

**Regular Meeting of the Trousdale County Board of Education**

Thursday, February 18, 2021  
Jim Satterfield Middle School  
210 Damascus Ave.  
Hartsville, TN 37074

Attendance Taken at 3:44 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. Barbara Towns, Board Member

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

**1.E. Approval of the Agenda for February 18, 2021**

Approval of the Agenda for February 18, 2021, 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

**2. CONSENT AGENDA:**

**2.A. Approval of Consent Agenda for February 18, 2021**

Approval of the Consent Agenda 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 January 21, 2021**

**2.C. Approve Middle School 7th grade English Fundraiser - Attachment A**

**2.D. Approve Middle School Football Fundraiser – Attachment B**

**2.E. Approve 2021 Director's Evaluation – Attachment C**

**2.F. Approve Budget Amendment 142-71300 Vocational Education Program**

Amend the 2020-21 142 Federal Projects School Budget by debiting Revenue. Amendments are to include:

		<b>Subfund 802: CTE Perkins Basic</b>	
<b>DEBIT Revenue</b>	47131	Vocational Education Grants	1,463.17
<b>GRAND TOTALS</b>			<b>\$1,463.17</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

<b>CREDIT EXPENDITURES</b>	71300	Vocational Education Program	
	429	Instructional Funds	1,463.17
<b>GRAND TOTALS</b>			<b>\$1,463.17</b>

**2.G. Approve Budget Amendment 141-71100 Regular Instruction Program**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:

<b>DEBIT EXPENDITURES</b>	71100	Regular Instruction Program	
	185	Educational Incentive	129,899.23
	201	Social Security	7,542.22
	204	State Retirement	12,137.15
	212	Employer Medicare	1,883.53
<b>GRAND TOTALS</b>			<b>\$151,462.13</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

<b>CREDIT EXPENDITURES</b>	71150	Alternative Instruction Program	
	185	Educational Incentive	1,227.00
	201	Social Security	76.08
	204	State Retirement	126.02
	212	Employer Medicare	17.79
	71200	Special Education Program	
	185	Educational Incentive	62,842.00
	201	Social Security	3,896.18

	204	State Retirement		6,132.28
	212	Employer Medicare		911.20
	71300	Vocational Education Program		
	185	Educational Incentive		8,887.19
	201	Social Security		551.00
	204	State Retirement		878.08
	212	Employer Medicare		128.86
	72130	Other Student Support		
	185	Educational Incentive		2,727.00
	201	Social Security		169.08
	204	State Retirement		280.06
	212	Employer Medicare		39.54
	72210	Regular Instruction Program		
	185	Educational Incentive		18,450.00
	201	Social Security		632.40
	204	State Retirement		1,047.54
	212	Employer Medicare		267.53
	72410	Office of the Principal		
	185	Educational Incentive		35,766.04
	201	Social Security		2,217.48
	204	State Retirement		3,673.17
	212	Employer Medicare		518.61
<b>GRAND TOTALS</b>				<b>\$151,462.13</b>

## 2.H. Approve Budget Amendment 141-7100 Regular Instruction Program

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:

<b>DEBIT EXPENDITURES</b>	71100	Regular Instruction Program		
	722	Regular Instruction Equipment		2,500.00
<b>GRAND TOTALS</b>				<b>\$2,500.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

<b>CREDIT EXPENDITURES</b>	71100	Regular Instruction Program		
	471	Software		2,500.00
<b>GRAND TOTALS</b>				<b>\$2,500.00</b>

## 2.I. Approve Budget Amendment 141-71100 Regular Instruction Program

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:				
<b>DEBIT EXPENDITURES</b>	71100	Regular Instruction Program		
	116	Teachers		2,400.00
<b>GRAND TOTALS</b>				<b>\$2,400.00</b>
Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:				
<b>CREDIT EXPENDITURES</b>	71150	Alternative Instruction Program		
	116	Teachers		2,000.00
	204	State Retirement		400.00
<b>GRAND TOTALS</b>				<b>\$2,400.00</b>

## 2.J. Approve Budget Amendment 141-Special Education Program

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:				
<b>DEBIT EXPENDITURES</b>	71200	Special Education Program		
	312	Contracts with Private Agencies		28,675.00
<b>GRAND TOTALS</b>				<b>\$28,675.00</b>
Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:				
<b>CREDIT EXPENDITURES</b>	72220	Special Education Program		
	105	Supervisor		18,500.00
	201	Social Security		875.00
	204	State Retirement		1,900.00
	207	Medical Insurance		7,100.00
	212	Employer Medicare		300.00
<b>GRAND TOTALS</b>				<b>\$28,675.00</b>



