ch. L. Humphreys, Director of Schools

This Contract was approved by vote of the school district board at a public meeting duly held on February 17, 2022 and has been made part of the minutes for that meeting.

John Ken, Chairman

Sworn to and subscribed before me, a Notary Public, on this the 17th day of February, 2022

Angie Williams
NOTARY PUBLIC



My commission expires: 09/30/25