**2.K. Approve Budget Amendment 141-72110 Attendance**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72110	Attendance		
	524	In-Service / Staff Development		110.00
	599	Other Charges		200.00
<b>GRAND TOTALS</b>				<b>\$310.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures.  
Amendments are to include:

<b>CREDIT EXPENDITURES</b>	72110	Attendance		
	399	Other Contracted Services		310.00
<b>GRAND TOTALS</b>				<b>\$310.00</b>

**2.L. Approve Budget Amendment 141-72250 Technology**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72250	Technology		
	722	Regular Instruction Equipment		10,000.00
<b>GRAND TOTALS</b>				<b>\$10,000.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures.  
Amendments are to include:

<b>CREDIT EXPENDITURES</b>	72250	Technology		
	470	Cabling		10,000.00
<b>GRAND TOTALS</b>				<b>\$10,000.00</b>

**2.M. Approve Budget Amendment 141-72310 Board of Education**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72310	Board of Education		
	513	Worker's Compensation Insurance		6,000.00
<b>GRAND TOTALS</b>				<b>\$6,000.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures.  
Amendments are to include:

<b>CREDIT EXPENDITURES</b>	72310	Board of Education		
	510	Trustee's Commission		6,000.00
<b>GRAND TOTALS</b>				<b>\$6,000.00</b>

**2.N. Approve Budget Amendment 141-72320 Director of Schools**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72320	Director of Schools		
	140	Salary Supplements		840.00
<b>GRAND TOTALS</b>				<b>\$840.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures.  
Amendments are to include:

<b>CREDIT EXPENDITURES</b>	72320	Director of Schools		
	399	Other Contracted Services		400.00
	435	Office Supplies		400.00
	599	Other Charges		40.00
<b>GRAND TOTALS</b>				<b>\$840.00</b>

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

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72410	Office of the Principal		
	119	Accountants/Bookkeepers		2,000.00
<b>GRAND TOTALS</b>				<b>\$2,000.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures.  
Amendments are to include:

<b>CREDIT EXPENDITURES</b>	72410	Office of the Principal		
	701	Administrative Equipment		2,000.00
<b>GRAND TOTALS</b>				<b>\$2,000.00</b>

**2.P. Approve Budget Amendment 141-72510 Fiscal Service**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72510	Fiscal Service		
	701	Administrative Equipment		10.00
<b>GRAND TOTALS</b>				<b>\$10.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures.  
Amendments are to include:

<b>CREDIT EXPENDITURES</b>	72510	Fiscal Service		
	524	In-Service / Staff Development		10.00
<b>GRAND TOTALS</b>				<b>\$10.00</b>

**2.Q. Approve Budget Amendment 141-72620 Maintenance of Plant**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures.  
Amendments are to include:

<b>DEBIT EXPENDITURES</b>	72620	Maintenance of Plant		
	335	Maintenance & Repair Services - Buildings		1,500.00
<b>GRAND TOTALS</b>				<b>\$1,500.00</b>

Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:				
<b>CREDIT EXPENDITURES</b>	72620	Maintenance of Plant		
	105	Supervisor		1,500.00
<b>GRAND TOTALS</b>				<b>\$1,500.00</b>

## **2.R. Approve Budget Amendment 141-72710 Transportation**

Amend the 2020-21 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:				
<b>DEBIT EXPENDITURES</b>	72710	Transportation		
	412	Diesel Fuel		7,550.00
<b>GRAND TOTALS</b>				<b>\$7,550.00</b>
Amend the 2020-21 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:				
<b>CREDIT EXPENDITURES</b>	72710	Transportation		
	207	Medical Insurance		7,550.00
<b>GRAND TOTALS</b>				<b>\$7,550.00</b>

## **2.S. Approve Quitclaim Deed - Trousedale County Election Office - Attachment D**

## **2.T. Approve Electronic Signature Software Contract**

Accept lowest and best bid from DocuSign for the annual amount of \$2,939.20

- **DocuSign - \$2,939.20**
- PandaDoc - \$7,408.80
- airSlate - \$5,832

## **2.U. Approve Summer Learning Camp RTI Program Bid**

Accept the best bid from Curriculum Associates for the six (6) month amount of \$13,455.

- Curriculum Associates - \$13,455
- Riverside Insights - \$6,735.50

Rationale: i-Ready (by Curriculum Associates) has been used for several years in the district; therefore, teachers and administrators are very familiar with the program resulting in less time and expense associated with professional development. i-Ready is fully automated and assigns precise individualized instructional pathways.

## **2.V. Approve ESSER 2.0 Budget**

Credit Recovery and teacher stipends (2 yrs) - \$53,000  
K-2 touchscreen Chromebooks \$140,000  
Window replacement (middle school) - \$225,000  
Ceiling tile replacement (middle school) - \$50,000  
Water fountain replacement (all schools) - \$8,000  
Gym exterior door replacement (high school) - \$30,000  
Technology upgrades (all schools) - \$200,000  
Student Chromebooks - \$153,510.82  
Food Service reimbursements - \$100,000

## **2.W. Approve Summer Camp Compensation Schedule**

Summer Learning Camp Teachers - \$42.03 per hour  
Nurse - \$32.00 per hour  
Bus Driver - \$80.00 per day  
AfterSchool Summer School Instructional Personnel - \$25.00 per hour  
AfterSchool Summer School Supervisor - \$35.00 per hour

Summer Learning Camp Teacher Attendance Bonus

- 0 days = \$860
- 1 day = \$645
- 2 days = \$430
- 3 days = \$215

## **2.X. Approve 2021 State Certified Employee Bonuses**

The Board will distribute the one-time State BEP salary improvement (2%) as one-time bonus in the amount of \$485.60 to the 103.5 full-time licensed employees including nurses. 120-day contract personal will receive 60% that equates to \$291.36 each. All bonus payments shall be paid on May 1, 2021.

By contract, the Director shall receive the same \$485.60 as licensed employees; however, such funding shall not be used from the BEP allocation but paid from the 72320-140 Salary Supplement line item.

## **2.Y. Approve Strategic Compensation Plan Revision**

Add the following statement to page 2, section **B. ANNUAL BASE PAY**: “Annual baseline pay increases are not applied in combination with state BEP increases.”

## **2.Z. Approve TSBA Policy Revision - 1.700 School District Goals – Attachment E**

## **2.AA. Approve TSBA Policy Revision - 5.100 Personnel Goals - Attachment F**

## **3. SCHOOL DISTRICT HIGHLIGHTS: no report**

## **4. PRINCIPALS' REPORT:**

**4.A. Trousdale County Elementary School** - Ms. Badu reported that the school is working diligently to ensure the health of staff and students by adhering to the district's health protocols of masking, social distancing, disinfecting, and contact tracing. She noted that the school has seen a drastic reduction in infection rates. Ms. Badru updated the Board about the school's planning efforts for the upcoming Summer Learning Camps to address learning loss. She said that the school is presently focusing on sound and letter development especially in the early grades. Ms. Badru informed the Board that March 10 would be solely used for providing benchmark assessments for virtual school students. She said that only virtual school students would be in the building for the day with all other students learning from home on Wednesday. Ms. Badru concluded by outlining the school's preparation for Parent-Teacher Conference which will be held virtually for two days, March 15 and 16.

**4.B. Jim Satterfield Middle School** - Mr. McCall reported that the health protocols are going well at the school. He thanked administrators for allowing the middle school to use the high school gymnasium this year, which allowed spectators additional space to accommodate for physical distancing. Mr. McCall reported that staff and student quarantines were down drastically. He updated the Board about the school's planning for the Summer Learning Camps, noting that all of the teaching positions have already been filled due to an attractive compensation package provided by the Board. Mr. McCall discussed the school's plan for testing virtual school students for both the benchmark and TCAP assessments and for providing proficiency conversations for all students with parents. He said that the school's Parent-Teacher Conference will be held virtually on March 17 and 18 from 3:00 to 6:00 pm. He informed the Board that Coach Jacob Smith will serve as the school's head baseball coach and that Tina Chasse will again be the school's softball coach.

**4.C. Trousdale County High School** – Ms. Dickerson praised the school's maintenance staff that has endured the snow and has been at work every day this week. She said the health protocols at the school have gone extremely well and that she only had one staff quarantined last week. She attributed much success to the district's health protocols of masking, social distancing, and contact tracing. Ms. Dickerson reminded the Board of the school's graduation requirements for 28 credits. She said that the school would be providing credit recovery for all students in need of credits so that they can stay on track for graduation, stating that credit recovery classes will be provided beginning June 7 to July 1 from 7:30 to 1:30 P.M. with bus service being available for students. Ms. Dickerson outlined the school's plan for the upcoming Parent-Teacher Conference noting that the high school would be on the same schedule as the middle school.

Ms. Dickerson stated that the school will be administering the ASVAB test to both juniors and seniors since seniors were unable to take it last year. She stated that the ASVAB provides an excellent interest battery for students as well as provides potential military career options. Ms. Dickerson highlighted the annual student career fair that will be held March 9 and 10 for both 8<sup>th</sup> and 9<sup>th</sup> graders and how the school uses career interest inventories to help students with career decisions. She also informed the Board that the juniors will take the ACT on March 16. Ms. Dickerson concluded by stating that this year's Senior Honor and Scholar Graduates along with the Superlatives program will be a virtual presentation that will be posted to the district website in order for friends and family to view. She stated that Eli Henderson, Cameron Rankins, Taylor Ellis, and Claire Belcher have all signed to play college sports after graduation.

#### **4.D. Student School Board Representative - no report**

**5. COVID-19 HEALTH COORDINATOR REPORT** - Ms. Kathy Atwood provided the Board with the most recent COVID-19 County Snapshot showing an average positive rate of 12.7% over the last 7 days along with the White House Task Force map for which Trousdale County continues to remain in the highest red zone representing positivity rates above 10%. Ms. Atwood noted that Tennessee is improving, moving from the 10<sup>th</sup> most cases to 18<sup>th</sup> most cases in the nation. Ms. Atwood noted that masking and distancing has not only helped reduce the transmission of COVID but also helped reduce other illnesses that has reduced student absenteeism this school year. Ms. Atwood concluded by stating that the district-provided PCR testing for employees has been beneficial in getting employees back to work sooner.

### **6. DIRECTORS' REPORT:**

#### **6.A. Employment Notifications**

East, Jason                      Interim Elementary PE Teacher

**6.B. Academic and Goal Updates** – Dr. Satterfield noted that the district reported no new COVID cases and only one staff quarantine from the prior week. He stated that student enrollment is 23 students less than the same time last year. He reminded parents that in the event of a school closure that every day is learn from home Monday through Friday and that Wi-Fi hotspots are located in each school's parking lot as well as in other areas in provided by Tri County Electric. He reported that the present FAFSA filing rate is 70% and reminded parents of the upcoming March 1 deadline. Dr. Satterfield reminded the Board and parents of the upcoming 3<sup>rd</sup> Quarter Benchmark Assessments that will held the week of March 8-12. He said that Wednesday, March 10, will be reserved for only virtual school students with all other students learning from home on that day. Present planning will be to reserve Wednesdays for virtual school students during the TCAP assessment window of April 21 through May 14.

Dr. Satterfield updated the Board on planning for the upcoming Summer Learning Camps and high school credit recovery. Tentative planning includes conducting the Summer Learning Camps and credit recovery from June 1 to July 2 four days per week with Fridays off. However, the schedule is contingent upon State approval. He said that transportation will be provided and that an afterschool program will be provided for students in grades 1-5. Dr. Satterfield notified the Board that this spring's Parent Teacher Conference will be held virtually to reduce the potential spread of COVID. Each school will use two days from 3:00 –



6:00 P.M. to contact parents by phone or by video conferencing. Elementary conferences will be held on March 15 and 16 while the high school and middle school conferences will be held on March 17 and 18.

Dr. Satterfield informed the Board that all staff that wanted a COVID vaccine have received their first shot; therefore, by March 29 all staff will have reached immunity or had an opportunity to be vaccinated. Therefore, it is possible to reopen schools after spring break, especially for grades K-8, which the school principals have said they can coordinate. Because of scheduling changes, Dr. Satterfield recommended that the high school hybrid model remain unchanged for the remainder of the school year. He recommended that the Board move the March meeting up to March 11 to allow schools time to move furniture and redesign master schedules in the event that it chooses to reopen schools after spring break. The Board agreed to move the March meeting to March 11 and to poll parents about which learning model they preferred.

**6.C. Project Updates** – Dr. Satterfield informed the Board that the original middle school roof project is nearing completion and the work would soon begin on the gymnasium roof. Although the completion date is March 31, he expects the company will file for an extension due to weather days such as for the snow and ice this week. He commended the Board for approving the ESSER 2.0 grant that includes window replacement at the middle school along with new water filling stations and electric hand dryers at all schools designed to reduce the spread of the COVID virus.

## **7. NEW BUSINESS:**

### **7.A. Policy 4.301 - Interscholastic Athletics**

Joseph Pinzur presented a request to amend policy 4.301 – Interscholastic Athletics in order to allow homeschool students to participate in middle school athletics. The request failed for lack of a motion. .

## **8. ACCOUNT ANALYSIS:**

## **9. VENDOR CHECKS:**

## **10. EXPENDITURES & ENCUMBRANCES:**



**11. 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: ☐TCES ☒JSMS ☐TCHS

Student Group/Activity: Iron Giraffe Challenge

Net Amount Expected/Goal: \$1000.00

Specific Purpose of the Fundraiser:

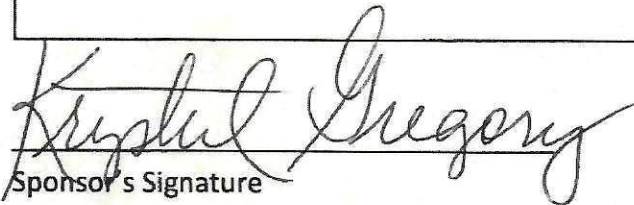
The fundraiser is to help raise money to help the Water for South Sudan will help build a well for a village in need or possibly enable hygiene classes to be taught as well to these places in need. The hygiene class cover issues such as understanding co-VID and how to avoid its spread further.

Specific Use of the Funds Acquired:

All of the money that is collected will be donated 100% to the charity through our school page for the Iron Giraffe Challenge.

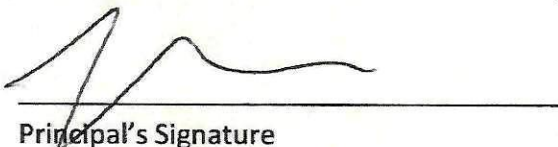
Describe how students will be involved in the fundraising activity:

Students will create informative pieces of writing to hand out to local businesses, as well as design flyers and work on public speaking to spread awareness of our cause.

  
Sponsor's Signature

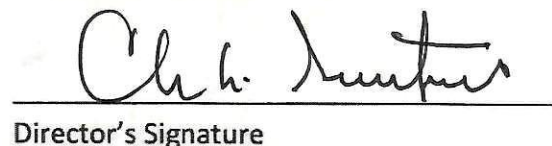
1-28-21

Date

  
Principal's Signature

1-28-21

Date

  
Director's Signature

2/19/21

Date

Board Approved: 2/18/2021



Trousedale County Schools  
Request for Fundraising Activity

Attachment B

School: ☐ TCES ☐ JSMS ☐ TCHS

Student Group/Activity: JSMS FOOTBALL

Net Amount Expected/Goal: \$1,000

Specific Purpose of the Fundraiser:

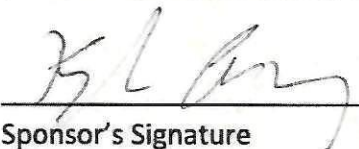
To gain funds for new equipment for the upcoming season

Specific Use of the Funds Acquired:


To buy new pads for the players to wear during season.

Describe how students will be involved in the fundraising activity:

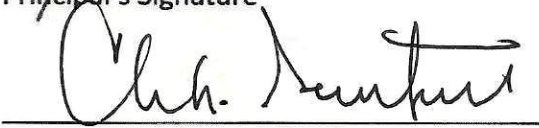
The students will be asked to sale Krispy Kreme Doughnuts to family and friends!

  
Sponsor's Signature

2-3-21  
Date

  
Principal's Signature

2-3-21  
Date

  
Director's Signature

2/19/21  
Date

Board Approved: 2/18/2021



2020-21 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	0.00%	0	33.33%	2	66.67%	4	0.00%	0	6	3.67
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				
1	0	0.00%	0	16.67%	1	83.33%	5	0.00%	0	6	3.83
Q3 Has a harmonious relationship with the board.											
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average				
1	0	0.00%	0	16.67%	1	66.67%	4	16.67%	1	6	4
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				
1	0	0.00%	0	66.67%	4	16.67%	1	16.67%	1	6	3.5
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				
1	0	0.00%	0	16.67%	1	66.67%	4	16.67%	1	6	4
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				
1	0	0.00%	0	33.33%	2	66.67%	4	0.00%	0	6	3.67
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				
1	0	0.00%	0	16.67%	1	50.00%	3	33.33%	2	6	4.17
Q8 Exercises good judgment and objectivity in making recommendations.											
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average				
1	0	0.00%	0	66.67%	4	16.67%	1	16.67%	1	6	3.5
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				
1	0	0.00%	0	16.67%	1	66.67%	4	16.67%	1	6	4
Q10 Understands and executes the intent of board policy.											
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average				
1	0	0.00%	0	16.67%	1	83.33%	5	0.00%	0	6	3.83
Q11 Seeks and accepts constructive criticism of his work.											
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average				
1	0	0.00%	0	83.33%	5	16.67%	1	0.00%	0	6	3.17
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				
1	0	0.00%	0	50.00%	3	50.00%	3	0.00%	0	6	3.5
Q13 Is an effective spokesman for the school system.											
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average				
1	0	0.00%	0	50.00%	3	33.33%	2	16.67%	1	6	3.67



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								
1	0.00%	0	16.67%	1	83.33%	5	0.00%	0	0.00%	0	6	2.83			
Q15 Builds public support for the school district.															
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average								
1	0.00%	0	16.67%	1	83.33%	5	0.00%	0	0.00%	0	6	2.83			
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								
1	0.00%	0	0.00%	0	16.67%	1	66.67%	4	16.67%	1	6	4			
Q17 Develops cooperative relationships with the news media.															
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average								
1	0.00%	0	0.00%	0	50.00%	3	50.00%	3	0.00%	0	6	3.5			
Q18 Participates actively in community life and events.															
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average								
1	0.00%	0	0.00%	0	66.67%	4	33.33%	2	0.00%	0	6	3.33			
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								
1	0.00%	0	0.00%	0	33.33%	2	50.00%	3	16.67%	1	6	3.83			
Q20 Works effectively with public and private agencies.															
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average								
1	0.00%	0	0.00%	0	16.67%	1	66.67%	4	16.67%	1	6	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								
1	0.00%	0	0.00%	0	50.00%	3	33.33%	2	16.67%	1	6	3.67			
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								
1	0.00%	0	0.00%	0	100.00%	6	0.00%	0	0.00%	0	6	3			
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								
1	0.00%	0	16.67%	1	66.67%	4	16.67%	1	0.00%	0	6	3			
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								
1	0.00%	0	16.67%	1	66.67%	4	16.67%	1	0.00%	0	6	3			
Q25 Recruits and assigns the best available personnel.															
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average								
1	0.00%	0	0.00%	0	16.67%	1	83.33%	5	0.00%	0	6	3.83			
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								
1	0.00%	0	0.00%	0	50.00%	3	50.00%	3	0.00%	0	6	3.5			
Q27 Solicits input from staff in planning.															
	Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Total	Weighted Average								
1	0.00%	0	0.00%	0	83.33%	5	16.67%	1	0.00%	0	6	3.17			



Q28 Maintains up-to-date job descriptions of all personnel.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	33.33%	At Expectations	2	Above Expectations	4	66.67%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.67																
Q29 Ensures that adequate planning and evaluation of curriculum and instruction occurs.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	33.33%	At Expectations	2	Above Expectations	4	66.67%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.67																
Q30 Develops and empowers supervisors, resulting in an effective educational team.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	16.67%	At Expectations	1	Above Expectations	5	83.33%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.83																
Q31 Possesses a vision and communicates a mission for the school system.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	16.67%	At Expectations	1	Above Expectations	4	66.67%	Significantly Above Expectations	1	16.67%	Total	6	Weighted Average
	4																
Q32 Understands and keeps informed regarding all aspects of the instructional program.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	33.33%	At Expectations	2	Above Expectations	3	50.00%	Significantly Above Expectations	1	16.67%	Total	6	Weighted Average
	3.83																
Q33 Participates with staff, board, and community in studying, problem solving, and developing curriculum and instructional improvements.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	50.00%	At Expectations	3	Above Expectations	3	50.00%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.5																
Q34 Organizes a planned program of staff evaluation and improvement.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	16.67%	At Expectations	1	Above Expectations	5	83.33%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.83																
Q35 Models the highest professional standards to staff and community.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	16.67%	At Expectations	1	Above Expectations	5	83.33%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.83																
Q36 Is an effective advocate of lifelong learning.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	16.67%	At Expectations	1	Above Expectations	4	66.67%	Significantly Above Expectations	1	16.67%	Total	6	Weighted Average
	4																
Q37 Creates an environment which encourages staff to constantly strive for improvement.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	33.33%	At Expectations	2	Above Expectations	4	66.67%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.67																
Q38 Incorporates technology as a teaching-learning strategy.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	0.00%	At Expectations	0	Above Expectations	5	83.33%	Significantly Above Expectations	1	16.67%	Total	6	Weighted Average
	4.17																
Q39 Encourages staff to be innovative in problem-solving.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	33.33%	At Expectations	2	Above Expectations	4	66.67%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.67																
Q40 Has an understanding of the needs of the school program, plant, facilities, equipment, supplies, and the budget required.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	16.67%	At Expectations	1	Above Expectations	4	66.67%	Significantly Above Expectations	1	16.67%	Total	6	Weighted Average
	4																
Q41 Supervises operations, insisting on competent and efficient performance.																	
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	33.33%	At Expectations	2	Above Expectations	4	66.67%	Significantly Above Expectations	0	0.00%	Total	6	Weighted Average
	3.67																

<b>Q42 Ensures that funds are spent wisely, and adequate control and accounting are maintained.</b>									
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	At Expectations	1	Above Expectations	4
								Significantly Above Expectations	16.67%
								Total	6
								Weighted Average	4
<b>Q43 Works effectively with board, staff, and community to develop both long and short range strategic plans.</b>									
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	At Expectations	2	Above Expectations	4
								Significantly Above Expectations	0.00%
								Total	6
								Weighted Average	3.67
<b>Q44 Keeps board and community informed on progress towards short and long range plans.</b>									
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	At Expectations	3	Above Expectations	3
								Significantly Above Expectations	0.00%
								Total	6
								Weighted Average	3.5
<b>Q45 Personally involved in academic planning of strategies goals, and projected student outcomes.</b>									
1	Significantly Below Expectations	0	0.00%	Below Expectations	0	At Expectations	1	Above Expectations	5
								Significantly Above Expectations	0.00%
								Total	6
								Weighted Average	3.83

**STATE OF TENNESSEE  
COUNTY OF TROUSDALE**

The actual consideration or value of this transfer,  
whichever is greater, is \$10.00

**THIS INSTRUMENT  
PREPARED BY:  
Branden Bellar  
Attorney at Law  
516 Main Street North  
P.O. Box 192  
Carthage, TN 37030  
(615) 588-1605**

\_\_\_\_\_  
**AFFIANT**

Subscribed and sworn before me this the \_\_\_\_ day  
of \_\_\_\_\_, 2021.

\_\_\_\_\_  
**Notary Public**

My Commission Expires: \_\_\_\_\_

**QUITCLAIM DEED**

**THIS INSTRUMENT WAS PREPARED SOLELY UPON THE INFORMATION PROVIDED BY THE  
PARTIES. NO REPRESENTATION OR WARRANTY IS MADE BY PREPARER AS TO THE  
ACCURACY OF ANYTHING SET FORTH HEREIN.**

**FOR AND IN CONSIDERATION** of the sum of Ten (\$10.00) dollars, cash in hand paid,  
and other and valuable considerations, the receipt and sufficiency thereof being hereby  
acknowledged, the **TROUSDALE COUNTY BOARD OF EDUCATION**, have this day  
bargained and sold, and by these presents do transfer and convey any interest unto the  
**HARTSVILLE/TROUSDALE COUNTY GOVERNMENT**, a certain tract or parcel of land  
located in the seventh (7<sup>th</sup>) Civil District of Trousdale County, Tennessee, described as follows:

Being a lot measuring approximately 50 m x 243 x IRR  
Said lot is bounded as follows:  
Bounded on the North by property of Jack Carey et ux Frances;  
Bounded on the East by property of Jack Carey et ux Frances;  
Bounded on the South by property of Clinton Hobbs; and  
Bounded on the West by Broadway Street

**Property Address: 214 Broadway, Hartsville, Tennessee, 37074**

Being the same property reflected by property records maintained in the  
Hartsville/Trousdale County Government Property Assessor's Office for Trousdale County,  
Tennessee.

Witness my signature, this the 22<sup>nd</sup> day of February, 2021.

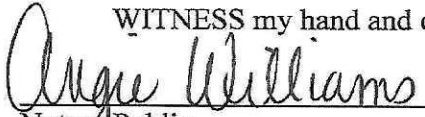
By: \_\_\_\_\_

  
**TROUSDALE COUNTY SCHOOL SUPERINTENDENT**



**STATE OF TENNESSEE  
COUNTY OF TROUSDALE**

Personally, appeared before me, the undersigned, a notary public in and for the State of Tennessee, the aforesaid, authorized Representative for **TROUSDALE COUNTY BOARD OF EDUCATION**, which whom I am personally acquainted, or proved to me on the basis of satisfactory evidence, and who acknowledged that he executed the within instrument for the purposes therein contained.

WITNESS my hand and official seal at office this 22<sup>nd</sup> day of February, 2021.  
  
Notary Public

My Commission Expires: 10/25/21



**OWNER:**

**Hartsville/Trousdale  
County Government**

**MAP**

**027C**

**PARCEL**

**021.00**

<b>Trousdale County Board of Education</b>			
Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>School District Goals</b>	Descriptor Code: <b>1.700</b>	Issued Date: <b>02/18/21</b>
		Rescinds: <b>1.700</b>	Issued: <b>09/12/96</b>

The Board shall determine the educational goals of the school district. In discharging that responsibility, the Board has adopted the following goals:

### **INSTRUCTION**

1. To promote a plan for the organized improvement of school curriculum, including the transition between elementary and secondary schools;
2. To offer a wide range of career and service opportunities;
3. To promote an integration of academic, physical, social, and emotional growth experiences for each student; and
4. To promote the recognition of achievement in all endeavors (i.e., academic, athletic).

### **STUDENTS**

1. To structure the instructional program to provide necessary alternatives to meet a variety of individual needs and aspirations;
2. To ensure that each student's interests, capacities, and objectives are considered in his/her learning program; and
3. To help students gain understanding of themselves as well as skills and techniques in living and working with others and being responsible citizens.

### **PERSONNEL**

1. To promote high quality performance by the staff, including both professional and support personnel;
2. To establish acceptable performance standards for all personnel;
3. To set goals for educator diversity that take into consideration the diversity of the student population;<sup>1</sup>
4. To provide in-service training and professional growth experiences for teachers and administrators; and
5. To maintain an evaluation system for the improvement of the instructional system.

## 1 OPERATIONS

- 2 1. To make every effort to secure adequate funding for the educational program in support of the  
3 stated goals;
  - 4 2. To maintain an adequate system of fiscal and business management;
  - 5 3. To develop plans for the efficient use of school facilities; and
  - 6 4. To ensure appropriate communication between the Director of Schools and the Board.
- 7 The Board shall annually review these goals and revise them as necessary.
- 8 The Director of Schools is responsible for developing procedures and strategies to implement the goals  
9 of the Board.

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### Legal References

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

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### Cross References

Role of the Board of Education 1.101  
Board Member Development Opportunities 1.204  
Fiscal Management Goals 2.100  
Business Management Goals 3.100  
Instructional Program 4.100  
Evaluations of Instructional Programs 4.702  
Personnel Goals 5.100  
Student Goals 6.100

<b>Trousdale County Board of Education</b>			
Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>Personnel Goals</b>	Descriptor Code: <b>5.100</b>	Issued Date: <b>02/18/21</b>
		Rescinds: <b>5.100</b>	Issued: <b>09/12/96</b>

- 1 The Board's personnel goals are as follows:
- 2 1. To ensure that the Director of Schools recruits and employs the best qualified individuals to staff
  - 3 the school district;
  - 4 2. To provide compensation, benefits, and working environments sufficient to attract and retain
  - 5 qualified employees;
  - 6 3. To set goals for educator diversity that take into consideration the diversity of the student
  - 7 population;<sup>1</sup>
  - 8 4. To provide an in-service training program for all employees to improve their performance; and
  - 9 5. To conduct an evaluation program that will contribute to the continuous improvement of staff
  - 10 performance.

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Legal References

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

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Cross References

School District Goals 1.700